ბიზნეს-ინჟინერინგი ფარმაციაში

The Features of Professional Career Improvement Strategy and Job Satisfaction among Pharmacists

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რეზიუმე

ფარმაცევტის სამსახურით კმაყოფილება თუ უკმაყოფილება მრავალი ასპექტით თამაშობს მთავარ როლს საზოგადოებრივ ფარმაცევტულ პრაქტიკაში. სტატია ადასტურებს, რომ სამუშაოთი ნაკლებად კმაყოფილება პირდაპირ აისახება სამუშაოს შესრულებაზე, განსაკუთრებით ისეთ პროფესიაზე, როგორიც არის ფარმაცევტი. შესრულების პრობლემა მოიცავს არასწორად შევსებულ რეცეპტს, წამლის ურთიერთქმედებების გაუთვალისწინებლობას, პაციენტის არასათანადოდ კონსულტირებას. ამგვარად, სამსახურით უკმაყოფილება მოქმედებს პაციენტების ფარმაცევტებთან ვიზიტზე და იწვევს მათ შეზღუდულ ურთიერთობას, მნიშვნელოვანია, რომ ფარმაცევტის არასათანადოდ შესრულებულმა სამუშაომ პაციენტს ზიანი მიაყენოს ან მისი სიკვდილი გამოიწვიოს.

Summary

Pharmacist job satisfaction or dissatisfaction plays an important role in many aspects of community pharmacy practice. Article shows that poor job satisfaction is directly related to the implementation, especially for professionals like pharmacists. These performance issues may include filling prescriptions incorrectly, does not detect drug interactions, and poor support for patients. Thus, dissatisfaction can also affect what patients view of the pharmacist and patients can then be inclined to limit their interaction with a pharmacist. It is important to understand that the performance pharmacist may cause harm to the patient or even death.

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Community pharmacists work at the forefront of medical care. They work at their own pharmacies or In private pharmacies. Pharmacist job is all about helping the public, assessing their conditions and make decisions about medicines.. Pharmacists participate in the distribution of medicines and patients offering advice and practical help to maintain healthy. This is a very demanding job and pharmacists usually highly respected members of their communities [1][2].

There is another problem graduate employability. Currently pharmacy degree almost guarantees employment. With an increasing number of schools opening pharmacies in Georgia, and therefore increase the number of graduates, this may change. This will have several consequences: firstly cannot be unemployed graduates, which we hope will improve the quality of the profession, keeping poor practitioners unemployed. Long-term outcome, however, is that fewer students will apply for pharmacy programs, they will cease to guarantee employment after graduation; therefore, the number and quality of applicants may fall. Another problem is the question of competence. There is no generally accepted framework of competence or quality standard at the end or after the registration of pharmacists in the same way as there is for dentists, doctors, opticians, a profession which each have a method to ensure uniformity of competency-based skills. Pharmacy expertise is based on theory rather than practice; Thus, in the case of pharmacists, the main criteria are usually based on knowledge and not on the basis of competence, and the program should not be based on the assessment of competence. They are necessary for the student to demonstrate knowledge of dosing and the ability to dispense only instead of a holistic approach for demonstrating competence to achieve the necessary results of issue, such as counseling, limited diagnostics, and so on. In addition, there is much discussion about the effectiveness of competency assessment [3][4][5].

Community pharmacists are also taking on more clinical roles that have traditionally been made by doctors, such as management of asthma and diabetes, as well as testing blood pressure. They also help people quit smoking, change your diet to make them healthier and advice on sexual health matters [6]. Some community pharmacists have their own business and enjoy the financial management tasks and responsibilities of personnel, supplies and facilities that it brings. Others work for large networks street pharmacy and be able to move within the established structure of the company [7].

Activities Careers in academic pharmacy and other health care professions education should be promoted to pharmacy students. Furthermore, members of the Faculty of Pharmacy should be encouraged to participate in inter professional education programs [8] .The need for well-trained professionals to meet the needs of faculty and staff for a growing number of colleges and schools of pharmacy is well documented [9].

Pharmacists also known as chemists or pharmacists are health professionals who practice in pharmacy, medical

sciences, focused on the safe and effective use of medicines. A pharmacist is a member of the health care team directly involved in patient care. Pharmacists are trained at the university level, to understand the biochemical mechanisms of action of drugs, the use of drugs and therapeutic roles, side effects, potential drug interactions, and monitoring 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 of Pharmacy or Doctor of Pharmacy degree. The most common pharmacist positions that of the community pharmacist (also referred to as first-line retail pharmacist or pharmacist) or a hospital pharmacist, where they instruct and counsel on the proper use and side effects of drugs and medicines. In most countries, the profession is subject to professional regulation. Depending on the legal scope of practice, pharmacists may contribute to the destination (also known as "pharmacist legislator") and the introduction of certain medications (eg, immunization) in some jurisdictions. Pharmacists may also practice in a variety of other settings, including industry, wholesale trade, research, academia, the military and government [10][11].

