

The Impact of Job Satisfaction on Pharmacist Perception of and Motivation to Complete Continuing Education

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BACKGROUND

- Continuing Education (CE) is the foundation on which healthcare providers in the U.S. maintain their competency and commit to lifelong learning
- Pharmacists are required to meet individual state CE requirements as a condition of continued licensure
- CE activities come in many forms, and cover a variety of topics, but it is up to individual pharmacists to complete CE to meet requirements, most often on their own time

OBJECTIVE

- To identify common influences and barriers to completing CE
- To evaluate if there is a relationship between job satisfaction and perceptions of CE

METHODS

Study Design

- Observational cross-sectional study, utilizing Qualtrics, an online survey platform
- Surveys were sent out by email on October 22nd, 2020 and the survey was closed on November 19th, 2020

Participants

- Inclusion: respondents who were a current licensed and practicing pharmacist
- Exclusion: surveys with missing values
- Surveys were sent out to email addresses of a random sample of pharmacists who had completed continuing education activities with Southern Illinois University Edwardsville (SIUE) School of Pharmacy (SOP) within the last 12 months, as well as a sample of pharmacists who are recent alumni of SIUE SOP
- All survey responses were anonymous. The SIUE IRB designated this study as exempt

Data and Statistical Analysis

- Nominal data reported as number and percent, ordinal data reported as frequency, median, and mode
- Spearman correlation to detect relationship between job satisfaction and CE perception responses
- Data calculated with IBM SPSS Statistics

