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One important factor affecting an employee's decision to leave the workplace is job dissatisfaction. To improve shortage and turnover problems, the survey of job satisfaction among community hospital pharmacists was performed in order to determine levels and areas of satisfaction and relation to future planning (the decision to transfer, leave, or retain in present hospitals). Survey questionnaires were mailed to 663 contracted pharmacists working in 657 community hospitals around Thailand in January 1997. Level of job satisfaction was tested by facet-free and facet-specific questions. Also included in the survey was the question of individual's planning of future workplace.

Questionnaires returned from 427 contracted community hospital pharmacists (64% responded rate) were analyzed by statistical methods. The average job satisfaction score of respondents was 3.29, on a five-point scale, indicating moderate satisfaction. Community hospital pharmacists were most satisfied with interpersonal relationship, subordinate, and working conditions. The three least satisfying factors were salary, workload, and hospital management and policy.

Among respondents, 48% planned to transfer to other workplaces, while 30% planned to continue working in present places, and 22% planned to quit from government workplaces. The average job satisfaction score was significantly different between ones who planned to stay and to transfer, and between those who planned to stay and to quit. Increasing level of job satisfaction would definitely improve turnover and transferring problems. Factors correlated with future planning are working condition, salary, supervisor, hospital management and policy, kind of work, workload, skill and ability usage, career growth, autonomy, recognition and self-respect. Therefore, improving pharmacists' job satisfaction, especially the least satisfying factors and the factors affecting the decision to leave present hospitals, should be conducted in order to improve the transferring and turnover problem of pharmacist manpower.