Developed countries and many developing countries in the field of pharmacy are regulated, as well as family medicine. The pharmacist as family doctor needs of higher education, post-graduate and continuing education in pharmacy, a pharmacist license and periodic accreditation. In pharmacy, allowed to work only with higher pharmaceutical education specialists who have graduated from state-recognized and accredited colleges. The opening of a pharmacy permit is issued only to a person of higher pharmaceutical education, who passed the diploma courses in pharmacy and earned the right to open the pharmacy.

Educational focus of our professional programs are increasingly recognized the need for an opportunity to apply what they have learned in the classroom through laboratory simulations or experiential learning, which requires different types of faculty and staff positions to meet these educational needs. Innovative types of faculty and staff positions with great attention to training or practice and less responsibility for traditional research appeared in PharmD programs and we should encourage graduates pharmacies carry these roles [12]. At the same time, we should encourage graduates to conduct PharmD degrees in masters or doctoral level philosophy or advanced science-based scholarships to become the next generation of teachers, providing the basis for and research in biomedical, pharmaceutical, clinical and administrative sciences in pharmacy programs [13].

What is being done especially in the Academy and the health professions education programs to promote these career opportunities for pharmacy students? Pharmacy educators need to become more actively involved in the development of special educational opportunities to prepare a new generation of faculty and staff and to review the types and nature of faculty and staff positions in our institutions in order to attract graduates to participate in the Academy. Pharmacy graduates are also encouraged to explore the potential role of other medical and scientific educational programs, given the increased attention to inter-professional teams in health professions education is essential for high-quality patient care [14] [15].

Pharmacists should see themselves as the main health care providers who can use their clinical experience in various public institutions. Pharmacists will always be an important health care provider based on their availability to patients through community pharmacy setting. This specific role of provider should never be reduced, as it serves the critical needs of patients (eg, dispensing and counseling for drug experience in nonprescription drugs , compounding, vaccinations, and the use of medication administration or monitoring devices) that not addressed by other health care providers. However, this does not exclude pharmacists serving as suppliers of innovative alternative settings, such as outpatient clinics located in pharmacies and other retail outlets; in independent practice with a focus on medication management therapy, medication reconciliation, drug counseling or Pharmacogenomic; institution or organization, where they are responsible for the integration and promotion of patient care through the many other health care providers to facilitate continuity of care community; or organizations that coordinate research to improve practice through pharmacy practice based research networks [16]. Pharmacy providers should look for opportunities to engage in professional activities between patient care, when and where they occur or as they develop in communities. For example, alternative practices may change to concentrate on providing pharmacy and health services for adults and retirement communities, given the growing number of them as Georgian population continues to age. 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 [17].

If the pharmacist dissatisfied with his / her career, has the potential to increase the turnover of [10], job satisfaction Pharmacists was found negatively associated with turnover of jobs, ie pharmacists with low job satisfaction is likely to resign their positions [18], job satisfaction Georgian pharmacist affects not only the pharmacist in his / her workplace, but has the potential to affect many other aspects of his / her life pharmacist. Studies show that there is a strong relationship between job satisfaction and overall life satisfaction [19]. If the pharmacist is not satisfied with his / her work, he / she can bring these hostility from their work home and give them the opportunity to influence his / her life outside the workplace [20] .

Patient safety is a priority for all professionals - pharmacists - who care about the health. Patient safety is defined as the prevention of harm to patients, including by errors. For centuries, pharmacists were guardians / safeguards against "poisons" of substances that can cause harm to society. Now more than ever, pharmacist's responsibility is receives safely the medication to the patient,

There is limited preliminary studies examining the aspects that affect public pharmacists job satisfaction, and most of the available data was carried out in a hospital. Reviews community pharmacists show that perceived workload, and information technology can have an impact on job satisfaction [21]. In addition, continuing education and salary pharmacy were determined to be significant predictors of career and job satisfaction among community pharmacists [22]. Other factors that have been shown to affect job satisfaction are treated controls , and other interpersonal interactions, including contact with patients and colleagues relations , compensation, property and pharmacy practice conditions. Society and chain pharmacists were less satisfied with their jobs than pharmacists in other conditions. The impact of demographic characteristics such age, sex and level of education on job satisfaction community pharmacist is still controversial in the published literature [23].

