

Thesis Title : Job Satisfaction of Pharmacist at Regional Hospital and General Hospital under The office of Permanent Secretary, Ministry of Public Health

Auther : Mrs Sauwanee Tatiyapantharaksa

Degree : Master of Science (Public Health)

Major Advisor : Assistant Professor Dr. Sookpat Pongroch

Department : Department of Health Administration

Faculty : Faculty of Public Health Mahidol University

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### Abstract

The purposes of this study were to study the job satisfaction levels of pharmacists at regional and general hospitals, the opinion of pharmacists on factors relating to the job satisfaction, the relationship between fringe benefit and job satisfaction, and the relationship between other factors arising from work and job satisfaction levels.

The sample was composed of 229 pharmacists who are working at pharmacy section of regional and general hospitals, Ministry of Public Health. The questionnaires were mailed those pharmacists to be filled up, and the return rate was 134 persons (58.52 %). Data were analysed by using percentage, means, standard deviation, t - test, one - way analysis of variance, and Pearson product - moment correlation coefficient to test the hypothesis.

The results revealed that the job satisfaction level of pharmacists were moderate ( $\bar{X} = 3.43$ , S.D. = 1.06). There were statistically significant relationship between the job satisfaction level and age, position classification level, and duration of working as pharmacist ( $p < .05$ ). However it was found that there were no statistically significant difference between job satisfaction level and sex, number of staff in pharmacy section, number of pharmacy, type of hospital, hospital welfare fund and number of prescription. It was also found that their opinions toward satisfaction factors were low in aspect of working condition ( $\bar{X} = 2.66$ ); salary ( $\bar{X} = 2.71$ ); and their opinions were considered high in aspect of the responsibility ( $\bar{X} = 3.84$ ), the acceptance of colleagues ( $\bar{X} = 3.72$ ) and the successful of work ( $\bar{X} = 3.70$ ). Furthermore, the satisfaction level of pharmacists with higher age position and duration of working were higher than those of lower age, position and duration of working at the statistically significance level .0005. There were also found no statistically significant difference between there opinions relating to sex, place of work, number of staff, number of prescription and hospital welfare fund toward satisfaction's factor, dissatisfaction's factor and job satisfaction as a whole.

Finally, it was found that there were positive relationship between job satisfaction and two - step annual salary raise, and decoration gained. However, there were negative relationship between job satisfaction and in - country training provided, and hospital welfare fund.