

Some specification in career and work contents of pharmacists

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Summary

Aim of the research was to study some specification in career and work contents of pharmacists in Georgia. The study was quantitative investigation by using survey (Questionnaire). Surveys were for pharmacists, 810 pharmacists were interviewed in Georgia. We used methods of systematic, sociological (surveying, questioning), comparative, segmentation, mathematical-statistical, graphical analysis. The data was processed and analyzed with the SPSS program. On the basis of performed of sociological study of pharmacist specialists have been founded that the government should organize preparation and implementation of the registration-certification regulations for the pharmacists' staff.

The public pharmacies provided health care and pharmaceutical care services over the years by providing consultation with patients, delivering a medicine or, if needed, they referring patients to narrow health care occupational, so that a self-health care delivery via pharmacists professionals that means that pharmacies and pharmacists should be whole part of the health care framework[1,2]. Responsible administering of drugs involve that healthcare network mediator capabilities and activities are balanced to assure that patients get the right drug, on the proper time, using properly and patient have profit from them[3]. Delivering the right drugs into patients' demands commitment of all representatives, inclusive Government and a desire on how to consolidate private and public interests and mobilize sources [4]. That is significant for public to be guaranteed that expenses on pharmaceuticals productions are an equivalent cost on cash [5]. On the viewpoint of the pharmacists' comprehensive academically field and their traditionary function in composing, qualifying, delivering and ensuring drugs. Pharmacist are informing customers, consumers and patients on the drug using, they are greatly positioned to suppose professional liability for the monitoring of pharmacotherapy [6,7]. They are members of the healthcare team immediately engaged in patients' health care services. Their responsibility is to assistance patients on using of their drugs, which is impossible to do alone. Thus, in terms pharmacists' profession have been progressed [8,9]. New type pharmacists have done the work in more efficient way. Pharmacists holding the higher, university-level education. They understand the biochemical mechanisms of metabolism, mechanisms actions of drugs, medicines pharmacotherapeutic characteristic, side effects of drugs, potential interactions of drug and the argumentations monitoring [10,11]. It is conjugated of specialized knowledge of biochemistry, anatomy, therapy, physiology, pathology, pharmacology and other pharmacy subjects. The pharmacists' explain this particularized knowing when communicate with physicians, patients, another health care providers and public [12,13].

ზოგიერთი თავისებურებები ფარმაცევტთა კარიერასა და მუშაობის არსში

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ერევნის სახელმწიფო სამედიცინო უნივერსიტეტი, სოციალური ფარმაციის და ფარმაციის მენეჯმენტის დეპარტამენტი, სომხეთი

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რეზიუმე

კვლევის მიზანი იყო საქართველოში შეგვესწავლა ზოგიერთი თავისებურებები ფარმაცევტთა კარიერასა და მუშაობის არსში. კითხვარების გამოყენებით ჩატარდა რაოდენობრივი კვლევა. კითხვარი შედგენილი იყო ფარმაცევტებისათვის. გამოკითხული იქნა 810 ფარმაცევტი საქართველოში. გამოყენებული იქნა შემდეგი მეთოდები: სოციოლოგიური - (კითხვარებით), შედარებითი, სემენტაციური მათემატიკურ-სტატისტიკური და გრაფიკული ანალიზი. მიღებული მონაცემები გაანალიზდა და დამუშავდა SPSS პროგრამით. ფარმაცევტის სოციოლოგიური გამოკვლევის საფუძველზე დადგინდა, რომ სახელმწიფომ უნდა განახორციელოს ფარმაცევტთა რეგისტრაციისა და სერტიფიცირების რეგულირების მომზადება და იმპლემენტაცია.

Keywords: Specification ,pharmacy, career, pharmacist, satisfaction, job, drug-store.

Goals: Aim and objects was to study and analyze some specification in career and work contents of pharmacists in Georgia.

