Reviewer's report

Title: Challenges and Opportunities for Effective Adoption of HRH Information Systems in Developing Countries: National rollout of HRHIS and TIIS in Tanzania

Version: 2 Date: 13 November 2014

Reviewer: Teena Kunjumen

Reviewer's report:

Minor Essential Revisions

1. This is a very descriptive piece of work and a lot of detail has been incorporated. However, one of the critical issue of data collection and data entry is data quality and validity checks. Not much has been mentioned of this critical aspect of the work flow. I recommend enriching the readers with the experience faced in validating the data and detailing the quality control checks put in place to address the same.

2. Following on the point above, and referring to the last para of the Introduction section "The authors think it is better that “success” of the information system is defined as “the information systems are understood, adopted, and utilized by the users at each level”. The authors views on agreed standard of data quality and how is this addressed in the development, roll-out and maintenance phases.

3. Data elements - I recommend including an overview of the 'agreed data elements' to elaborate the scope of the data and the information systems.

4. Please elaborate on the statement in the Pilot phase section "In addition, some basic data elements were not always needed for HRH management at district level, while other elements were demanded."

Discretionary Revisions

1. It would be beneficial to include some explanation on the profile of those involved/assigned to the various teams mentioned throughout the text.

2. In Maintenance phase section - criteria for student selection to undergo the training program - Health Systems Management degree?

3. In addition to the illustration, it would be beneficial to include a screenshot of the system or perhaps a graphical overview of the core data

Level of interest: An article of importance in its field

Quality of written English: Acceptable

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