

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.

Introduction

The reviewed article was written by Chua and Ng (2023), titled "Relationship between Job Satisfaction, Work Stress, Organizational Commitment and Turnover Intention of Chinese Medicine Practitioners in Hong Kong". It employed a cross-sectional design aimed to explore the relationship between job satisfaction, work stress and organisational commitment among CMPs in Hong Kong and their turnover intention. For this review, the AXIS tool developed by Downes et al. (2016) was used to identify the strengths and weaknesses of the study.

Critical appraisal

This section will appraise the article by Chua and Ng (2023) using the AXIS tool, and this section will further be divided into two sections. The first section will discuss one minor recommendation for improvement, and the second section will further discuss one major issue for improvement.

Minor recommendations: The objectives

Some examples of traditionally used terms to describe the objectives of a quantitative study are "to determine", "to identify", "to describe", and so forth. On the other hand, terms like "to explore" are usually reserved for qualitative studies. The method described in the article by Chua and Ng (2023) describes a typical quantitative design. However, Chua and Ng (2023) consistently used "to explore the relationship between" to describe their objective. Although this is not a major issue, it is recommended to continue this tradition so as not to confuse its readers. Some examples of a traditionally described objective in a quantitative study can be seen in articles written by Zi Sheng and Whye Lian (2022), (Shrestha et al., 2019) and many more. On the other hand, examples of well-written objectives in qualitative studies can be seen in articles written by Nurbaya et al. (2019) and Law et al. (2018).

Major recommendations: Recruitment procedures

It was not described fully, but it appears Chua and Ng (2023) employed a snowballing recruitment procedure. Although there are no perfect method for sampling a population, researchers should always decide sampling methods base on their

capacity and capability. Hence, maybe a snowballing suits Chua and Ng (2023) best. However, any sampling method used must be justifiable. Chua and Ng (2023) should also realise that non-random sampling methods such as a snowballing has its inherent flaws. One notable bias is that those willing to participate may be subjected to the judgement of the respondents, their response may be polarising, and they may also only nominate other participants who are similar in responding (Johnson, 2005). Therefore, it is recommended to add an element of randomisation to the recruitment process. For the article by Chua and Ng (2023), understandably, a purposive sampling method should be used to target the CMPs. And although this was addressed in the limitations of this article, a simple fix would be to identify the sampling frame of the CMPs from the universities targeted by Chua and Ng (2023) and use a systematic random sampling to determine its respondents. Similarly, this can be seen in the article written by Zi Sheng and Whye Lian (2022), where they purposely targeted the population of elderly, acquired the sampling frame and applied a systematic random sampling technique to determine the sample size.

Implication of study

Although this study is unable to be generalised globally due to differences in every nation's policy and demographic characteristics, it is, overall, a well-designed study and provides good value for policymaking, especially in countries that wish to advance in their traditional and complementary medicine.

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