Reviewer’s report

Title: Job satisfaction and turnover intention among Iraqi doctors - a descriptive cross-sectional multi-center study

Version: 1 Date: 17 February 2015

Reviewer: Mohamad Alameddine

Reviewer’s report:

I commend the efforts of the research team in leading this study in the difficult context of Iraq. They have tackled a topic that is both timely and interesting and could potentially have good policy and practice recommendations to remedy the situation. Having said that, I believe the manuscript could benefit from some good improvements in terms of rigor and readability. I include a few comments below hoping they would be of benefit to the authors.

Major revisions

Background/literature

1- The literature review needs to be better organized for readability and clarity
2- The introduction and overview could benefit from examining studies from the Middle East and Gulf Regions and not only Western studies
3- Try to focus review on the determinants of physicians’ attrition and intention to quit in countries with conflict and civil unrests
4- Despite attrition of Iraqi physicians, the physician to population ration has been on the rise over the last few years. How would the author justify this? Is it that the supply side of physicians has been active or is it because the Iraqi population has been decreasing? A more rigorous understanding of the labor market dynamics would add to the value and credibility of this manuscript.
5- Avoid the excessive use of superlatives

Methods

6- How were physicians randomly selected in hospitals?
7- Why would physicians be unwilling to participate? Which measure have you taken to ensure participants do not differ than non-participants?
8- Have the questionnaire used in this study been pilot tested?
9- From my experience in Iraq, I believe that not translating the questionnaires is a major shortcoming in this study as I believe that many health professionals possess poor English language skills despite the fact that they studied in English. Absence of an Arabic version of the questionnaire undermines physicians’ proper understanding of questions. This should be highlighted in the shortcomings.
10- Have physicians been provided with a number they can call if they have questions about the questionnaire?
Results

11- In the bivariate reporting the authors did not explain how did physicians vary by turnover intentions across the significant variables. For example, when you mention that gender was significantly associated with intention to quit you should have explained whether males or females had a higher intention to quit, etc.

Discussion

12- Need to explain how your findings agree or vary with other findings not only in the West but also with studies carried out in other countries in the Middle East Region and specifically in contexts with war and civil unrests?

13- Perhaps is the weakest section of the manuscript as the authors would need to explain the policy and practice recommendations that are aligned with their findings. For example, what need to be done to protect workers from violence? Which measure could policy makers and managers take in order to improve the situation? What could we learn from other contexts?

14- Turnover intentions vary by gender, age, etc. What can we learn from this? What concrete measure could be taken? What could be learned from other contexts?

15- Check the third paragraph – second sentence – as there seems to be an error with the statement.

The manuscript needs to be thoroughly reviewed for language and grammar by an experienced professional

Level of interest: An article of importance in its field

Quality of written English: Not suitable for publication unless extensively edited

Statistical review: No, the manuscript does not need to be seen by a statistician.

Declaration of competing interests:

I declare that I have no competing interests