Material and methods:

Research objects are materials of sociological research: The study was quantitative investigation and analysis of some specification in career and work contents of pharmacists in Georgia. By using survey (Questionnaire by Olga Sokolova) [14]. Surveys were for pharmacists, 810 pharmacists were interviewed in Georgia. The survey was conducted on 09.09.2016-30.04.2017. We used methods of sociological (surveying, questioning), comparative, systematic, mathematical-statistical and graphical analysis. The data was processed and analyzed with the SPSS program.

Results and Discussions :

On the basis of performed of sociological study of pharmacist specialists the following results have been founded: A little bit more than half of respondent pharmacists (pharmacist specialists) were satisfied of professional choice; about a quarter of them were partially satisfied of professional choice. As it revealed we advise for pharmaceutical companies to make study of their own pharmacists’ motivations, aspirations, tendency, intention, ambition, desire and wish for professional choice. In our opinion it is significant and can make influence for pharmacist qualification, professional motivation, occupational enhancement, career improvement strategy and for the quality of pharmaceutical care services.

More than one third of respondent pharmacists were not satisfied with professional career, about one third of them were partially satisfied with professional career (See ill.1). It is significant, that pharmaceutical companies make study of their own pharmacists’ satisfaction with professional career. The pharmaceutical companies should study a combination of all factors that affect the satisfaction with professional career.

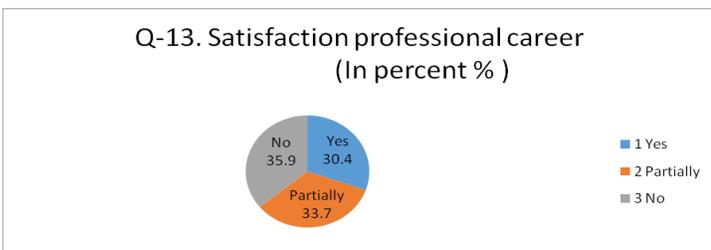


Illustration 1. Satisfaction professional career of the respondents (pharmacist specialists)

About a quarter of respondent pharmacists were not satisfied with work; more than one third of them were partially satisfied with work. Base on study results it is considerable, that pharmaceutical companies make study of pharmacist’s work satisfaction. The pharmaceutical companies should determine the combination of factors that affect on the pharmacists’ work satisfaction. Therefore we recommend to the pharmaceutical companies to study and analysis features of main factors that influences on the pharmacists’ job

gratification.

During the research we found and evaluated some impacting factors which have influenced on the work satisfaction of pharmacist specialists. These factors were: the content of work, position, correspondence of qualification to work; correspondence of the work nature to capabilities, aspirations, and inclinations of pharmacist; existence of perspectives for the professional promotion (enhancement) and the career promotion; the possibility to improve qualifications; existence of a high degree of responsibility for the work results, regimen of work, labor salary; existence of the system of benefits scheme for employees; support and assistance of a manager (chief); direct relationships with manager and colleagues (See tabl.1).

Table 1.

Report of impacting factors, which influenced on the respondents (pharmacist specialists) work satisfaction, estimated under the 5- point scale system.

Q-15. Estimate of the impacting factors influenced on the work satisfaction (estimation for each factor)	Mean	Median	Std. Deviation
q15_1 The content of work	4.03	4.00	1.061
q15_2 Position held	3.92	4.00	1.025
q15_3 Correspondence of qualification to work	4.09	4.00	1.009
q15_4 Correspondence of nature of work to my capabilities, aspirations, and inclinations	4.10	4.00	0.990
q15_5 Existence of perspective for professional promotion	3.85	4.00	1.171
q15_6 Existence of perspective for career promotion	3.81	4.00	1.204
q15_7 The possibility to enhance improve qualifications	4.03	4.00	1.085
q15_8 - Existence of a high degree responsibility for the work results	4.02	4.00	1.124
q15_9 Regimen of work	3.66	4.00	1.145
q15_10 Labor salary	2.43	3.00	1.253
q15_11 Existence of the system of benefits scheme for employees	3.52	4.00	1.243
q15_12 Support and assistance of a manager (chief)	4.17	5.00	1.090
q15_13 Direct relationships with manager	4.24	5.00	1.062
q15_14 Relationships to colleagues	4.57	5.00	0.815

Mostly essential pharmaceutical activity issues for the respondents’ (pharmacist specialists) majority were: new drugs, generic drugs, chemical and brand names of them; psychology of communication (relationships) with customers; issues of pharmacotherapy of certain diseases, pharmacology, pharmacodynamics, pharmacokinetics and pharmaceutical care (See tabl.2).

