Reviewer's report

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

Version: 2 Date: 31 March 2015

Reviewer: Mohamad Alameddine

Reviewer's report:

I commend the good efforts of the authors who have in my view adequately addressed the majority of reviewers' concerns. I believe the resubmitted version of the manuscript presents a major improvement over the originally submitted one.

One concern relates to the definition of turnover intention used by the authors which in my view measures intention to migrate rather than intention to quit. The question used to measure the outcome variable in this study might have underestimated the turnover intentions of Iraqi doctors since not all are in a situation that enables them to leave the country, yet some might be planning to leave their institution to work in another, leave their region to work in another or perhaps drop out of the labor market and become inactive without migrating. Gender also plays a major roles here since females with families are usually less mobile and are less able to migrate. In brief, I believe your question is measuring intention to migrate and the manuscript should reflect this starting with the titles and all through. I wish the authors all the best with this submission and extend my gratitude for the opportunity to review this manuscript.

Level of interest: An article of importance in its field

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

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