Reviewer’s report

Title: The influence of working conditions on health satisfaction, physical and mental health – Testing the effort-reward imbalance (ERI) model and its moderation with over-commitment using a representative sample of German employees (GSOEP)

Version: 0 Date: 10 Apr 2019

Reviewer: Jaana Halonen

Reviewer’s report:

Overall, the paper is nicely written and the tests are justified. I find the paper clearer now after revisions.

I have only some minor comments for the author to consider:

1. Bottom of page 6. It is said that: "In the here used data from 2016…” Could be revised for clarity as: "In this study, I used data from 2016 where respondents…”

2. Page 10. There could be a reference to the statistical modelling used.

3. In both Tables 1 and 2 it would be good to have a footnote for the meaning of "Coef." and "Stand. Coef."

4. Table 2. Why was education not included in the interaction models?

5. Page 15. It is rather a strong argument (based on results of one study from one country) to say: "…ERI ratio should no longer be recommended…” I suggest the author revises this sentence.

6. Page 15. It is said that: "...it might be easier to develop programs in order to preserve employee health and create healthy working conditions." Perhaps this could be further elaborated to include "health promotion" in addition to preserving health, and "positive working environments/ positive leadership" in addition to healthy working conditions. There are references on these topics.

7. Page 16. The author discusses that the weak association with physical health might be due to cross-sectional study design. This can be true, but also the type of the measure may affect this. For example, we have observed in longitudinal setting that ERI is associated with physical health measure (pain) (Halonen et al. Associations between onset of effort-reward imbalance at work and onset of musculoskeletal pain: analyzing observational longitudinal data as pseudo-trials, Pain 2018)

Are the methods appropriate and well described?
If not, please specify what is required in your comments to the authors.

Yes

**Does the work include the necessary controls?**
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Yes

**Are the conclusions drawn adequately supported by the data shown?**
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Yes

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