Reviewer's report

Title: Job Satisfaction and Motivation among Community Health workers in Morogoro Region, Tanzania

Version: 2  Date: 21 December 2014

Reviewer: Maryse Kok

Reviewer's report:

This is a nice and clearly written paper.

Discretionary revisions

1. The conclusion, both in the abstract and at the end, seems to focus on satisfaction and not that much on motivation. Could you say something on motivation? E.g. what kind of measures could increase motivation?
2. In the introduction, a bit more could be said about incentives and supervision and how these could influence motivation.
3. Lower educated and older CHWs seem to be more satisfied and motivated. Less wealthy CHWs seem also to be more satisfied and motivated (from results section). Can you say something about these characteristics in the discussion? Can we draw conclusions or not? (If not, also say so). There is some literature available on this. For example, recently published: Kok 2014: Which intervention design factors influence performance of community health workers in low- and middle-income countries? A systematic review, table 3.

Minor essential revisions

1. In the abstract, results section, you have the following sentence: “Results also show that CHWs were motivated to join their profession due to intrinsic needs and altruism rather than external stimuli of monetary incentives, lack of professional opportunities and respect”. It was only after reading the results section that I understood this sentence. The sentence is quite confusing. For example, you can read it as “lack of respect”. There might be too many issues added in one sentence. Could you please adjust it?

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: Yes, and I have assessed the statistics in my report.

Declaration of competing interests:

I declare that I have no competing interests