Reviewer’s report

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

Version: 1 Date: 04 Jul 2019

Reviewer: Ayako Honda

Reviewer's report:

Thank you for the opportunity to review the revised manuscript titled "Job satisfaction of public and private primary care physicians in Malaysia: analysis of findings from QUALICO-PC."

I think that the authors carefully addressed the comments on the previous version of the manuscript, and the current version makes a clearer case for the study on job satisfaction in the Malaysian health system.

I have just a few minor points for further consideration:

Lines 95-96 on Page 4: the per capita density of primary care providers in Malaysia is provided as evidence of the lack of health workers in the country. It would be helpful to provide the figures for some other countries with similar socio-economic contexts and/or in the same region so that the reader can make comparisons and the importance of the issue highlighted.

Lines 295-296 on Page 12: The text states, "private clinics function in a competitive environment and thus are often perceived to provide better conditions for both patients and workers." References are required to support the statement. If there is no reference, it may be necessary to provide a little more insightful (and careful) explanation of the differences in job satisfaction between public and private healthcare providers as a result of the difference in work conditions. (The paragraph later discusses issues such as the administrative work requirements in the public sector and the age of public sector healthcare providers as factors contributing low job satisfaction among the public sector healthcare providers however, it is not clear whether competition among healthcare facilities and job conditions for healthcare providers are linked in the context of Malaysia.)

Also, the revised introduction states that there is inequitable distribution of the health workforce between the private and public sectors. It would be of benefit if the paper could provide some policy implications, based on the study, on how to address this issue, either in the discussion section or the conclusion (I think the policy implications of the study are currently summarized in the conclusion section and so the authors may want to revise the section to specifically mention the policy implications in that section. Alternatively, the authors could create a paragraph in the discussion section to discuss the policy implications, including the issue of human resource distribution between the public and private sectors).
Please let me know if there is anything that requires clarification.

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