Reviewer's report

Title: Retention of Healthcare Professionals in Urban India Using Health Information Technology - A Path Analysis Study

Version: 4  Date: 5 June 2014

Reviewer: Josue Mbonigaba

Reviewer's report:

Major compulsory revision

I would like the author to explain clearly the methodology by showing how each aspect of the methodology responds to the research question. For example, I would like to know how the factors influencing job satisfaction were found, how these were integrated in the data collection instruments. I do not see how the integrative model of attrition fits into the whole discussion.

The structure of the paper needs to be looked at in order to ensure coherence of the parts making the paper. The discussion of the paper is not focused. I would prefer factors influencing job satisfaction to be put into broad major categories and be discussed thoroughly and clearly or any other arrangement that would make the reading of the manuscript coherent and interesting.

Minor revisions

I did not look into minor revisions. Some information presented in some part (see example the method section in the abstract) shows incompleteness. If proofread by someone knowledgeable about presenting arguments clearly would recommend re-writing the abstract to make it more appealing. The next time the manuscript is submitted, I would recommend it to be proofread by a professional English editor.

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

Statistical review: Yes, but I do not feel adequately qualified to assess the statistics.

Declaration of competing interests:

I declare that I have no competing interests