

**HUMAN RESOURCE PLANNING FOR PHARMACY DEPARTMENT UNDER
THE AGING SOCIETY**

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M.Sc. (SOCIAL, ECONOMIC AND ADMINISTRATIVE PHARMACY)

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ABSTRACT

Forecasting the hospital pharmacy department manpower is necessary for efficient work in the fast moving environment and aging society. This research aimed to develop an appropriate model to forecast the number of pharmacists required at the in-patient and out-patient pharmacy departments, Ramathibodi hospital, in the next 10 years. A cross-sectional descriptive survey research was employed, the model was constructed by excel software version 2010. Data were retrieved from hospital electronic database and interviewing all the pharmacists working at the in- patients and out-patient pharmacy department. The study was conducted during January 2014 to August 2015. Result: two factors were used to construct the model which were the number of patients per day and the number of drug dispensed per patient. It was found that the number of drug dispensed per patient in combination with the number of drug items dispensed per day played a stronger impact than the number of patients on the number of pharmacists manpower required. Planning for pharmacists working at the in- and out-patient pharmacy departments should be based on many factors not only the number of patients coming to receive services.

**KEY WORDS: PHARMACIST MANPOWER PLANNING / PHARMACIST
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