

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.

This manuscript is quite interesting and will be useful for CMP managers. The main problem the researchers found is that the salaries and benefits of CMPs are far lower than those of Western medicine doctors, and there is no certainty about the integration of CM into public health care. However, against the background of the problem of scientific evidence, the number of turnover and losses experienced by CM due to turnover is still lacking, so it needs to be enriched.

In the Method section, health researchers usually state the type of research being conducted. As Bowling (2002, pp 193-200) described, the author should add research methods that have been carried out precisely, for example, survey research with a cross-sectional approach. Still in the method section (Questionnaire development), the author has described how to prepare the questionnaire and its sources adequately, including the results of the validity and reliability tests. It would be better if the author described in detail what components/dimensions were studied in each research variable. For example, Karaferis (2022) describes the dimensions of measuring job satisfaction in healthcare consisting of benefits and salary, management's attitude, supervision, communication, nature of work, and colleagues' support.

In the results section, the authors also need to add the results of the normality test for data distribution so that the prerequisites for the Pearson test are met and the results of the classical assumption test so that multiple regression analysis can be carried out.

The author has sufficiently discussed the results of the research and has written the implications of each finding for practical purposes. However, in order to make the discussion more scientific, the author should compare the results of his research with the results of similar research in the field of health services, as well as the practical implications presented, the sources must be written down (results of previous studies).

A. Bowling, *RESEARCH METHODS IN HEALTH. Investigating health and health services.*, Second Edi. Buckingham: Open University Press, 2002.

D. Karaferis, V. Aletras, and D. Niakas, "Determining dimensions of job satisfaction in healthcare using factor analysis," *BMC Psychol.*, vol. 10, no. 1, pp. 1–13, 2022.

