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 Sep 2018

Reviewer: Reviewer 2

Reviewer's report:

PEER REVIEWER COMMENTS: To view the full report from the academic peer reviewer, please see the attached file.

REVIEWER COMMENTS FROM REPORT: The statistical modelling is sound.

REQUESTED REVISIONS:
The article claims to focus on female nurses “for whom work-family conflict is a crucial problem ... as this profession is dominated by women, who have more family responsibilities than many men.” Yet the sample consists of only 59% of nurses who are female (no information given on the male nurses - were they from Psychiatric or ER nursing?). Response rate to questionnaires was only 59.5% - why was this? What form of words was given to invite subjects to complete questionnaires? Were there biasing factors here? No information on reliability and validity of instruments employed is given. No information is given on 'back translation' procedures for using culturally imported scales. No information is given on the crucially important "Affective Components Measure" (reported in Italian by Pierro in 1992, in an unavailable journal). For replication, this scale should be appended in an English translation. The statistical modelling employed explains less than half of the variance in the outcome measure(s). This could be due to (a) lack of validity of the predictor variables; the paucity of the model, in which too simplistic view of outcomes is made; (3) heterogeneity of subjects. Since the original sample is quite large, I suggest that it is split in two (382 women, 265 men) to see if separate trends emerge. Hypothetically, the model will work best for women.

ADDITIONAL REQUESTS/SUGGESTIONS:
Please see comments above on validity of instruments, low response rate, and high proportion of male nurses.

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

No

Does the work include the necessary controls?
If not, please specify which controls are required in your comments to the authors.

No
Are the conclusions drawn adequately supported by the data shown?
If not, please explain in your comments to the authors.

No

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.

Not relevant to this manuscript

Quality of written English

Please indicate the quality of language in the manuscript:

Needs some language corrections before being published

Declaration of competing interests

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