Reviewer’s report

Title: A Cross-Sectional Study Exploring the Relationship Between Burnout, Absenteeism, and Job Performance among American Nurses

Version: 0 Date: 22 Jul 2019

Reviewer: Nina Granel Gimenez

Reviewer's report:

Thank you for the opportunity to review this study. Overall, the manuscript is well-written and addresses a very interesting topic. However, the manuscript should be revised in order for me to recommend publication.

I would like to make the following recommendations.

Abstract:

1. The abstract is well written and organized. OR and CI is not provided for "high performer". Could you please add it if considered by the author(s)?

Methods:

2. Line 77. The sentence starting with "as previously reported" is slightly confusing, could you please rephrase it?

3. Line 84. Sentence needs punctuation revision.

4. The survey included items about demographics, fatigue, and validated instruments to measure burnout, absenteeism, and poor work performance in the last month. Could you please mention why this period was stablished and no longer? The author(s) should elaborate here.

5. Could you please explain how you calculated the sampling size? Were you based on any author? Why 3147 nurses were included? The final simple size (n=637) was sufficient to generalize the results?

6. None exclusion criteria are described. Could you please include them, if it is the case?

7. Has the HPQ been validated in the USA and psychometric properties being tested? Could you please clarify this?
Results:

8. Line 153: "Among the responders, 175 were advanced practice nurses and were excluded from this analysis, resulting in a final sample size was 637 nurses”. I believe there is a typo.

9. Line 175: The sentence contains a typo. (Extra bracket)

10. Line 176: OR and CI is not provided for "high performer". Could you please add it if considered by the author(s)?

11. Line 183: The sentence contains a typo. Table 2, not table 4.

Discussion:

12. Few previous results of other studies have been discussed in this section. One study among non-health care employees and another from the US is mentioned. Could you include details associating your results with other studies made outside US?

Conclusion:

13. The section should be more elaborated.

References:

14. At least 22 references are more than 10 years old, with some of them being 15-20 years old. These need to be updated.

Tables:

15. Table 1 contains some typos. (No. (%) not included in some described variables).

I hope my suggestions will strengthen the manuscript. Thank you for your important work.
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.

Yes

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.

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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