Reviewer’s report

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

Version: 6 Date: 21 January 2015

Reviewer: Josue Mbonigaba

Reviewer’s report:

Dear Editor

I was pleased by the efforts provided by the authors and the responses to my comments. I also maintain that this could be an interesting paper in this era of information systems technological advances. However, I believe the authors should make a paper focused to the objective.

1. The objective is to find out whether HIT is a factor contributing to job satisfaction (JS) and intent to stay (ITS) for health professionals. A focused and clear analysis would be for example to identify factors influencing positively job satisfaction and ITS and then provide evidence that HIT in turn influences these factors (or any other way of showing the effect of HIT on retention of health professionals). If the effect of HIT on JS and ITS was clear, achievement of the objective of the study would be real. However, the authors provide an analysis of many factors affecting job satisfaction and intention to stay using factor analysis and focus group. The paper looks like authors are trying to identify factors influencing job satisfaction (JS) and ITS which is not in fact the objective of the research. Otherwise, I like the rationale for the paper. The English professional need also to look at the paper. For example, it is not professional writing to start a sentence with a number. Eg: “566 nurses responded to the questionnaire “is not a professional sentence.

2. If other reviewers were happy with the revisions however, I would pretend I misunderstood the key argument of the paper

Level of interest: An exceptional article

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:

No competing interests