

## Vocational specifications for junior pharmacists

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### Summary

Aim and objects was to study peculiarities of junior pharmacists in Georgia. The study was quantitative investigation by using survey (Questionnaire). Surveys was for junior pharmacists, 314 junior pharmacist specialists were interviewed in Georgia. Questions and answers are given in the tables. On each question are attached diagram or table. Questionnaire and diagrams are numbered. On the question are you satisfied with your professional (occupational) choice? junior pharmacist specialist' 82.2% were satisfied with professional choice, junior pharmacist specialist' 9.6% were partly satisfied with professional choice, junior pharmacist specialist' 3.5% have doubts with professional choice, junior pharmacist specialist' 2.2% were disappointed with professional choice and junior pharmacist specialist' 2.5% were not satisfied with professional choice. On the question are you satisfied with your job (work)? junior pharmacist specialist' 34.4% answer yes, junior pharmacist specialist' 34.1% answer partially, junior pharmacist specialist' 30.9% answer no. And junior pharmacist specialist' 0.6% answer cannot say. On the question how long do you need for mastering (assimilation) under the conditions of a new job position? Junior pharmacist specialists' 3.5% answer up to 1 month, junior pharmacist specialists' 33.1% answer up to 3 months, junior pharmacist specialists' 44.9% answer up to 6 months, junior pharmacist specialists' 14% answer up to 9 months, junior pharmacist specialists' 4.1% answer up to 1 year, and junior pharmacist specialists' 0.3% answer more than 1 year. On the question would you like to leave your profession? Junior pharmacist specialists' 2.9% answer yes, junior pharmacist specialists' 92% answer no, junior pharmacist specialists' 5.1% answer I have thoughts. On the question would you like to leave your profession? Junior pharmacist specialists' 2.9% answer yes, junior pharmacist specialists' 92% answer no, junior pharmacist specialists' 5.1% answer I have thoughts.

**Keywords:** Drug-store, junior, pharmacy, junior, employed, pharmacist, work, study, professional and specialist.

### Background

Pharmacists have a deep knowledge of the chemistry and Pharmacotherapy of different drugs and how they react to people, as well as how drugs interact with each other. Pharmacists must accurately measure and a package of medicine, providing its dosage and security due to the patient. While the pharmacist typically does not choose or prescribe medication, the pharmacist educates patients on how to take the medication and what reactions or problems should be avoided [1,2,3,4]. Pharmacists also known as chemists (druggists) or they are health care professional specialists who working in pharmacy, medical sciences, health care, focused on the safe and effective use of drugs. A pharmacist is a part of the health care brigade straight engaged in patient care. Pharmacists are trained at the university grade degree level, to understand the biochemical and pharmacological mechanisms of effect of drugs, the use of drugs and therapeutic roles, side effects, possibility drug interactions, and inspection parameters. Pharmacists interpret and transmit this experience for patients, physicians and other medical professionals. Among other requirements for licensing in different countries require pharmacists to hold either a Bachelor degree of Pharmacy or Doctor of Pharmacy degree [5,6,7,8,9]. The most general pharmacist positions that of the general pharmacist (also referred to as first-line retail pharmacist or pharmacist) or a hospital/clinic pharmacist,

where they instruct, teach, advice and counsel on the correct use and side effects of drugs and medicines. In most countries, the profession of pharmacist is subject to professional regulation. Depending on the legal framework of practice, pharmacists may promote to the destination (also known as pharmacist legislator) and the introduction of certain medications (eg, immunization) in some jurisdictions. Pharmacists can also practice in a diversity of other directions, including industry, studying, factories, wholesale trade, academia, research, universities, insurance, the military and government [10,11,12,13,14]. Pharmacy graduates who serve in the health services of Georgia, as these pharmacists to develop innovative practice settings, they should be drivers for expansion within the pharmacy practice in community, state and national levels. Pharmacy educators must ensure that graduates have the necessary knowledge, skills, attitudes / values, and practice experience, as well as confidence, drive, and entrepreneur spirit to be a driving force for change in order to facilitate these and other advances in the scope and type of community pharmacy practice [15,16,17]. Hospitals and other institutions and facilities, such as outpatient clinics, drug-dependency treatment facilities, poison control centers, drug information centers, and long-term care facilities, may be operated by the government or privately. While many of the pharmacist's activities in such facilities may be similar to those performed by community pharmacists, they differ in a number of ways [18,19,20].

Additionally, the hospital, clinic or institutional pharmacist has more possibility to interact closely with the prescriber and, therefore, to promote the rational prescribing and use of drugs in larger hospital and institutional pharmacies, is usually one of several pharmacists, and thus has a greater opportunity to interact with others, to specialize and to gain greater expertise, having access to medical records, is in a position to effect the option of drugs and dosage regimens, to monitor patient compliance and therapeutic response to drugs, and to recognize and report adverse drug reactions; can more easily than the community pharmacist assess and monitor patterns of drug usage and thus recommend changes where necessary serves as a member of policy-making committees, including those concerned with medicine choice, the use of antibiotics, and hospital infections and thereby actions of the preparation and composition of an essential-drug list or formulary is in a better position to educate other health professionals about the rational use of drugs, more easily participates in studies to determine the beneficial or adverse effects of drugs, and is involved in the analysis of drugs in body fluids ,can control clinical manufacture and acquisition of drugs to ensure the supply of high-quality products, takes part in the planning and implementation of clinical trials [21,22,23,24,25,26,27].

**Material and methods**

Research objects are materials of sociological research: the study was quantitative investigation by using survey (Questionnaire) .Surveys was for junior pharmacist specialists, 314 junior pharmacist specialists 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.

**Results and discussion:**

The survey was conducted through the questionnaires. 314 junior pharmacist specialists were interviewed in Georgia. Questions and answers are given in the tables. On each question are attached diagram or table. Questionnaire and diagrams are numbered.

On the question are you satisfied with your professional (occupational) choice? junior pharmacist specialist’ 82.2% answer yes I am satisfied with my professional choice, junior pharmacist specialist’ 9.6% answer I am partly satisfied with my professional choice, junior pharmacist specialist’ 3.5% answer I have doubts with my professional choice, junior pharmacist specialist’ 2.2% answer I am disappointed with my professional choice, junior pharmacist specialist’ 2.5% answer I am not satisfied with my professional choice.



Illustration 1. Satisfaction of respondent’s’ with professional (occupational) choice.

Source – study results.

On the question are you satisfied with your job (work)? Junior pharmacist specialist’ 34.4% answer yes, junior pharmacist specialist’ 34.1% answer partially , junior pharmacist specialist’ 30.9% answer no. junior pharmacist specialist’ 0.6% answer cannot say.

