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:** elsheikh badr

**Reviewer’s report:**

**major compulsory revisions**

1. under data utilization training (DUT) there is a mention of "effect size". This term is not clear and well defined and the statistics related to it also needs clarity. I wonder how this relates to models of measuring training effectiveness such as Kirkpatrick’s model

2. under maintenance phase there is mention of interoperability but the relation of HRHIS and TIIS to the overall health information system (HIS) is not described and there is no reflection on this in the discussion section. In several countries, integration of the HRHIS into the HIS proved to be a daunting challenge and the weakness of the latter often jeopardize the effectiveness of the former.

3. under discussion section there is mention of the effects of HRHIS and TIIS on planning and decision making. However, an elaborate description of the impact with some illustrative examples on benefits of HRHIS and TIIS is lacking, what practical changes in HRH or health system resulted from the application of the system??

4. under the development phase and later in the discussion, there is no mention of the contents of the HRHIS and TIIS e.g. the minimum data set developed and agreed by the stakeholders. This is an essential aspect and readers might want to know how the data set was developed and agreed and how changes of harmonization were addressed

5. Although some literature was referred to in the paper, one feel that important literature was not adequately reflected especially in relation to experience of some developing countries with HRIS and the challenges involved. more than half of the references refer to reports from ministry of health. the paper could have benefited from a comparison and contrast with similar country experiences.

**minor essential revisions**

1. there are some language errors that need to be addressed for the final version
2. use of abbreviations needs to be revisited e.g. some abbreviations are not spelled when first appearing "RHMT??" and some like SS for supportive supervision might not be appropriate.

**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: no competing interest