RESULTS

Figure 1: Primary Workplace

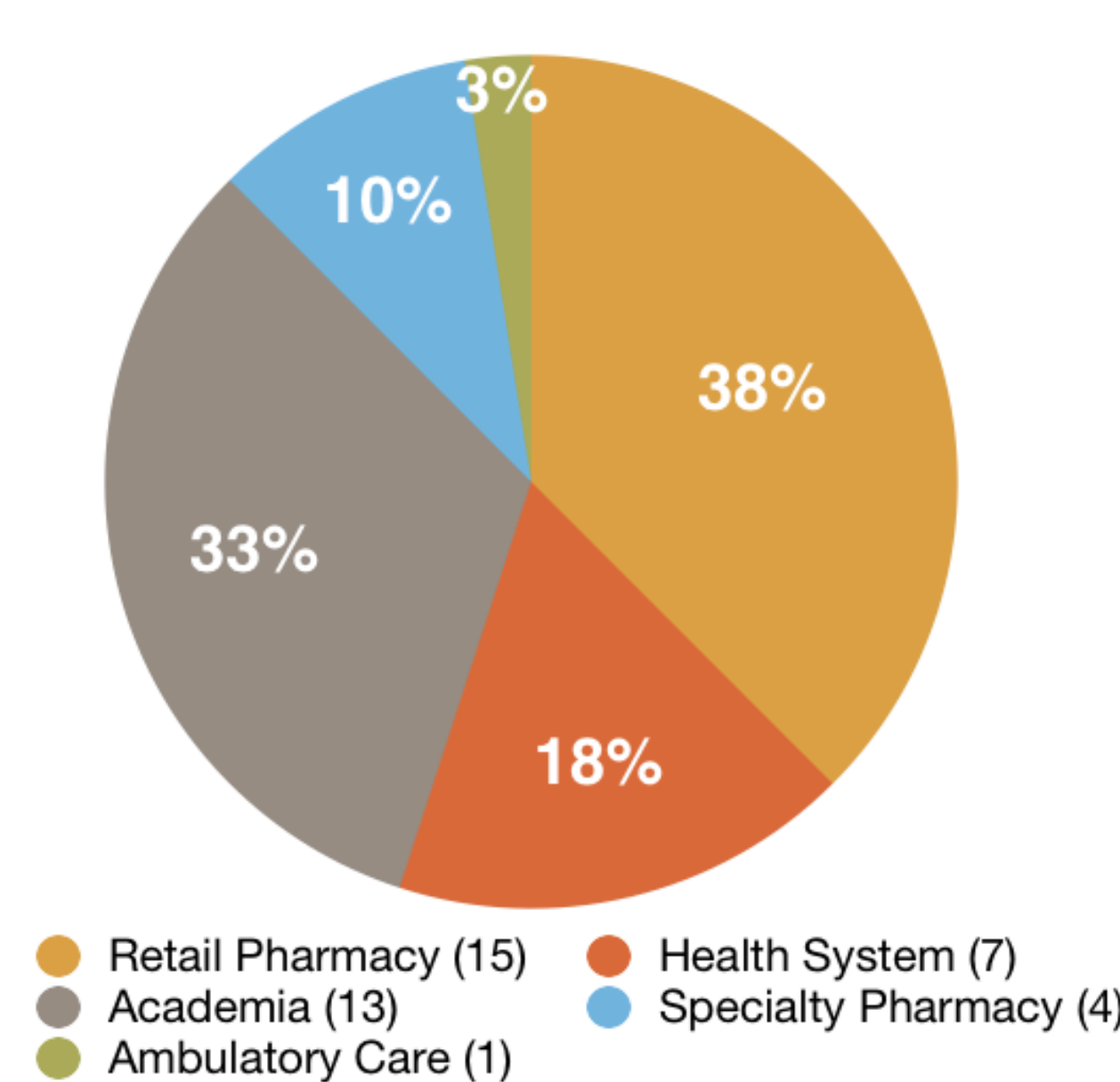


Figure 2: Years in Practice