Table 1 . Satisfaction of respondent’s with job (work).

Are you satisfied with your job (work)?		Frequency	Per-cent	Valid Per-cent	Cumulative Per-cent
Valid	1 Yes	108	34.4	34.4	34.4
	2 Partially	107	34.1	34.1	68.5
	3 No	97	30.9	30.9	99.4
	4 Cannot say	2	.6	.6	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor).

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Correspondence of your qualification to work. On the question estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Correspondence of your qualification to work- Junior pharmacist specialist’ 1% estimate by 2 point, junior pharmacist specialist’ 3.8% estimate by 3 point, junior pharmacist specialist’ 24.8% estimate by 4 point , junior pharmacist specialist’ 70.4% estimate by 5 point.

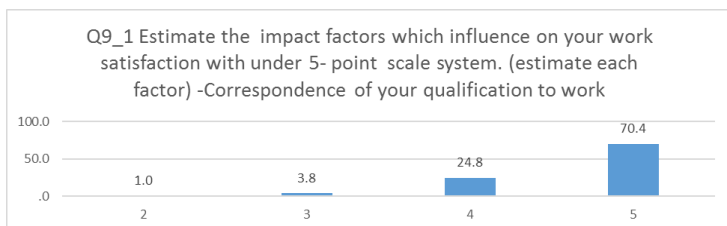


Illustration 2. The impact factor “Correspondence of qualification to work” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Correspondence of nature of work to capabilities of personality. On the question estimate the impact factors which influence on your work satisfaction with under 5 - point scale system (Estimate each factor) - Correspondence of nature of work to capabilities of personality- junior pharmacist specialist’ 0.3% estimate by 1 point, junior pharmacist specialist’ 1.3% estimate by 2 point, junior pharmacist specialist’ 8% estimate by 3 point, junior pharmacist specialist’ 36.6% estimate by 4 point, junior pharmacist specialist’ 53.8% estimate by 5 point.

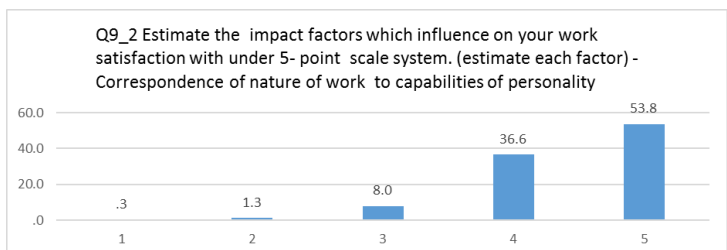


Illustration 3. The impact factor “Correspondence of nature of work to capabilities of personality” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of perspective for professional promotion. On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of perspective for professional promotion- junior pharmacist specialist’ 1.3% estimate by 1 point, junior pharmacist specialist’ 4.8% estimate by 2 point, junior pharmacist specialist’ 10.8% estimate by 3 point, junior pharmacist specialist’ 38.2% estimate by 4 point, junior pharmacist specialist’ 44.9% estimate by 5 point.

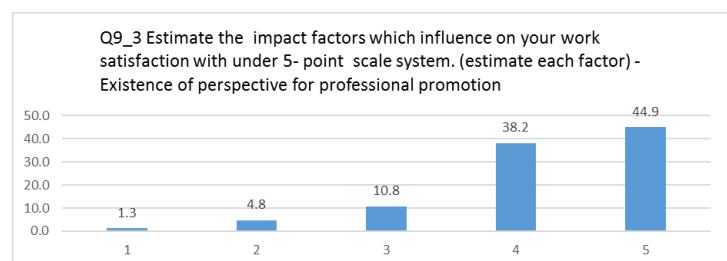


Illustration 4. The impact factor “Existence of perspective for professional promotion” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Possibility to qualifications enhancement. On the question- Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Possibility to qualifications enhancement- junior pharmacist specialist’ 0.3% estimate by 1 point, junior pharmacist specialist’ 5.7% estimate by 2 point, junior pharmacist specialist’ 15.3% estimate by 3 point, junior pharmacist specialist’ 38.2% estimate by 4 point, junior pharmacist specialist’ 40.4% estimate by 5 point.

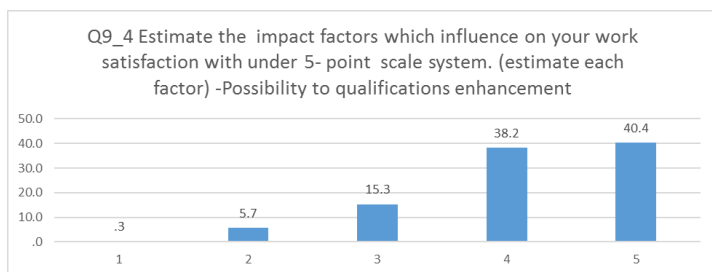


Illustration 5. The impact factor “Possibility to qualifications enhancement”- influenced on respondent’s’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of high degree of responsibility for the result of work. On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of high degree of responsibility for the result of work- junior pharmacist specialist’ 6.1% estimate by 1 point, junior pharmacist specialist’ 7% estimate by 2 point, junior pharmacist specialist’ 15% estimate by 3 point, junior pharmacist specialist’ 37.9% estimate by 4 point, junior pharmacist specialist’ 34.1% estimate by 5 point.

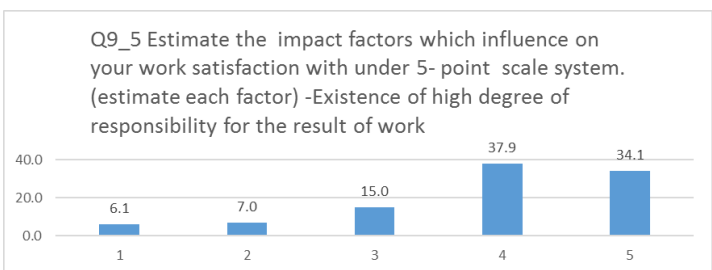


Illustration 6. The impact factor “Existence of high degree of responsibility for the result of work” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Information awareness about affairs of the company and affairs of the activity of staff, collective (colleague’s team) on the question Estimate the impact factors which influence on your work satisfaction with under 5 - point scale system. (Estimate each factor) -Information awareness about affairs of the company and affairs of the activity of staff, collective (colleagues team)- junior pharmacist specialist’ 1.3% estimate by 1 point, junior pharmacist specialist’ 6.4% estimate by 2 point, junior pharmacist specialist’ 13.7% estimate by 3 point , junior pharmacist specialist’ 39.2% estimate by 4 point, junior pharmacist specialist’ 39.5% estimate by 5 point.

