Reviewer’s report

Title: Effects of coaching supervision, mentoring supervision and abusive supervision on talent development among trainee doctors in public hospitals: moderating role of clinical learning environment

Version: 4 Date: 28 February 2015

Reviewer: Murali Sambasivan

Reviewer’s report:

The authors have addressed the concerns raised and the manuscript reads better. There are a few minor/major revisions before the manuscript can be accepted.

Major compulsory revisions
(1) A section on descriptive statistics (mean, std dev, and 95% confidence interval estimates) of all constructs must be provided. This information must be used while explaining the results. A table with descriptive statistics can be added.
(2) All the hypotheses on moderation must be expanded further. For example, what happens if the clinical environment is favorable between abusive supervision and talent development?
(3) Direct relationship between abusive supervision is insignificant. Why? Under what conditions the relationship is insignificant? This aspect must be discussed in the discussion section.

Minor essential revisions
(1) Must be edited. For example, lines 356-358. The manuscript must be thoroughly edited.
(2) Line 182 -- The study will investigate the moderating role............avoid using future tense
(3) Lines 172 - 192 -- Too much repetition. What is stated in lines 172 - 177 is again stated in lines 179-185.
(4) Line 226 -- the researcher proposed....it appears that this portion has been cut and pasted from the thesis draft. Correct this.
(5) Lines 413 and 434 -- ‘was’ must appear after ().

Level of interest: An article of importance in its field

Quality of written English: Needs some language corrections before being published

Statistical review: Yes, and I have assessed the statistics in my report.
Declaration of competing interests:

I do not have any competing interest.