

Ohio Pharmacist Satisfaction Survey

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Introduction

- A career that provides lasting satisfaction and meaningful work is important
- Pharmacy has a variety of career choices and other factors that may influence satisfaction.
- Pharmacists are mostly happy with their compensation but rated their job satisfaction levels lower.¹
- Those working in chain pharmacies reported significantly lower job satisfaction than their professional peers in other settings.² The difference was not explained by demographics or other factors.
- There is a lack of research available that evaluates factors that influence pharmacist job satisfaction.
- Pharmacy students will be able to determine the factors required for their job satisfaction and be more knowledgeable when choosing a career path.
- Pharmacy workplaces can use this data to maximize factors improving pharmacist satisfaction and minimize factors that are associated with pharmacist dissatisfaction.

Objective

- To determine associations between pharmacists' job satisfaction and a variety of factors including years practiced, average hours worked per week, area of practice, time counseling patients, mitigating insurance problems, professional pharmacy organization membership, post-graduate education, and salary.

Methods

- Anonymous paper and electronic surveys were distributed to practicing pharmacists at various locations in Ohio via in email and in person.
- There were 20 questions on the survey; if the survey was incomplete it was not included in the results.
- Questions on the survey assessed various factors believed to be associated with pharmacist job satisfaction.
- Kruskal-Wallis statistical test used to analyze nominal and ordinal data.⁴
- **Inclusion Criteria:** Pharmacists currently registered, licensed, and practicing in the state of Ohio.
- **Exclusion Criteria:** Non-pharmacists, pharmacists practicing outside of Ohio, pharmacists not licensed or registered in Ohio, pharmacists no longer actively practicing.

Results

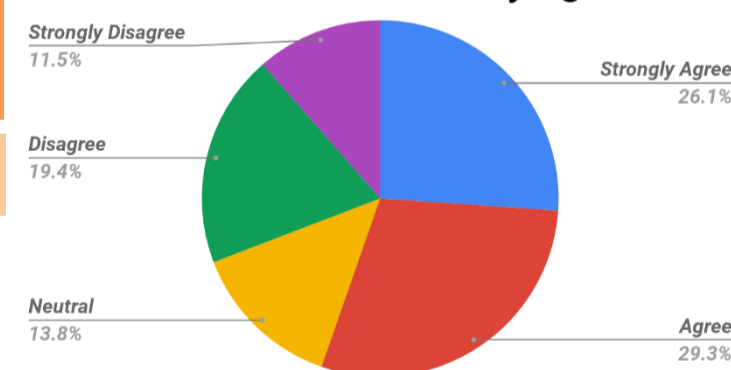
- Average Salary \$100,000-\$120,000
- Professional Organizations Involvement
None =53.35% 1 or more =46.64%

Table 1. Factors Analyzed For Associations

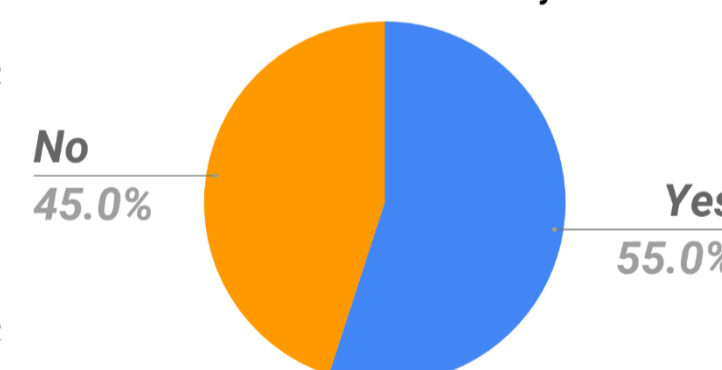
Survey Question	H statistic	P value
Place of Practice v. Work Life Balance	6.8125	0.14614
Thought of Leaving Pharmacy v. Work Life Balance*	28.0158	<0.00001
Place of Practice v. Work Directly Affects Patient Care*	19.2138	0.00071
Post Grad Education v. Work Directly Affects Patient Care	5.2298	0.15573
Post Grad Education v. Job Satisfaction	7.1303	0.06786
Place of Practice v. Job Satisfaction*	18.0833	0.00119
Work Life Balance v. Job Satisfaction*	79.1038	<0.00001
Professional Organization Involvement v. Job Satisfaction	0.6221	0.43027

*bold values indicate statistical significance

Would You Choose Pharmacy Again?

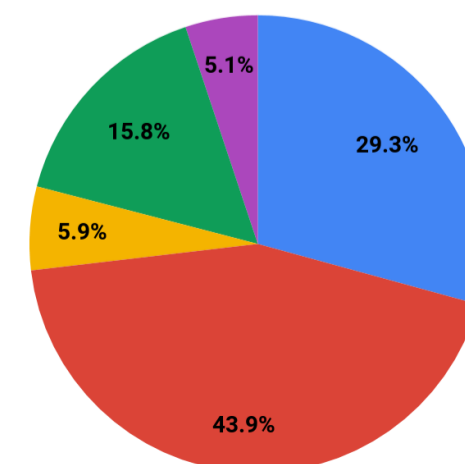


Would You Recommend Pharmacy to Others?



Job Satisfaction

- **Extremely Satisfied**
- **Somewhat Satisfied**
- **Neutral**
- **Somewhat Dissatisfied**
- **Extremely Dissatisfied**



Discussion

- Convenience sampling was used which creates limitations with this study. Additionally, only associations, not causation, can be drawn from the data.
- Work life balance and place of practice are significant factors that determine pharmacists' job satisfaction.
- Satisfaction by place of work
 - 78% of retail chain pharmacists were satisfied
 - 65% of independent pharmacists were satisfied
 - 69% of hospital pharmacists were satisfied
- Participation in professional organizations and advanced post-graduate education do not significantly impact pharmacists' job satisfaction.
- 73.11% were satisfied with their career, however, only 55% would recommend this career to others.
- Many pharmacists cited "oversaturation" as the reason to not pursue a career in pharmacy.
- There is a significant difference between places of practice and work directly affecting patient care.
- Further research needs to be conducted to identify which areas of pharmacy contain higher rates of job dissatisfaction compared to others and why.

Conclusion

- High job satisfaction leads to less turnover, pride in work performed, and allows pharmacists to practice at the top of their license.
- With the ever growing available opportunities to pharmacists, further research on pharmacist job satisfaction would allow prospective pharmacists to find the area that suits them best. Further research should also be expanded to other states.
- Non-traditional and newer areas of pharmacy should be investigated to provide a better picture of causative factors affecting pharmacy job satisfaction.

References

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2. Maio V, Goldfarb NI, Hartmann CW. Pharmacists' job satisfaction: variation by practice setting. P&T [Internet]. 2004 Mar [cited 2019 Oct 13]; 29(3). Available from: <http://citeseerx.ist.psu.edu/viewdoc/versions?doi=10.1.1.198.5191>.
3. Kam A, Dawn C. The 2017 pharmacy salary and satisfaction survey. The Pharmaceutical Journal. [Internet] 2018 Mar. Available from: <https://www.pharmaceutical-journal.com/news-and-analysis/infographics/the-2017-pharmacy-salary-and-satisfaction-survey/20204572.article>.
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