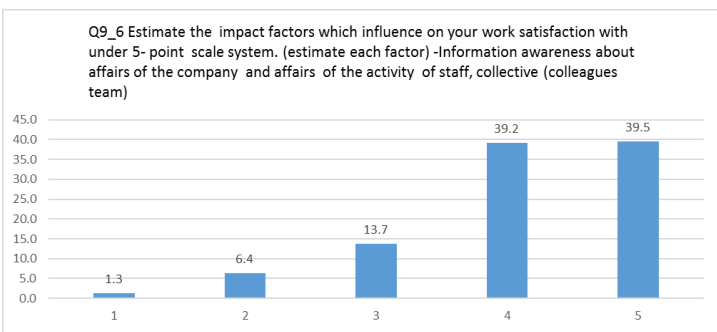


Illustration 7. The impact factor “Information awareness about affairs of the company and affairs of the activity of staff, collective (colleagues team)” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Working conditions. On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Working conditions- junior pharmacist specialist’ 6.1% estimate by 1 point, junior pharmacist specialist’ 9.9% estimate by 2 point, junior pharmacist specialist’ 19.4% estimate by 3 point, junior pharmacist specialist’ 40.4% estimate by 4 point, junior pharmacist specialist’ 24.2% estimate by 5 point.

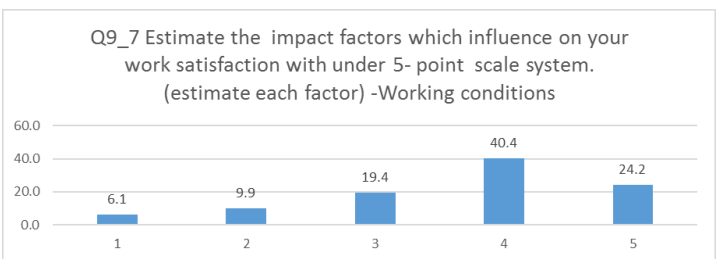


Illustration 8. The impact factor “Working conditions” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -The existence of a labor contract. On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -The existence of a labor contract- junior pharmacist specialist’ 5.7% estimate by 1 point, junior pharmacist specialist’ 8.9% estimate by 2 point, junior pharmacist specialist’ 22% estimate by 3 point, junior pharmacist specialist’ 40.1% estimate by 4 point, junior pharmacist specialist’ 23.2% estimate by 5 point.

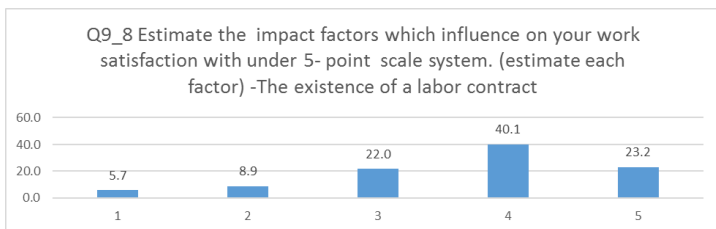


Illustration 9. The impact factor “The existence of a labor contract” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Working regime (schedule).On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Working regime (schedule)- junior pharmacist specialist’ 9.2% estimate by 1 point, junior pharmacist specialist’ 14.6% estimate by 2 point, junior pharmacist specialist’ 30.9% estimate by 3 point, junior pharmacist specialist’ 32.2% estimate by 4 point, junior pharmacist specialist’ 13.1% estimate by 5 point.

Table 2. The impact factor “Working regime (schedule)” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system.

Q9_9 Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (estimate each factor) - Working regime (schedule)		Fre- quency	Per- cent	Valid Per- cent	Cumu- lative Per- cent
Valid	1	29	9.2	9.2	9.2
	2	46	14.6	14.6	23.9
	3	97	30.9	30.9	54.8
	4	101	32.2	32.2	86.9
	5	41	13.1	13.1	100.0
	Total	314	100.0	100.0	

Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) –Salary. On the question- Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) –Salary- junior pharmacist specialist’ 16.2% estimate by 1 point, junior pharmacist specialist’ 26.8% estimate by 2 point, junior pharmacist specialist’ 35.7% estimate by 3 point, junior pharmacist specialist’ 18.2% estimate by 4 point, junior pharmacist specialist’ 3.2% estimate by 5 point.

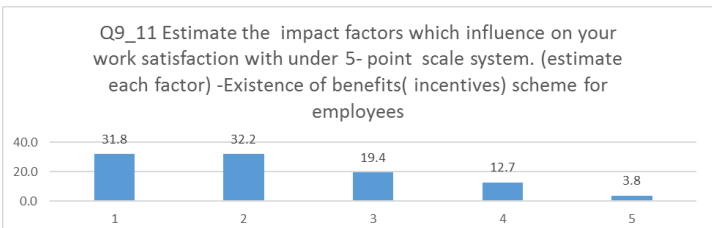
Table 3. The impact factor “Salary” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system.

Q9_10 Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (estimate each factor) - Salary		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	51	16.2	16.2	16.2
	2	84	26.8	26.8	43.0
	3	112	35.7	35.7	78.7
	4	57	18.2	18.2	96.8
	5	10	3.2	3.2	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of benefits (incentives) scheme for employees. On the question- Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Existence of benefits (incentives) scheme for employees- junior pharmacist specialist’ 31.8% estimate by 1 point, junior pharmacist specialist’ 32.2% estimate by 2 point, junior pharmacist specialist’ 19.4% estimate by 3 point, junior pharmacist specialist’ 12.7% estimate by 4 point, junior pharmacist specialist’ 3.8% estimate by 5 point.

Illustration 10. The impact factor “Existence of benefits



(incentives) scheme for employees” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system.

Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Support and assistance of a chief (manager). On the question Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Support and assistance of a chief (manager)- junior pharmacist specialist’ 10.8% estimate by 1 point, junior pharmacist specialist’ 11.5% estimate by 2 point, junior pharmacist specialist’ 21.7% estimate by 3 point, junior pharmacist specialist’ 37.6% estimate by 4 point, junior pharmacist specialist’ 18.5% estimate by 5 point.

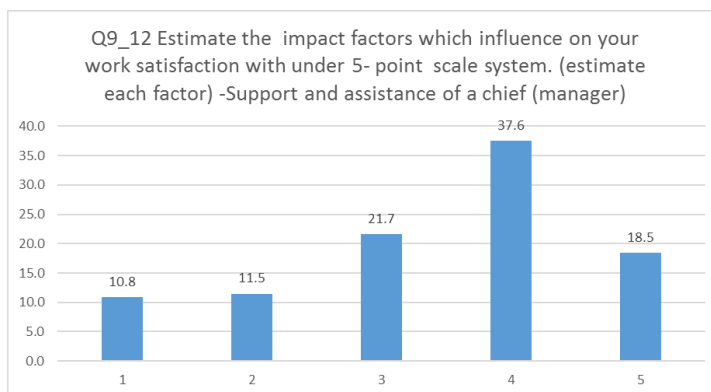


Illustration 11. The impact factor “Support and assistance of a chief (manager)” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system.

Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Direct relations with chief (manager) (s). On the question estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Direct relations with chief (manager)(s) junior pharmacist specialists’ 8.6% estimate by 1 point, junior pharmacist specialists’ 12.4% estimate by 2 point, junior pharmacist specialists’ 25.2% estimate by 3 point, junior pharmacist specialists’ 34.4% estimate by 4 point, junior pharmacist specialists’ 19.4% estimate by 5 point.

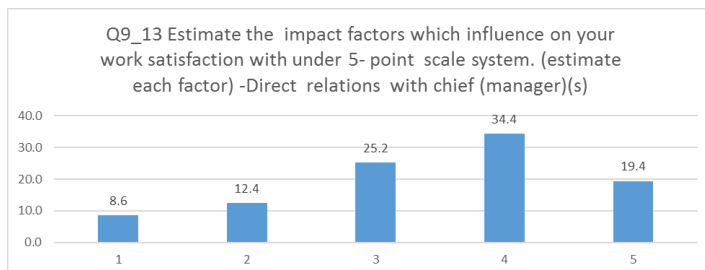


Illustration 12. The impact factor “Direct relations with chief (manager) (s)” - influenced on respondents’ work satisfaction, were estimated with under 5- point scale system.

Source – study results.



Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Relations with colleagues. On the question- Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Relations with colleagues-junior pharmacist specialists' 1 % estimate by 1 point, junior pharmacist specialists' 6.1% estimate by 2 point, and junior pharmacist specialists' 18.2% estimate by 3 point, junior pharmacist specialists' 38.2% estimate by 4 point, junior pharmacist specialists' 36.6% estimate by 5 point.

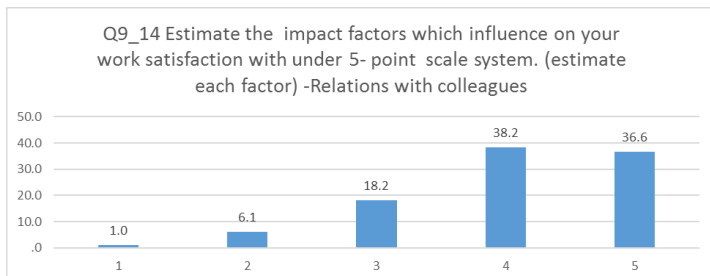


Illustration 13. The impact factor “Relations with colleagues” - influenced on respondent’s work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Possibility to career enhancement. On the question- Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor) -Possibility to career enhancement-junior pharmacist specialists' 1.9% estimate by 1 point, junior pharmacist specialists'-6.4% estimate by 2 point, junior pharmacist specialists' 22% estimate by 3 point, junior pharmacist specialists' 40.8% estimate by 4 point, junior pharmacist specialists' 29% estimate by 5 point.

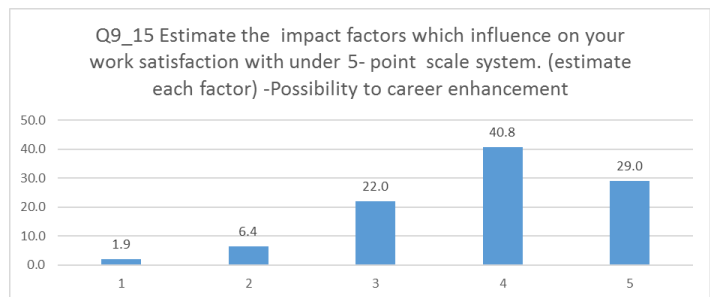


Illustration 14. The impact factor “Possibility to career enhancement” - influenced on respondent’s work satisfaction, were estimated with under 5- point scale system. Source – study results.

Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor). Report on the question -Estimate the impact factors which influence on your work satisfaction with under 5- point scale system. (Estimate each factor).

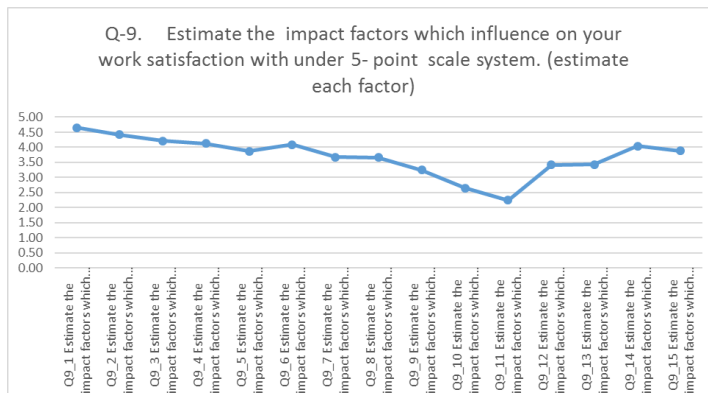


Illustration 15. The Report of impact factors- influenced on respondents’ work satisfaction, were estimated with under 5- point scale system. Source – study results.

On the question what methods you have applied in the search for job? (You can indicate several answers)? Junior pharmacist specialists' 49.7% answer recommendations of friends, acquaintances and someone I know, junior pharmacist specialists' 59.9% answer offer from an employer, junior pharmacist specialists' 33.8% answer advertisements in mass media, junior pharmacist specialists' 36.3% answer recruitment agencies, junior pharmacist specialists' 24.5% answer private pharmaceutical activity, junior pharmacist specialists' 49% answer using the internet.

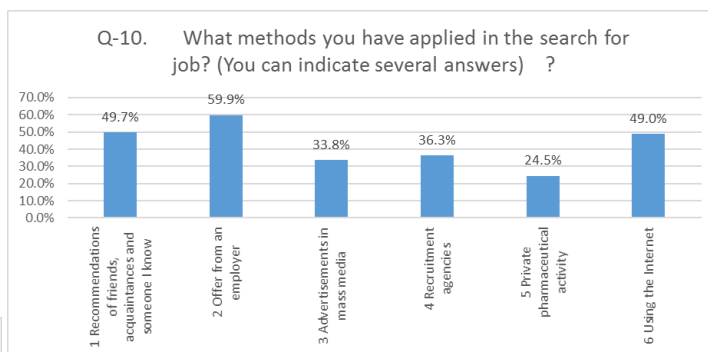


Illustration 16. Methods, that respondents’ have applied in the search for job. Source – study results.

