

Examination of Job Satisfaction, Achievements, and Employment Preparedness among College of Pharmacy Alumni: A Study From Qatar

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Background

- satisfaction is known as the positive Job emotional state resulting from the appraisal of one's job or job experiences.¹
- satisfaction plays a major role in job Job commitment and performance.¹

Results

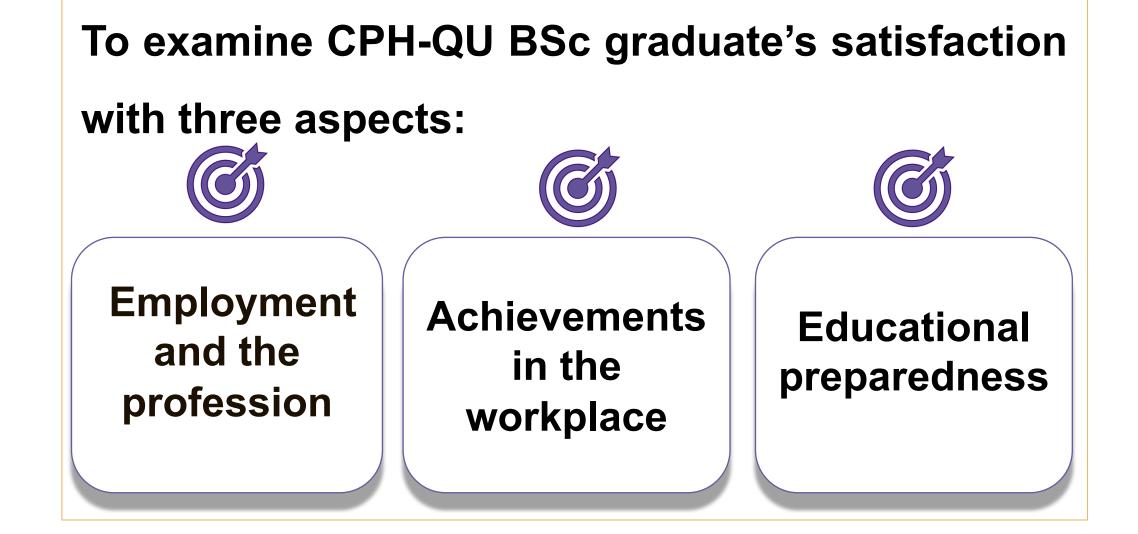
I. Qualitative Phase:

Herzberg Theoretical Framework **Job Satisfiers Job Dissatisfiers**

Table (3): level of educational preparedness to practice:					
ltem	Disagree	Neutral	Agree		
	n (%)	n (%)	n (%)		
1. The amount of content					
related to clinical	21 (210/)	11 (110/)	67(660/)		
pharmacy curriculum is	ZI (ZI%)	14 (14%)	07 (00%)		
adaquato					

- Also, job satisfaction is affected by the level of educational preparedness and achievements in the workplace.
- To date, no study has been conducted in Qatar to satisfaction with the level of measure employment, preparedness and achievements among College of Pharmacy (CPH) at Qatar University (QU) graduates.

Aim



Limited growth opportunities *"Career wise, being a* pharmacist does not allow to have a good career pathway and options. Here in hospital, for example, you are either a pharmacist or senior pharmacist, That's it! " A29 Unsatisfactory Salary/benefit

"you discover that you are on a local contract, which does not cover or satisfy all your needs and you have the same job description as your other colleagues who have overseas contract that would cover school fees and some other fees like tickets, kid's school, and housing" A28

"... the training from SPEP, the knowledge that we get in the classes, the simulation or the training, the exams (like Mock exams), so I think all this prepared us to the real practice" A9 Recognition "Actually, our reputation in terms of how we are well prepared for the practice in skills, behaviors and attitudes is great! I'm really proud that I have done this and that I studied in QU college of pharmacy " A13

Work Itself

Figure2: Themes generated from the qualitative data

adequate

2. The amount of content

related to 41 (40%) 22 (22%) 39 (38%) pharmaceutical sciences is adequate 3. The general science content of preadmission to pharmacy 23 (23%) 26 (26%) 53 (52%) is necessary for the remaining years in pharmacy program 4. The degree to which undergraduate curriculum has 11 (11%) 20 (20%) 70 (69%) relevance to the knowledge and skills required for current job

Conclusions and Recommendations

Methods

- Study population: BSc graduates of CPH QU.
- Ethical approval: QU Institutional Review Board (QU-IRB) (approval number QU-IRB 1187-EA/19).
- Design: Sequential exploratory mixed-method design² (*Figure* 1).

		• Purposive sampling.
	Focus	Seven focus groups.
docd	Groups	• Herzberg theoretical
Å		framework for data
		analysis.
tativo		 Thematic analysis
		(Inductive and deductiv
Ē	Analysis	I approaches) using
		NVIVO [®] .
		` '

Survey Design Phase Validated Survey administration self-reported using SurveyMonkey[®]. Survey Total of 135 responses Quantitative (63% response rate). **Descriptive and** Data inferential analysis Analysis using SPSS[®]. Integration and interpretation of the final results Figure1: Sequential exploratory mixed-method design

II. Quantitative Phase:

Table (1): Satisfaction with employment and the						
profession:						
ltem	Dissatisfied	Neutral	Satisfied			
	n (%)	n (%)	n (%)			
1. Salary/benefits offered by current place of employment	22 (22.5)	30 (30.6)	46 (47)			
2. Workload in terms of number of hours/week	27 (27.5)	28 (28.6)	43 (44)			
3. Professional relationships with co- workers	3 (3.1)	21 (21.4)	74 (75.5)			
4. Social/family support	3 (3)	12 (12)	84 (85)			
5. Opportunities for career growth	45 (44.6)	28 (27.7)	28 (27.7)			

- findings suggested The study moderate satisfaction with employment, pharmacy profession, and achievements among alumni.
- A statistically significant higher values of satisfaction with employment was among Qatari alumni compared to non-Qataris.
- Year of graduation and monthly salary are the only influencing parameters for satisfaction with achievements in the workplace.
- Lack of professional growth is the main factor for job dissatisfaction among pharmacy alumni.
- Alumni believe they were well-prepared in terms of clinical skills and knowledge to join workplace.
- Alumni argued that more content related to pharmaceutical sciences is needed to meet the requirements of job market in Qatar.

Table (2): Satisfaction with achievements in the workplace					
ltem	Dissatisfied	Neutral	Satisfied		
	n (%)	n (%)	n (%)		
1. Developing a pharmacy-related service (new guideline/policy e.g.)	15 (14.02)	16 (14.95)	41 (38.32)		
2. Being involved in a practice-related committee	9 (8.49)	17 (16.04)	28 (26.42)		
3. Being involved in a national-level committee	12 (11.21)	20 (18.69)	12 (11.21)		
4. Presenting a poster or an oral presentation at a professional conference	7 (6.61)	14 (13.21)	51 (48.12)		

Future studies are needed to examine the influencing factors that affect alumni decisions in relation to post-graduate degrees and to examine CPH alumni's conceptualization of preparedness to workplace.

References:

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