

Reviewer's report

Title: Identifying nurses' rewards: an explorative categorization study in Belgium.

Version: 1 Date: 1 May 2006

Reviewer: Alex Vanderstraeten

Reviewer's report:

General

Major Compulsory Revisions (that the author must respond to before a decision on publication can be reached)

Minor Essential Revisions (such as missing labels on figures, or the wrong use of a term, which the author can be trusted to correct)

Discretionary Revisions (which the author can choose to ignore)

A major improvement could be a scheme of the relationship between the different reward categories and the general performance in health organizations.

A suggestion is to mention the exact amount of involved hospitals (the authors speak about different Belgian (Flemish?) hospitals).

A second improvement could be to track the reward discussion back to a short historical introduction in Herzberg's theory and the main problems of intrinsic and extrinsic reward systems.

In the conclusions, the first remark could suggest more than some reservations concerning the generalisation of the results (since only 20 nurses were interviewed)

What next?: Accept after discretionary revisions

Level of interest: An article of importance in its field

Quality of written English: Acceptable

Statistical review: No, the manuscript does not need to be seen by a statistician.