On the question how much time did you need to find a job? Junior pharmacist specialists' 5.1% answer up to 1 week, junior pharmacist specialists' 36% answer up to 1 month, junior pharmacist specialists' 33.8% answer up to 3 months, junior pharmacist specialists' 16.2% answer up to 6 months, junior pharmacist specialists' 7 % answer up to 9 months, junior pharmacist specialists' 1.9% answer up to 1 year.

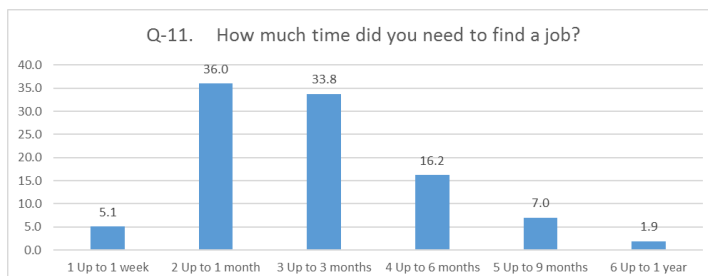


Illustration 17. Required time for respondents' for to find a job.

Source – study results.

On the question how long do you need for mastering (assimilation) under the conditions of a new job position? Junior pharmacist specialists' 3.5% answer up to 1 month, junior pharmacist specialists' 33.1% answer up to 3 months, junior pharmacist specialists' 44.9% answer up to 6 months, junior pharmacist specialists' 14% answer up to 9 months, junior pharmacist specialists' 4.1% answer up to 1 year, and junior pharmacist specialists' 0.3% answer more than 1 year.

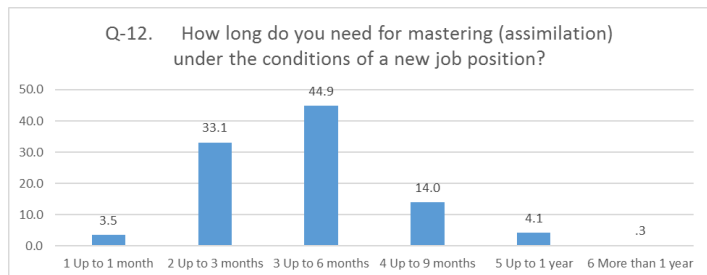


Illustration 18. Required time for respondents' to mastering (assimilation) under the conditions of a new job position.

Source – study results.

On the question choose major important difficulties which met during your professional adaptation? (Indicate several alternatives) junior pharmacist specialists' 42.7% answer the lack (Shortage) of the professional knowledge, junior pharmacist specialists' 68.8% answer the lack (shortage) of special skills (basis of marketing, computer knowledge and etc. ) junior pharmacist specialists' 55.1% answer difficulty acclimatization within the collective (colleagues team), junior pharmacist specialists' 39.5% answer difficulties in relationship with a chief management (leadership ), junior pharmacist specialists' 20.4% answer non-compliance(Non-conformity) of a job with own ideas (views).

Table 4. The major important difficulties, which met to respondents' during professional adaptation.

Q-13. Choose major important difficulties which met during your professional adaptation? (Indicate several alternatives)	Abs. Number	%
1 The lack (Shortage) of the professional knowledge	134	42.7
2 The lack (Shortage) of special skills (basis of marketing, computer knowledge and etc.)	216	68.8
3 Difficulty acclimatization within the collective (colleagues team)	173	55.1
4 Difficulties in relationship with a chief management(leadership )	124	39.5
5 Non-compliance(Non-conformity) of a job with own ideas (views)	64	20.4

Source – study results

On the question in your opinion, which forms of professional assistance are the most effective while adaptation of a junior specialist? (You can indicate several alternatives)- junior pharmacist specialists' 58.3% answer work with a mentor (instructor), junior pharmacist specialists' 44.9% answer discussion of work of junior employees within the collective in colleagues team , junior pharmacist specialists' 56.4% answer individual (personal) conversation , junior pharmacist specialists' 45.5% answer existence of special programs ,trainings on professional orienteering (guidance).

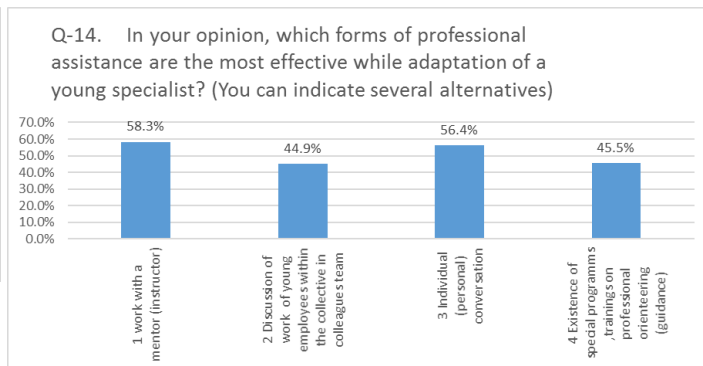


Illustration 19. Respondents' opinion, about the mostly effective forms of professional assistance, while adaptation of a junior specialist.

Source – study results.

On the question what time did you need to master (acquire) professional skills? junior pharmacist specialists' 2.5% answer during 1 month , junior pharmacist specialists' 0.6% answer during 2 months , junior pharmacist specialists' 35.7% answer during 3 months , junior pharmacist specialists' 46.5% answer during 6 months , junior pharmacist specialists' 11.1% answer during 9 months , junior pharmacist specialists' 2.9% answer during a year , junior pharmacist specialists' 0.6% answer I have not acquired yet.

Table 5. The needful time for to mastering (acquire) professional skills for respondents'.

Q-15. What time did you need to master (acquire) professional skills?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 During 1 month	8	2.5	2.5	2.5
	2 During 2 months	2	.6	.6	3.2
	3 During 3 months	112	35.7	35.7	38.9
	4 During 6 months	146	46.5	46.5	85.4
	5 During 9 mon.	35	11.1	11.1	96.5
	6 During a year	9	2.9	2.9	99.4
	7 I have not acquired yet	2	.6	.6	100.0
Total		314	100.0	100.0	

Source – study results

On the question how long did you need assistance of colleagues in your work? junior pharmacist specialists’ 1 % answer up to 1 month, junior pharmacist specialists’ 24.8% answer up to 3 months, junior pharmacist specialists’ 36.3% answer up to 6 months , junior pharmacist specialists’ 22.9% answer up to 9 months , junior pharmacist specialists’ 10.2% answer up to 1 year , junior pharmacist specialists’ 4.8% answer it will be needed after adaptation.