It is apparent, that in the higher pharmaceutical education universities programs should be emphasized on the following subjects: pharmacotherapy, pharmacology, pharmaceutical care, clinical pharmacy and drugs toxicity.

Table 2.

Mostly essential pharmaceutical activity issues for the respondents (pharmacist specialists)

Q-20. The most essential (relevant) for respondents issues of pharmaceutical activity (several answers were possible)	Count	Percent (%)
1. New drugs, generic drugs, chemical and brand names of drugs	518	64.0
2. Psychology of communication (relationships) with customers	478	59.0
3. Issues of pharmacotherapy of certain diseases	541	66.8
4. The safety, effectiveness and quality of the drugs	558	68.9
5. Pharmacology, pharmacodynamics and pharmacokinetics issues	572	70.6
6. The normative legal regulation of pharmaceutical activity	364	44.9
7. Drug technology issues	241	29.8
8. Pharmacognosy	110	13.6
9. Pharmaceutical organization and economics and pharmaceutical business	154	19.0
10. Pharmaceutical management and marketing	281	34.7
11. Pharmachemistry	90	11.1
12. Toxicology	96	11.9
13. Clinical pharmacy	267	33.0
14. Pharmaceutical care	487	60.1
15. Pharmaceutical analysis	77	9.5
16. Toxicological chemistry	50	6.2
17. Pharmaceutical technologies	86	10.6
18. Nutrition	95	11.7
19. Pharmaceutical cosmetics and perfume	178	22.0
20. Social pharmacy and Public Health	146	18.0
21. Computer technology and pharmaceutical information	140	17.3
22. Phytotherapy	132	16.3
23. Routes of drug administration	183	22.6
24. Drug forms and drug design	158	19.5
25. Drugs' toxic effects	196	24.2
26. Rules of drug administration	237	29.3
27. Cost-effectiveness and cost-benefits of drugs	124	15.3
28. Terms and conditions of storage of drug (conditions and shelf-life)	259	32.0

A large majority of respondents' (pharmacist specialists) consider that the Government should make the certification

of pharmacists (See ill.2). As revealed, it is very important that the occupation of pharmacist should become regulated health profession. To raise pharmacists' specialists' professionalism, Government should make the certification of higher pharmaceutical education pharmacists. That is very essential for pharmacist's professional perfection, for successful higher pharmaceutical education, for pharmacist self-realization, for pharmacist's career advancement, for to exist pharmaceutical continuous professional education, for pharmacist professional growth, for pharmacist job gratification, for pharmacist career satisfaction, for pharmacists much higher status between health care specialists. Pharmacist certification is essential for pharmacists economic (material) welfare, for allows pharmacists to realize fully the received knowledge from higher education institution in work by the full extent, for to have private pharmaceutical activity, for pharmacists vocational development, for correspondence of pharmacist qualification to work, for further improvement perspective for pharmacists' professional promotion, for possibility to career enhancement strategy, for to realized by the full extent pharmacist professional capabilities, skills and habits, for occupational growth, for pharmacists professional satisfaction, for career enhancement perspective, for satisfaction of income (salary). Therefore pharmacists' certification should start immediately and pharmacist vocation should become regulated health profession like family doctors.