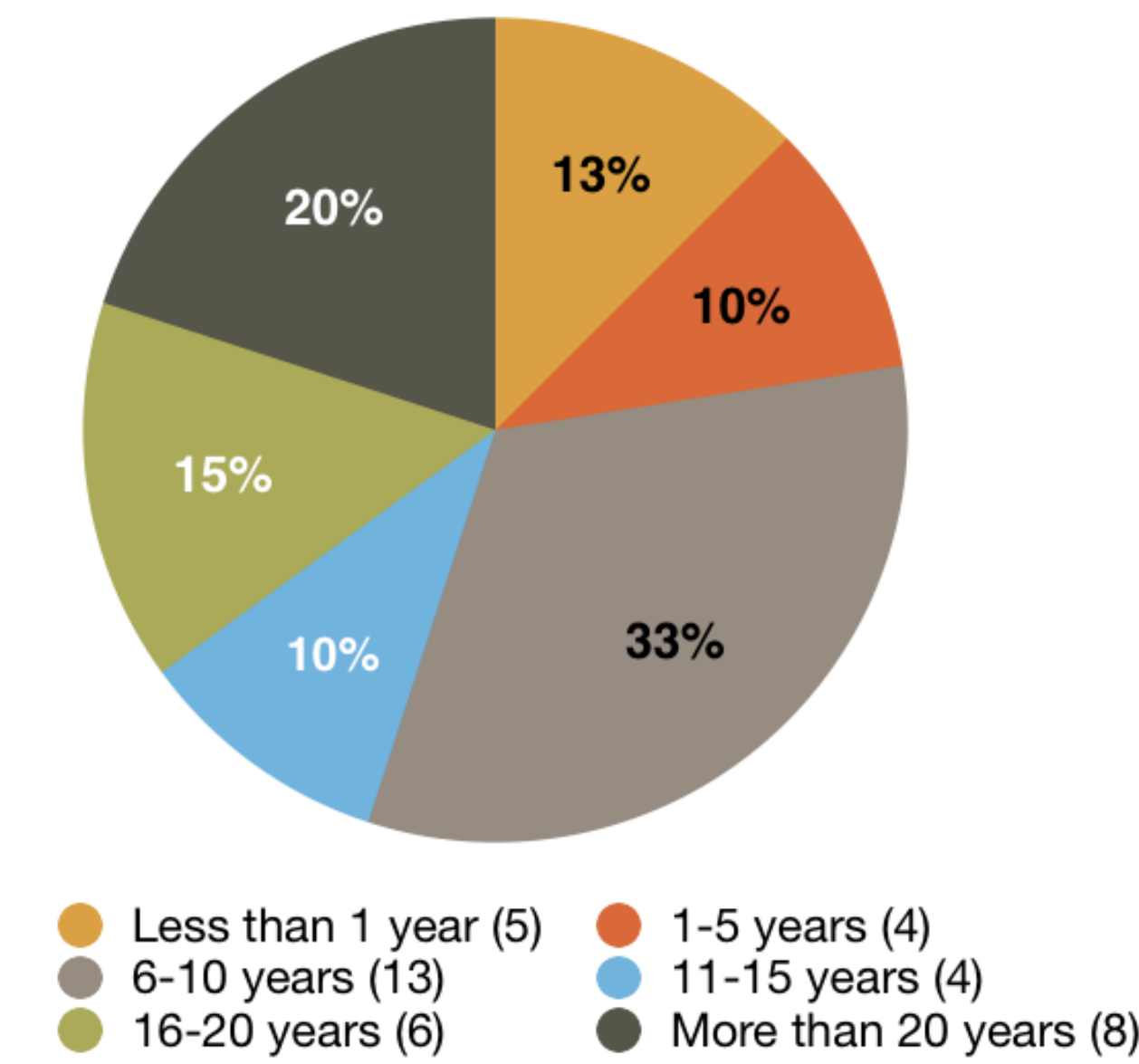


Figure 3: Reported Job Satisfaction