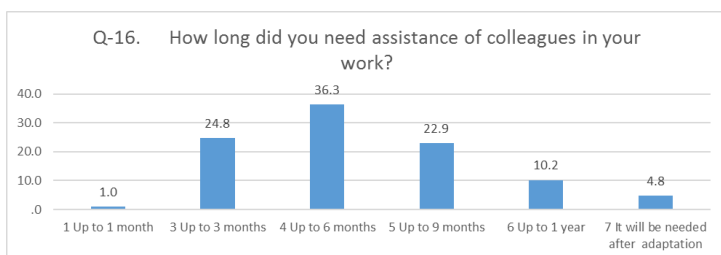


Illustration 20. The needful length of time of colleague’s assistance for respondents’ in work. Source – study results.

On the question to what extent you have realized your professional capabilities, skills and habits? Junior pharmacist specialists’ 8.3% answer to the full extent, junior pharmacist specialists’ 39.8% answer partly, more than 50% of own potential, junior pharmacist specialists’ 51.3% answer partly, less than 50% of own potential, junior pharmacist specialists’ 0.6% cannot answer.

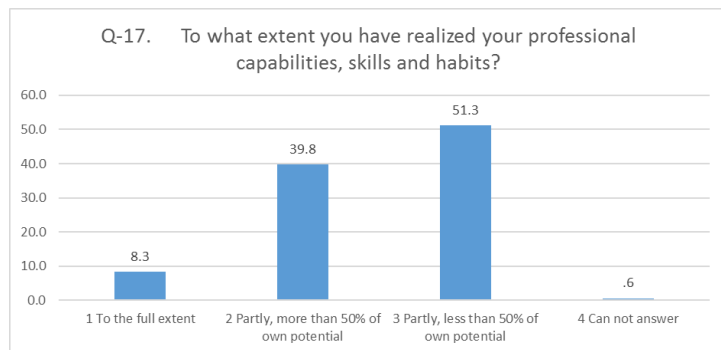


Illustration 21. To what extent respondents’ have realized professional capabilities, skills and habits. Source – study results.

Evaluate factors having influence on your professional development under 5-point system (evaluate each factor).

Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Interesting and valuable work. On the question -Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Interesting and valuable work, junior pharmacist specialists’ 0.3% evaluate by 1 point, junior pharmacist specialists’ 2.9% evaluate by 2 point, junior pharmacist specialists’ 15.3% evaluate by 3 point, junior pharmacist specialists’ 39.5% evaluate by 4 point, junior pharmacist specialists’ 42.0% evaluate by 5 point.

evaluate by 4 point, junior pharmacist specialists’ 42% evaluate by 5 point.

Table 6. The factor- “Interesting and valuable work“, having influenced on respondents’ professional development, had been evaluated under 5-point system.

Q-18_1 Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Interesting and valuable work	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	1	.3	.3	.3
2	9	2.9	2.9	3.2
3	48	15.3	15.3	18.5
4	124	39.5	39.5	58.0
5	132	42.0	42.0	100.0
Total	314	100.0	100.0	

Source – study results

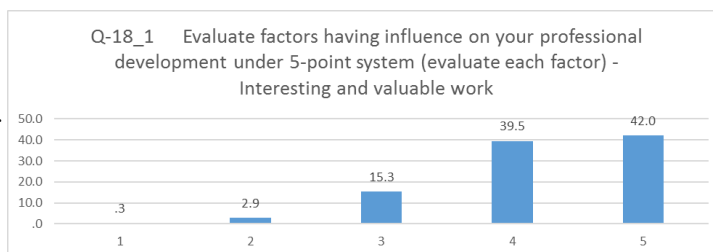
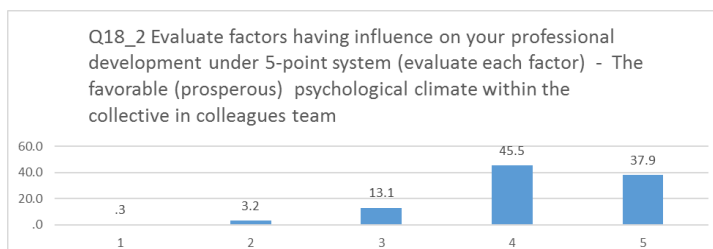


Illustration 22. Factor- “Interesting and valuable work“, having influenced on respondents’ professional development, had been evaluated under 5-point system.

Source – study results.

Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The favorable (prosperous) psychological climate within the collective in colleagues team. On the question - Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The favorable (prosperous) psychological climate within the collective in colleagues team, junior pharmacist specialists’ 0.3% evaluate by 1 point, junior pharmacist specialists’ 3.2% evaluate by 2 point, junior pharmacist specialists’ 13.1% evaluate by 3 point, junior pharmacist specialists’ 45.5% evaluate by 4 point, junior pharmacist specialists’ 37.9% evaluate by 5 point.

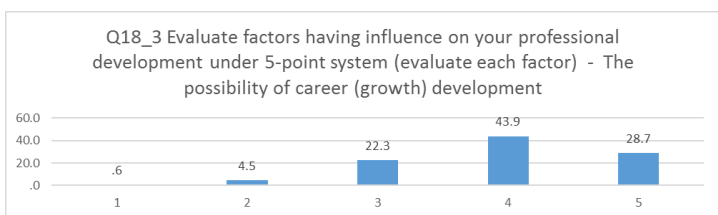




**Illustration 23.** The factor- “favorable (prosperous) psychological climate within the collective in colleagues team “, having influenced on respondents’ professional development, had been evaluated under 5-point system.

Source – study results.

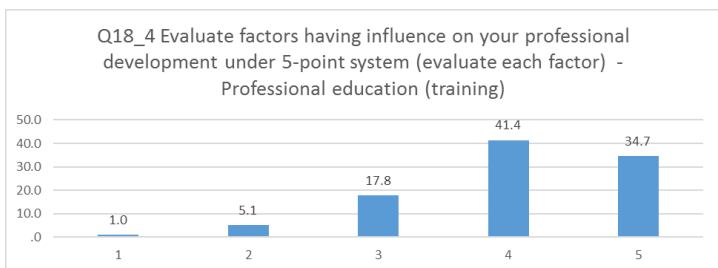
Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The possibility of career (growth) development. On the question Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The possibility of career (growth) development, junior pharmacist specialists’ 0.6% evaluate by 1 point, junior pharmacist specialists’ 4.5% evaluate by 2 point, junior pharmacist specialists’ 22.3% evaluate by 3 point, junior pharmacist specialists’ 43.9% evaluate by 4 point, junior pharmacist specialists’ 28.7% evaluate by 5 point.



**Illustration 24.** The factor- “possibility of career (growth) development “, having influenced on respondents professional development, had been evaluated under 5-point system.

Source – study results.