Most studies on the factors influencing job satisfaction for community pharmacists used instruments developed, tested and used in a hospital environment [24], which can not capture factors in the sphere of public pharmacies. In addition, previous studies have measured the satisfaction of one agenda or a limited number of rating scales in larger studies that assess general aspects of pharmacy work life [25], and thus, they can not capture the different aspects of job satisfaction multidimensional structure. Finally, some studies have adapted the tools of other settings for measuring community pharmacies are not subject to the verge of standardized tools available [26]. However, these studies have used narrow population samples thus demonstrates more than needed to support the validity of such tools in the public pharmacy.

Pharmacists are asked what type of power they held, the number of years of experience they had in pharmaceutical practice, and whether they have experience outside the community pharmacy. The pharmacist also asked five questions related to the status of pharmacists to work: 1) the type of chain pharmacies in which they were engaged; 2) the number of working hours per week; 3) the length of their working day long (in hours); 4) average number of prescriptions in a week; 5) if he / she is the pharmacists responsible; and 6) the availability of services to patients in their pharmacy. The inclusion of these issues based on previous research on job satisfaction in community pharmacy [27][28].

Career satisfaction is a very important factor to human motivation and performance. Many studies related to the work were conducted among pharmacists in different countries . In Georgia, very little research has been conducted on the job satisfaction of pharmacists [29].

"The recognition you get for good work" was the item most difficult to agree with. This is consistent with the theory of Maslow Motivation job satisfaction, where the "recognition" factor is located at a higher level; and can be achieved only after social, and psychological safety requirements are satisfied. On the other hand, the "patient contact" was the easiest item to endorse. This can happen because the public network settings pharmacists have more patient contact, which promotes interpersonal interactions. Studies have shown that the value of these pharmacist interpersonal interactions and determine their intention to remain on the job [30][31] .

The main change currently affecting the practice is the introduction of additional independent prescribing for pharmacists. Independent prescribing an element of diagnosis and drug selection; in the latter case, Undergraduate programs will now include additional training needed to predict responsibilities. Probably the biggest challenge is the debate between science practice. Do Georgian pharmacists must have the scientific skills currently taught in order to practice effectively? In Georgia, there is a mix of theoretical and practical science in grades 1-4, spaced no clinical professional practice. The European model is normally 1-3 years focusing on pure science with 4-5 years focusing on the clinical aspects. In the Georgian style, if students do not need scientific skills taught when program changes, how to manage the underemployment of universities lecturers and under-utilization of science labs? The extent to which science taught because this is what has always been taught and that's what we know? [32][33]

The Area for future research may include expanding the variable "experience outside of the community of practice" to determine to what pharmacists compared to when evaluating their level of satisfaction . Aspects that should be considered to what extent the use of clinical skills in other conditions affecting job satisfaction and years of related work experience practice activities outside the community [34].

As some of the previously discussed studies have confirmed the lack of satisfaction may have negative consequences for patient care and safety and may even be a motivating factor to get out of work or profession all together. On the other hand, the researchers found that pharmacists who are more dissatisfied with their work are highly motivated to do a good job and make the patients and staff of a collision with a more positive pharmacist. For this reason, pharmacy job satisfaction surveys are an important part of identifying a particular weakness that these deficiencies can be corrected or minimized, while the maximum strengths, resulting in a better and safer experience for all participants.[35][36].

Problems of Georgian pharmaceutical education in the coming years are to prevent easy access to the pharmacy program graduates of other subjects; possibility of a lack of jobs for graduates of pharmacy; potential for accelerated progression pharmacist. In addition, the requirement to introduce a greater number of drugs in the courses to meet the new roles of additional and independent lawmakers

need to be addressed at the same time debating the relative weight of the science and practice in the course. Along with efforts to improve the professional status of the Georgian pharmacists, internal and external factors that affect their level of satisfaction, should be explored further in a larger population so that appropriate strategies can be adopted to improve the situation [37].

We will conduct a study to measure the perception of job satisfaction among Georgian pharmacists and future proposals to improve the same. Using job satisfaction questionnaire, the purpose of our study will be: 1) to obtain data on job satisfaction retail environment; 2) to identify aspects of the community of practice that have the greatest contribution to job satisfaction; 3) to investigate the accuracy and reliability of the questionnaire in a study sample community pharmacies. We will continue to study the peculiarities of professional pharmacists, career satisfaction and service improvement strategy. It is necessary to obtain a pharmacist job satisfaction and career advancement prospects.

This evaluation suggests that experience outside community practice affects pharmacist job satisfaction. Additionally, findings from this study indicate that there is reliability and validity evidence to support the use of the modified questionnaire for assessing overall job satisfaction for Georgian community pharmacy practice.

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