

Response to management of mental health, job professionalism and job satisfaction in junior gynecologists

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We would like to thank the author for his interest in our study and the thoughtful comments on our article. We will include advices given by the author in future studies; especially, continuity of intervention effects should be focused in long-term studies.

According to the current research, job satisfaction is dependent on the complex interaction of several factors. These factors can include individual person-centered characteristics (attitudes, interests, needs, etc.), characteristics of the organization (work environment, social support, leadership behavior, reward, etc.), and the characteristics of the job itself (degree of autonomy, variety of tasks, etc.) [1, 2]. As studies demonstrated the management of these

variables may increase or reduce employee's level of job satisfaction.

Therefore, the process to improve physicians' job satisfaction should be analyzed and focused independently. Job satisfaction may be impacted by different predictors (changes in the work environment, work culture, etc.) that were not included in our study.

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Compliance with ethical standards

Conflict of interest The authors declare that they have no conflict of interest.

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