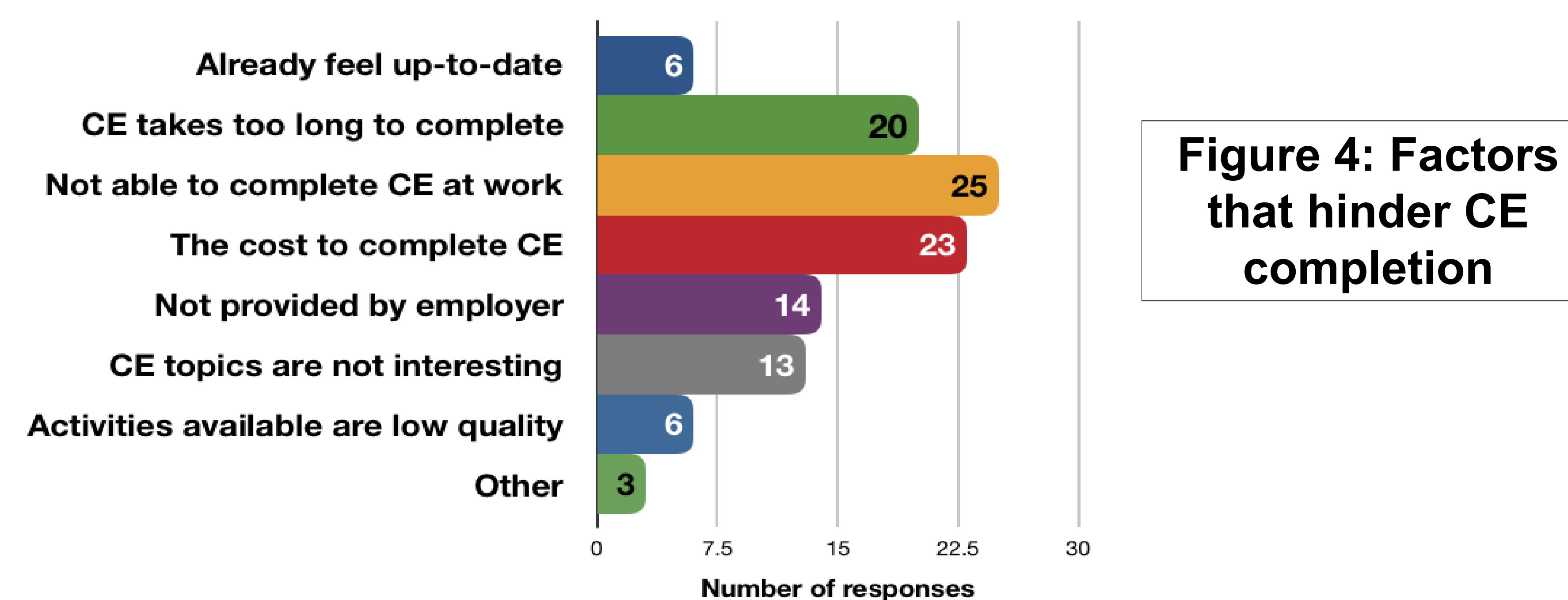
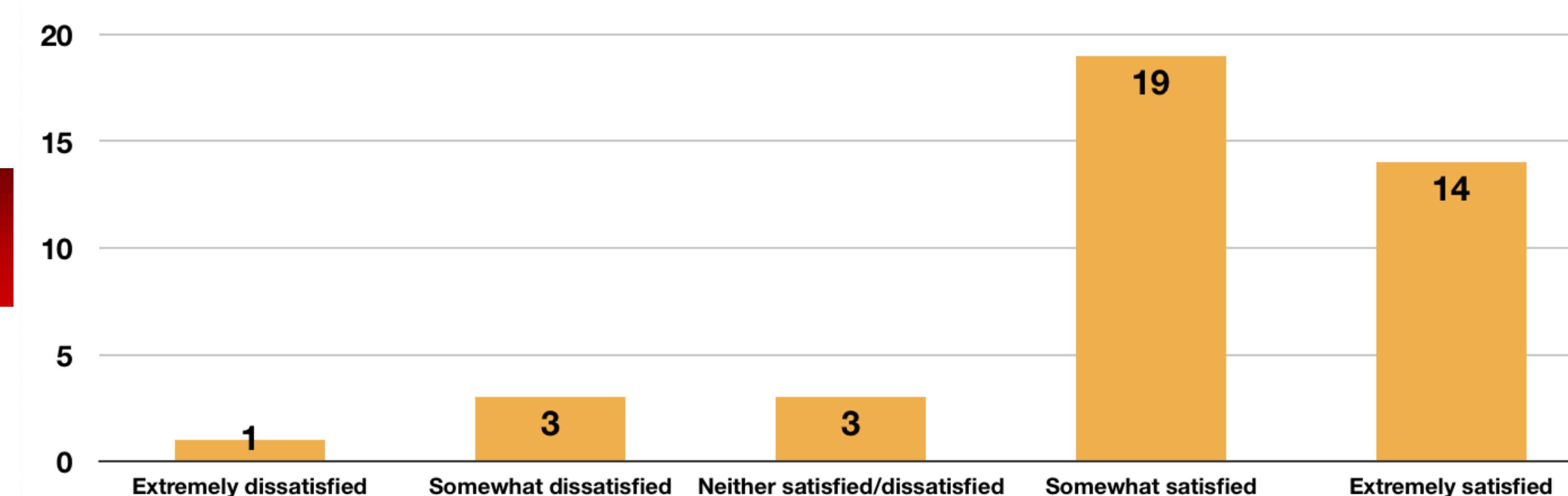
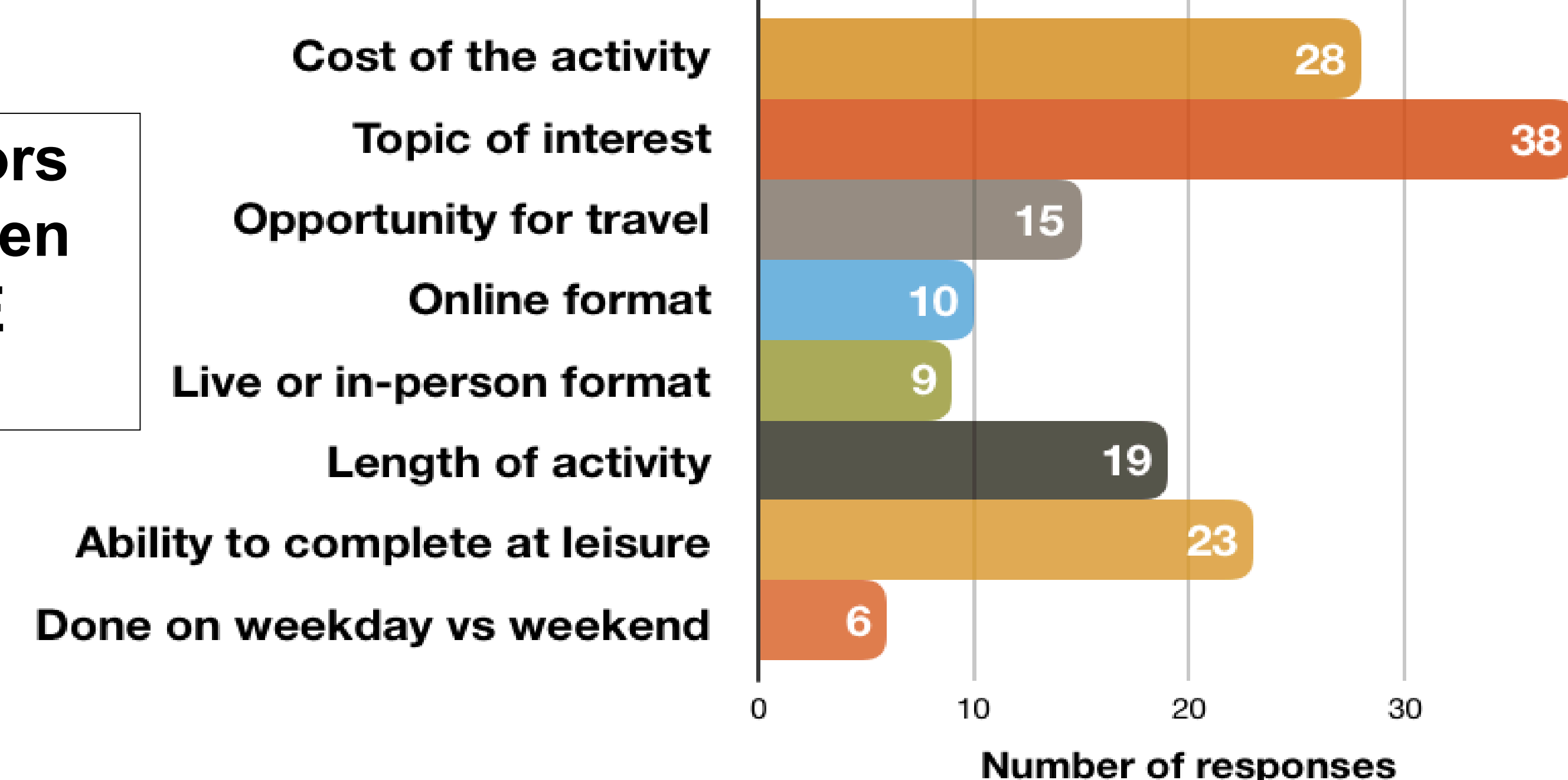


