Reviewer’s report

Title: What is the job satisfaction and active participation of medical staff in public hospital reform: A study in Hubei province of China

Version: 9  Date: 19 January 2015

Reviewer: Sandra Cole

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What is the job satisfaction and active participation of medical staff in public hospital reform: A study in Hubei province in China.

Job satisfaction is hardly a new topic but it is always relevant. However, it really seemed to me that the authors focused on whether or not the staff members understood the new healthcare reforms and if they accepted them. It is my opinion that some staff members may understand the reforms very well but still not accept them and this may affect how they felt about their jobs. They may bear a grudge against the government for implementing the new reform but this may not affect the satisfaction they feel for taking care of people. It is not entirely clear to me where the job pressure is coming from. Under the new reforms, do the staff members have to see vastly more patients/day? I am not sure what role ‘active participation’ plays. Does this mean that the participants do their jobs? I think a more appropriate title would be How Does the Healthcare Reform in China Affect the Job Satisfaction of Hospital Medical Staff. It would have been helpful to have a definition of the concept of pilot and non-pilot hospitals. I was unsure if the pilot hospitals had been part of a small scale feasibility study or something else. I am not surprised at all that the income of the medical staff is a bone of contention. This seems to be an international problem. Having said that, why does the author try to persuade us to see his point (page 12) by mentioning the workers complaints in Ghana and other locations? And why does he refer to the medical staff complaints as ‘reasonable demands’ on page 18? The demands may be reasonable or unreasonable depending on whether increasing the salary of the medical staff further reduces access to healthcare by poorer rural dwellers, which seems to be the whole point of the healthcare reform, as noted on page 4 when they say “the reform plan was formally released to reduce the residents’ economic burden for medical services, mitigate the difficulties in affordability and accessibility of medical service, and provide safe, effective, convenient, and inexpensive health services for universal coverage”.

My expertise is in qualitative research rather than quantitative and therefore I will leave questions about appropriateness of methods to others who are better versed in quantitative research. I noted that a Likert scale was used but not labeled as such. The project had IRB approval. I did notice that the response rate was impressive at 98.18%. The authors indicated that confidentiality was assured however did not indicate how. On page 7, I would not say: 3, moderate (not too badly) but would say moderate/acceptable. I would note the edition of the SPSS that was used. I would spell out hours rather than noting h throughout. On page
11, I noticed that there are only two categories of job satisfaction: light pressure or slight pressure then jumps to great pressure. There is a huge difference between light or slight and great.

Spelling and grammar/writing: p. 4: comma after and on line 10 and again line 17. On page 11, I would say in line 8 and throughout: medical staff who were satisfied rather than was. Discussion on page 12 should be to a higher extent rather than at. Line 14 on page 13: …system, to demonstrate more concern for their staff, and to increase…. Use sufficient rather than enough on line 18. Page 18, line 6: use ‘utilizing’ rather than by multiple forms… Line 11, say the findings of the study may or may not be generalized to the medical staff working… Line 17 of page 18, say experienced rather than ‘got’. I believe it is leading to say that the administrators should focus on the reasonable demands of medical staff. I did not understand the statement (page 19): and the medical staff in pilot county hospitals experienced more advantages from this reform.