Reviewer's report

Title: The role of collective affective commitment in the relationship between work-family conflict and emotional exhaustion among nurses: A multilevel modeling approach

Version: 0 Date: 08 Aug 2018

Reviewer: Yuan Zhang

Reviewer's report:

"The role of collective affective commitment in the relationship between work-family conflict and emotional exhaustion among nurses: A multilevel modeling approach" assessed the potential moderating role of affective commitment to mitigate the effect of work-family conflict on nurses' emotional exhaustion. This study addresses a timely, important, and necessary area of inquiry. The study is well written, and has practical implementations for future interventions. I find the study to have potential for publication with some modifications.

Background:

Logically, it seems that the last paragraph on page 4 (line 114-122) should belong under the sub-header "Collective affective commitment as a resource".

Methods

Data collection (page 6, last paragraph): there is bias to have ward managers and nurse head to distribute the surveys to nurses since the survey contains questions related to work and job burnout - for example, nurses may underreport their emotional exhaustion or overreport their affective commitment. Need to give more detailed explanation who (ward managers and nurse head?) and how (in-person or others?) the written and oral information about the study purpose was provided to nurses. How the survey was delivered and returned?

Data analyses: which software was used to conduct data analyses, Stata or SAS?

Please explain more clear how the affective commitment variable is dichotomized into high or low, and how did you choose the cutoff value?

Please describe what demographic factors were collected in the study and were they adjusted in the HLM analysis?

Some Minor Edits

On page 12, line 304, please write AC in full name "Affective Commitment" before using the acronym.
* On page 13, line 331, "consequently worsen the quality of nursing practice" should not be stated here since it is not part of the results of this study.

**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?**
If not, please specify which controls are required in your comments to the authors.

Yes

**Are the conclusions drawn adequately supported by the data shown?**
If not, please explain in your comments to the authors.

Yes

**Are you able to assess any statistics in the manuscript or would you recommend an additional statistical review?**
If an additional statistical review is recommended, please specify what aspects require further assessment in your comments to the editors.

I am able to assess the statistics

**Quality of written English**

Please indicate the quality of language in the manuscript:

Acceptable

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