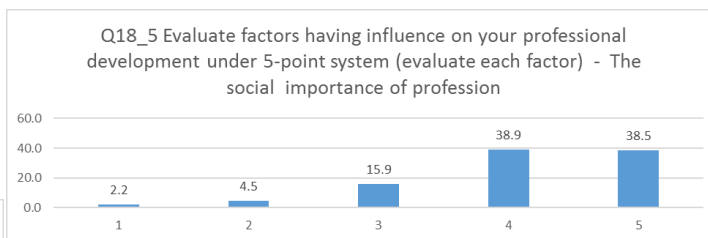
Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Professional education (training). On the question Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Professional education (training), junior pharmacist specialists’ 1% evaluate by 1 point, junior pharmacist specialists’ 5.1% evaluate by 2 point, junior pharmacist specialists’ 17.8% evaluate by 3 point, junior pharmacist specialists’ 41.4% evaluate by 4 point, junior pharmacist specialists’ 34.7% evaluate by 5 point.



**Illustration 25.** The factor- “Professional education (training) “, having influenced on respondents professional development, had been evaluated under 5-point system.

Source – study results.

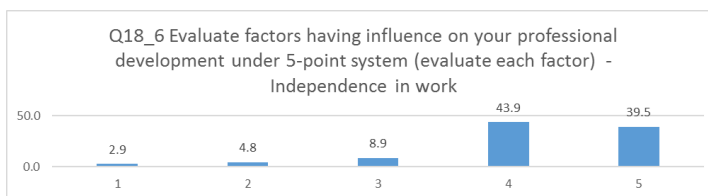
Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The social importance of profession. On the question Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - The social importance of profession, junior pharmacist specialists’ 2.2% evaluate by 1 point, junior pharmacist specialists’ 4.5% evaluate by 2 point, junior pharmacist specialists’ 15.9% evaluate by 3 point, junior pharmacist specialists’ 38.9% evaluate by 4 point, junior pharmacist specialists’ 38.5% evaluate by 5 point.



**Illustration 26.** The factor- “social importance of profession “, having influenced on respondents professional development, had been evaluated under 5-point system.

Source – study results.

Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Independence in work. On the question Evaluate factors having influence on your professional development under 5-point system (evaluate each factor) - Independence in work, junior pharmacist specialists’ 2.9% evaluate by 1 point, junior pharmacist specialists’ 4.8% evaluate by 2 point, junior pharmacist specialists’ 8.9% evaluate by 3 point, junior pharmacist specialists’ 43.9% evaluate by 4 point, junior pharmacist specialists’ 39.5% evaluate by 5 point.



**Illustration 27.** The factor- “Independence in work “, having influenced on respondents’ professional development, had been evaluated under 5-point system.

Source – study results.

Evaluate factors having influence on your professional development under 5-point system (evaluate each factor). Report on the question Evaluate factors having influence on your professional development under 5-point system (evaluate each factor).

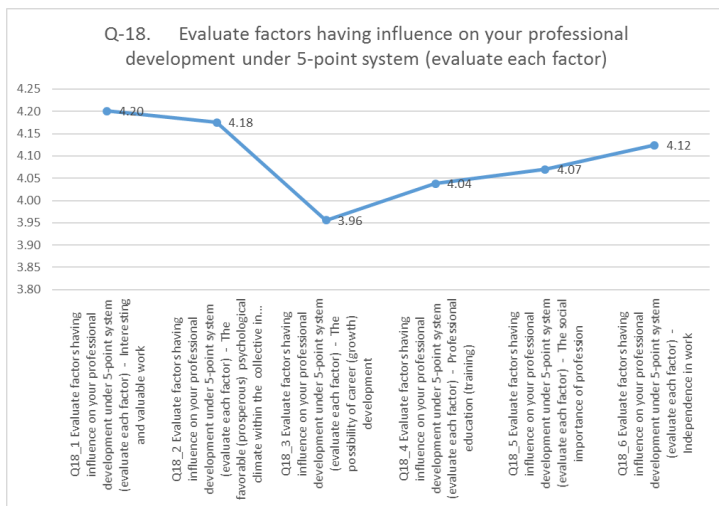


Illustration 28. Report on the factors, having influenced on respondents' professional development, had been evaluated under 5-point system. Source – study results.

On the question how often have you changed work place? Junior pharmacist specialists' 29.3% answer never, junior pharmacist specialists' 51.3% answer 1-2 times, junior pharmacist specialists' 13.4% answer 3-4 times, junior pharmacist specialists' 4.1% answer 5-6 times, junior pharmacist specialists' 1.9% answer more than 6 times.

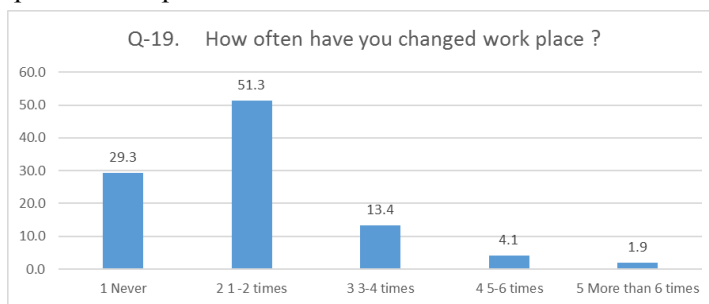


Illustration 29. Opinion of respondent's, about how often they have changed their work place. Source – study results.

On the question would you like to leave your profession? Junior pharmacist specialists' 2.9% answer yes, junior pharmacist specialists' 92% answer no, junior pharmacist specialists' 5.1% answer I have thoughts.

Table 7. Opinion of respondents' if they would like to leave their profession.

Q-20. Would you like to leave your profession?		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Yes	9	2.9	2.9	2.9
	2 No	289	92.0	92.0	94.9
	3 I have thoughts	16	5.1	5.1	100.0
	Total	314	100.0	100.0	

Source – study results.

On the question what do you think what knowledge you lack or is not enough for successful work? (You can indicate several answers). junior pharmacist specialists' 17.8% answer pharmacognosy, junior pharmacist specialists' 24.2% answer pharmaceutical organization and economics and pharmaceutical business, junior pharmacist specialists' 28.7% answer pharmacy management and pharmaceutical marketing, junior pharmacist specialists' 80.6% answer pharmacology, junior pharmacist specialists' 13.7% answer pharm chemistry, junior pharmacist specialists' 75.8% answer pharmacotherapy, junior pharmacist specialists' 28.3% answer drug technology (technology of medicines), junior pharmacist specialists' 24.5% answer toxicology, junior pharmacist specialists' 58% answer clinical pharmacy, junior pharmacist specialists' 67.2% answer pharmaceutical care, junior pharmacist specialists' 13.7% answer pharmaceutical analysis, junior pharmacist specialists' 18.2% answer toxicological chemistry, junior pharmacist specialists' 35.7% answer pharmacokinetics, junior pharmacist specialists' 34.7% answer pharmaceutical technologies, junior pharmacist specialists' 34.7% answer nutrition, junior pharmacist specialists' 35.7% answer pharmaceutical cosmetics and perfume, junior pharmacist specialists' 38.2% answer social pharmacy and public health, junior pharmacist specialists' 50.6% answer computer technology, junior pharmacist specialists' 29% answer pharmaceutical information.

