Reviewer’s report

Title: Job satisfaction of public and private primary care physicians in Malaysia: analysis of findings from QUALICO-PC

Version: 0 Date: 12 Apr 2019

Reviewer: Antonia Rich

Reviewer's report:

Thank you for sending me this paper to review. It investigates job satisfaction in primary care physicians in Malaysia, which appears to be an area which has received little research attention and thus is important.
I have a few suggestions for the authors to improve the manuscript.

Introduction
Is it possible to explain the term 'geographic maldistribution' for those readers who are not familiar?
I wondered whether there is any previous literature specific to the challenges facing primary care physicians in particular in Malaysia? If so, please can you include and if not, please state that this is the case.

Methods
Is it possible to provide a brief summary of each of the questionnaire measures, i.e., what they intend to measure, reliability & validity of the measures. Also, can the questionnaires be accessed by the reader either as an appendix or by providing a reference where you could access them? It looks like this could be in reference 24 but be helpful to clarify.
Could information be given about response rates? E.g., how many clinics/doctors were invited to participate and how many responded?
Also regarding the sample size, how many primary care physicians are there in Malaysia? What % of them participated in the study?

Results
Line 212 p. 9 "After adjustment for other factors". It would be helpful if could specify which factors you adjusted for in the analysis

Discussion/Limitations
The authors rightly point out in the limitations that the study is cross-sectional and the limited measure of job satisfaction. They discuss in the intro that "job satisfaction among doctors is health system dependent while a number of factors such as individual, organisational, and work factors may also be associated with the degree of job satisfaction". As the measure used only contained a few items,
perhaps the authors could comment on this and make recommendations for future research on which measure would provide a more holistic assessment.
Also, when the information about sample size and response rates has been added, perhaps the authors would like to comment on whether this is either a strength or limitation of the study.

Additional point:
There are minor grammatical errors in the paper. A few examples below, so requires proof reading.

Abstract:
Should read:
A higher proportion of public doctors felt they were being overloaded with administrative tasks

Line 140 p.6
"I feel that some parts of my work do not make any sense", "My work still interests me as much as it ever did",

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:

Needs some language corrections before being published

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