

日本薬学会第 140 年会（京都）

シンポジウム要旨

Work attitudes of pharmacists are important issues for managements or employers of community pharmacies in order to operate their organizations. These work attitudes would be discussed based on our studies in this session. The main reason of career choice was the ‘practical utilization of pharmacist license’ and ‘desire to work in healthcare’, signifying a strong career commitment. Also ‘opportunity for personal development’ was a characteristic reason. Community pharmacists are able to attain regular employment positions easily now. Female pharmacists play as major work force. The pharmacists were satisfied with their job, however, a few pharmacists considered that they would continue working at their current workplace until retirement. They tend to commit to their profession rather than from the workplace itself. ‘Salary’ was a minor reason of career choice and a work-related concern, while it was the major reason for dissatisfaction regardless of occupation or gender.

According overseas discussions, community pharmacists prone to changing jobs. A good salary and good relationships with colleagues are the most desirable conditions to retain pharmacists. In the past ‘salary’ was the most important factor for pharmacists when choosing their first position, but today the work environment was the most considerable factor in the idea of today’s pharmacy students.

Pharmacists’ work attitude has been fluctuating and changing depending on social system or each country. Some conditions including good human relationship, well work terms and personal career development might be more effective in increasing and holding a stable workforce than simply raising salaries.