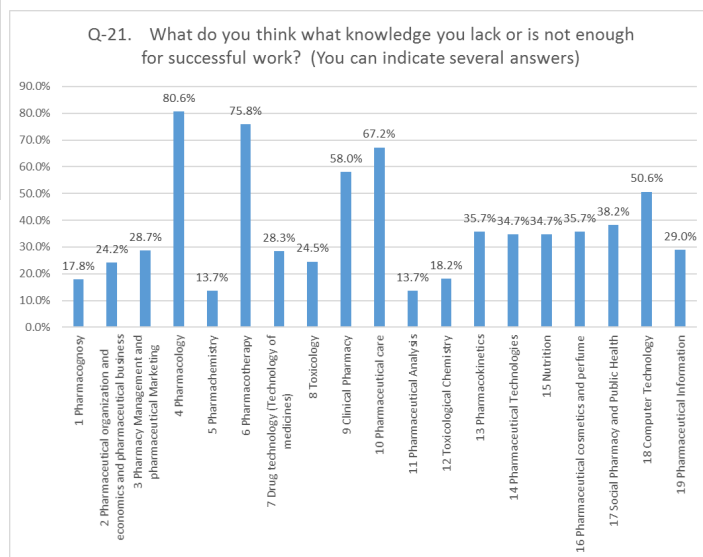


Illustration 30. Respondents' opinion about the knowledge, which is not enough, for their successful work. Source – study results.

## Resume:

The goal of the research was to study the peculiarities of junior pharmacists in Georgia. 314 junior pharmacist specialists were interviewed by using the questionnaire in Georgia. On the question what do you think what knowledge you lack or is not enough for successful work? (You can indicate several answers) junior pharmacist specialists' 17.8% answer pharmacognosy, junior pharmacist specialists' 24.2% answer pharmaceutical organization and economics and pharmaceutical business, junior pharmacist specialists' 28.7% answer pharmacy management and pharmaceutical marketing, junior pharmacist specialists' 80.6% answer pharmacology, junior pharmacist specialists' 13.7% answer pharm chemistry, junior pharmacist specialists' 75.8% answer pharmacotherapy, junior pharmacist specialists' 28.3% answer drug technology (technology of medicines), junior pharmacist specialists' 24.5% answer toxicology, junior pharmacist specialists' 58% answer clinical pharmacy, junior pharmacist specialists' 67.2% answer pharmaceutical care, junior pharmacist specialists' 13.7% answer pharmaceutical analysis, junior pharmacist specialists' 18.2% answer toxicological chemistry, junior pharmacist specialists' 35.7% answer pharmacokinetics, junior pharmacist specialists' 34.7% answer pharmaceutical technologies, junior pharmacist specialists' 34.7% answer nutrition, junior pharmacist specialists' 35.7% answer pharmaceutical cosmetics and perfume, junior pharmacist specialists' 38.2% answer social pharmacy and public health, junior pharmacist specialists' 50.6% answer computer technology, junior pharmacist specialists' 29% answer pharmaceutical information. On the question are you satisfied with your job (work)? Junior pharmacist specialist' 34.4% answer yes, junior pharmacist specialist' 34.1% answer partially, junior pharmacist specialist' 30.9% answer no. junior pharmacist specialist' 0.6% answer can not say. On the question would you like to leave your profession? Junior pharmacist specialists' 2.9% answer yes, junior pharmacist specialists' 92% answer no, junior pharmacist specialists' 5.1% answer I have thoughts.

## Discussion:

The vast majority of respondent junior pharmacist specialists worked in drugstore (pharmacy). The majority respondent junior pharmacist specialists' make professional (occupational) choice at the age of 15-18. About one fifth respondent junior pharmacist specialists' defined following mostly influenced factors on profession (occupational) choice: Parents' advices (or will); the ability (ambition) to obtain a profession in compliance of own aspirations and inclinations (affections); Personal desire; Interest in profession. About half of respondent junior pharmacist specialists underlying following motives, while making professional (occupational) choice: The desire to expand the horizons (desire to extend sense of vision); Desire to extend

(lengthen) carefree period of life; Desire to get a certain level of economic (material) well-being (security); the possibility to further (future) social advancement (promotion). About one third of respondent junior pharmacist specialists underlying following motives, while making professional (occupational) choice: Desire to obtain high-quality professional training; Desire to be useful (in service) of people; Guarantee to be busy. The vast majority of respondent junior pharmacist specialists satisfied with professional choice. The majority of respondent junior pharmacist specialists in the search for job have applied following methods: Offer from an employer. About half of respondent junior pharmacist specialists in the search for job have applied following methods: Recommendations of friends, acquaintances; Using the Internet. About one third of respondent junior pharmacist specialists in the search for job have applied following methods: Advertisements in mass media, Recruitment agencies. For the majority of respondent junior pharmacist specialists needful time limit, to mastering under the conditions of a new job position, varies from 3 months up to 9 months. For the majority of respondent junior pharmacist specialists major important difficulties which met during professional adaptation are: The lack (Shortage) of special skills (basis of marketing, computer knowledge and etc.); Difficulty acclimatization within the collective (colleagues' team). For less than half of respondent junior pharmacist specialists major important difficulties which met during professional adaptation are: The lack (Shortage) of the professional knowledge; Difficulties in relationship with a chief management (leadership). The majority of respondent junior pharmacist specialists consider, that the mostly effective forms of professional assistance, while adaptation of a junior specialist are: work with a mentor (instructor); Individual (personal) conversation. Less than half of respondent junior pharmacist specialists consider, that the mostly effective forms of professional assistance, while adaptation of a junior specialist are: Discussion of work of junior employees within the collective in colleagues' team; Existence of special programs, trainings on professional orienteering (guidance).

## Conclusion:

It is necessary to develop a scheme to improve pharmacist work satisfaction in order to make the pharmacist's position more attractive and promising. In higher institutions at pharmacy educational programs credits should be increased in the following subjects: Pharmacology, pharmacotherapy, clinical Pharmacy and pharmaceutical care. In that subjects pharmacists need deep and systemic knowledge for the success and for professional enhancement in pharmaceutical profession.

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