Reviewer’s report

Title: Factors influencing turnover intention among primary care doctors: a cross-sectional study in Chongqing, China

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Reviewer: Ummuro Adano

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This is an interesting manuscript, especially for researchers as well as HRM practitioners who are looking for ideas and good practices to improve rural retention of physicians. However, the sample size is too small to make the findings of the study generalizable, even in the complex Chinese context. The use of self-administered questionnaires to conduct such a study also introduces major risks associated with social or psychological influences in the way respondents answer the questions. These include selective bias, or even social proof or "correctness" - in other words, the tendency to respond in similar ways to those like us. All the same, for the most part, the findings are fairly consistent with evidence in the broader literature on factors fueling turnover intentions for health workers in similar settings.

While the analysis of the data is fairly robust, the presentation and discussion of the analysis is confusing and hard to follow. For example, there are many sentences in the manuscript that are phrased like this one: "No matter fighting for resources or discourse power, primary care facilities are in the bare tree [36]." As such, that whole discussion section and indeed the entire manuscript needs to be rewritten using clearer and comprehensible language.

Level of interest
Please indicate how interesting you found the manuscript:

An article whose findings are important to those with closely related research interests

Quality of written English
Please indicate the quality of language in the manuscript:

Not suitable for publication unless extensively edited

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