Reviewer's report

Title: The match between motivation and performance management of health sector workers in Mali

Version: 1 Date: 18 August 2005

Reviewer: Lauren L Crigler

Reviewer's report:

General
1) Overall interesting article. I found myself wishing for more detail and data-- especially where professional groups were concerned: Did doctors' answers mirror nurses' answers in all areas? Were there lessons to learn from lower level versus higher level practitioners?

2) Terms and uses of phrases could be defined better, such as: "to be held responsible" (p. 6) (p.7). I am not sure what is intended by those phrases. How does "feeling responsible" -- the highest motivating factor relate to "being held responsible"? Does responsible mean accountable? Also, "knowing their job descriptions" -- does this infer that they knew what the tasks were from their job descriptions, or they could site the service areas? If the JDs are by cadre and not individual, what benefit would that yield?

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

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

3) Table 1- N=370 except the Employer category where it only equals 368; and in the Sex category it only equals 326. Can those numbers be accounted for, and if not, how did that affect the rest of the results? If difference of numbers is not significant, chart should be changed not to show overall N.

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Discretionary Revisions (which the author can choose to ignore)

What next?: Accept after minor essential revisions

Level of interest: An article whose findings are important to those with closely related research interests

Quality of written English: Acceptable

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

Declaration of competing interests:

I declare that I have no competing interests.