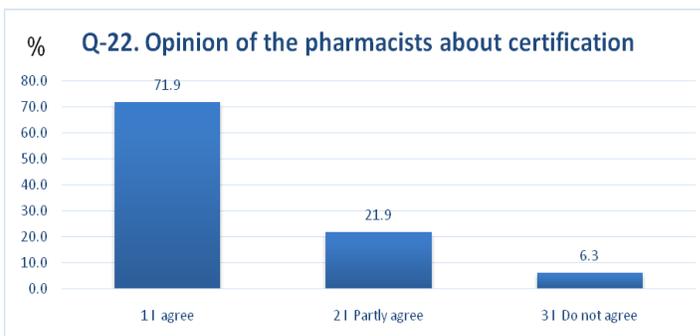


Illustration 2. Opinion of the respondents (pharmacist specialists), on the question- if the pharmacists' certification should done by the Government

More than one third of respondent pharmacists are not satisfied with the balance between the workload and personal life, less than one third respondent pharmacists are partially satisfied with the balance between the workload and personal life (See ill.3). The balance between the workload and pharmacist's personal life should be more harmonized, comfortable, convenient, resourceful and more poised. That flexibility will further improve pharmacists' work ability and motivation toward the job.

Q-25. Satisfaction with the balance between the workload and personal life (In Percent %)

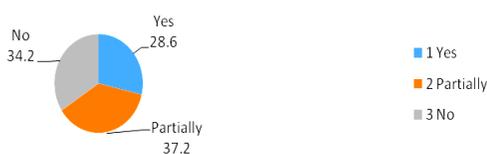


Illustration 3. The respondents’ (pharmacist specialists) satisfaction with the balance between the workload and personal life

Less than half of respondent pharmacists are not satisfied with the time duration of job, more than one third of respondent pharmacists are partially satisfied with the time duration of job (See ill.4). It is very important that pharmaceutical companies have created such working schedule and working conditions for pharmacists, which will contribute to improve pharmacists’ satisfaction according the time duration of job. That flexibility working schedule and working conditions will further enhance pharmacists’ work ability and motivation toward the job. These factors will improve the quality of pharmaceutical care in pharmacies.

Q-26. Are you satisfied with the time duration of your job? (In percent %)

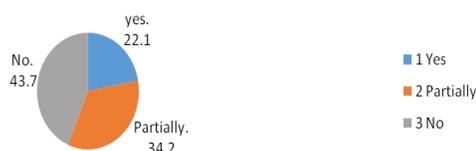


Illustration 4. The respondents’ (pharmacist specialists) satisfaction with the time duration of job

The Majority of the respondents are not satisfied with income, a quarter of them are partially satisfied with income (See Tabl3). It should be noted, that pharmacist’s satisfaction with income is a very sensitive factor that has a significant impact on the quality of pharmaceutical services performed in pharmacy. Therefore pharmacist salary should be increased according pharmacist specialist’ professional competences, occupational motivation, theoretical and practical knowledge, in our opinion pharmacist satisfaction with income could be enhance and regulate via creation pharmacists’ periodic certification, licensing and accreditation systems in Georgia.

Table 3.

Satisfaction of the respondents (pharmacist specialists) with income

Q-27. Are you satisfied with your income?	Frequency	Percent (%)
1. Yes	83	10.2
2. Partially	206	25.4
3. No	521	64.3
Total	810	100.0

Conclusion:

The pharmaceutical society should organize preparation and implementation of the registration-certification regulations for the pharmacists’ staff. To raise the professional standards the Government should start the certification of pharmacists, which is very essential for pharmacists’ professional perfection, the higher pharmaceutical education pharmacists’ self-realization and also their career advancement, for the pharmaceutical continuous professional education provision, for pharmacists’ professional growth, their job and career satisfaction. This implementation will ensure the pharmacists’ much higher status among the healthcare specialists, their economic welfare and career advancement, also enable realization of the received knowledge and the professional capabilities and skills in work at the maximal extent, as well as get satisfaction with the profession, job and salary, which is in their turn is essential to provide a high correspondence of the pharmacists’ qualification to work and an opportunity to have a private pharmaceutical activity. All that mentioned above is very important to provide higher quality pharmaceutical care in pharmacy.

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