Figure 5: Factors considered when choosing CE activities



RESULTS

Table 1: Relationship of Job Satisfaction with Primary Workplace and Statements Assessing Perception of Continuing Education

Statement	Spearman Correlation (r)	Significance (P-value)
CE provides me with information and skills to improve my practice	0.346	0.029
CE is necessary for me to do my job well	0.417	0.007
I should have paid time in my work schedule to complete CE	0.223	0.166
My employer should reimburse me for costs related to purchasing or completing CE activities	0.201	0.213
CE is more than just meeting requirements for maintaining my licensure	0.433	0.005
Completing CE is a valuable use of my time	0.311	0.051
CE shouldn't be required to maintain a license and they do not improve my practice, skills, or add to my knowledge	0.172	0.290

- A total of 40 surveys completed, with a response rate of 27% (40/150)
- Common factors that hinder CE completion were not being able to complete CE while at work, the cost for doing CE, and the length of time it takes to complete CE
- Spearman correlation analyses showed no direct correlation between job satisfaction and perceptions toward CE

CONCLUSION

- Coinciding with other studies, common concerns with CE activities are the cost, lack of interest in topics provided, and the time commitment required
- Not enough evidence to support a correlation between job satisfaction and perceived value of continuing education
- Job satisfaction plays a critical role in the multi-factorial influences within professional development and need to continually re-evaluate the motivations and obstacles for pharmacists to maintain competency