

# Review of: "Relationship between Job Satisfaction, Work Stress, Organizational Commitment and Turnover Intention of Chinese Medicine Practitioners in Hong Kong"

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Potential competing interests: No potential competing interests to declare.

Congratulations to the authors for writing a paper that informs and contributes to how the practice of CM can be improved. Data like these are examples of how listening to the grass roots can be done which are critical in decision making especially in establishing supports, initiating systemic changes, or performing any course of action related to the work and industry. On an individual level, if I were a CM practitioner, this also helps me reevaluate my career track and potential for growth in the industry.

Overall, this paper is a good start but I hope to see a more nuanced discussion that looks at how the demographics of your participants are relevant to the correlations reported. Furthermore, defining each factor (i.e., work stress, job satisfaction, org commitment) could have also been helpful. The paper looked more like it's validating the qualitative input from the major representative institutions on what they already generally know but without delving into the details. This comment is also coming from being unable to see the supplementary material as mentioned in the paper because this is not available in the platform.

In terms of specific suggestions in improving the article, here are some inputs:

**(1) On the use of Cronbach Alpha to measure internal reliability:** This measure has strict assumptions and it would be helpful to note in the methodology if the questionnaire achieved the assumptions prior to using this measure.

**(2) On selecting the concepts correlated with turnover intention:** Work turnover intention, as with any human motivation, is a complex concept that can be affected by multiple factors which can be at work or outside work. While it's good that the paper found correlations with work-related factors (work stress, org commitment, and job satisfaction), it may good if the questionnaires could differentiate if there are other factors outside of these predefined factors that influences turnover intention. Compare the "other" factors with your predetermined factors and identify how they fare in terms of significance.

**(3) On segmenting and analyzing the demographics:** One suggestion is to segment the reporting by age group and then making work set-ups, level of education, and tenure as subcategories (e.g., 35-45 years, mostly have Master's degree, has specialization, tenure of 6-9 years vs 25-35 years, mostly have a basic degree, generalist, working for xx years). Studying the demographics up close will help identify not only the bias of your research but also common contexts or shared experiences that influence the correlation. For instance, an authoritative leadership may impact one age group differently compared to another.

**(4) Defining what job satisfaction, work stress, org commitment and turnover intention means within the paper and delving into the details in the discussion:** It's good to identify the correlation at the general level but it's more informative and helpful to identify what specifically contributed to the the correlation. For instance, we know that job satisfaction is negatively correlated to turnover intention. What specifically under job satisfaction contributed to this? Was it salary? Was it interpersonal relationships at work? Or the working conditions? These may be defined by the specific items in the questionnaire. Did you notice any of the items to score significantly higher?

I hope that these comments are helpful to you!