

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

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Background

- Job satisfaction is known as the positive emotional state resulting from the appraisal of one's job or job experiences.¹
- Job satisfaction plays a major role in job commitment and performance.¹
- 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 measure the level of satisfaction with employment, preparedness and achievements among College of Pharmacy (CPH) at Qatar University (QU) graduates.

Aim

To examine CPH-QU BSc graduate's satisfaction with three aspects:



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).

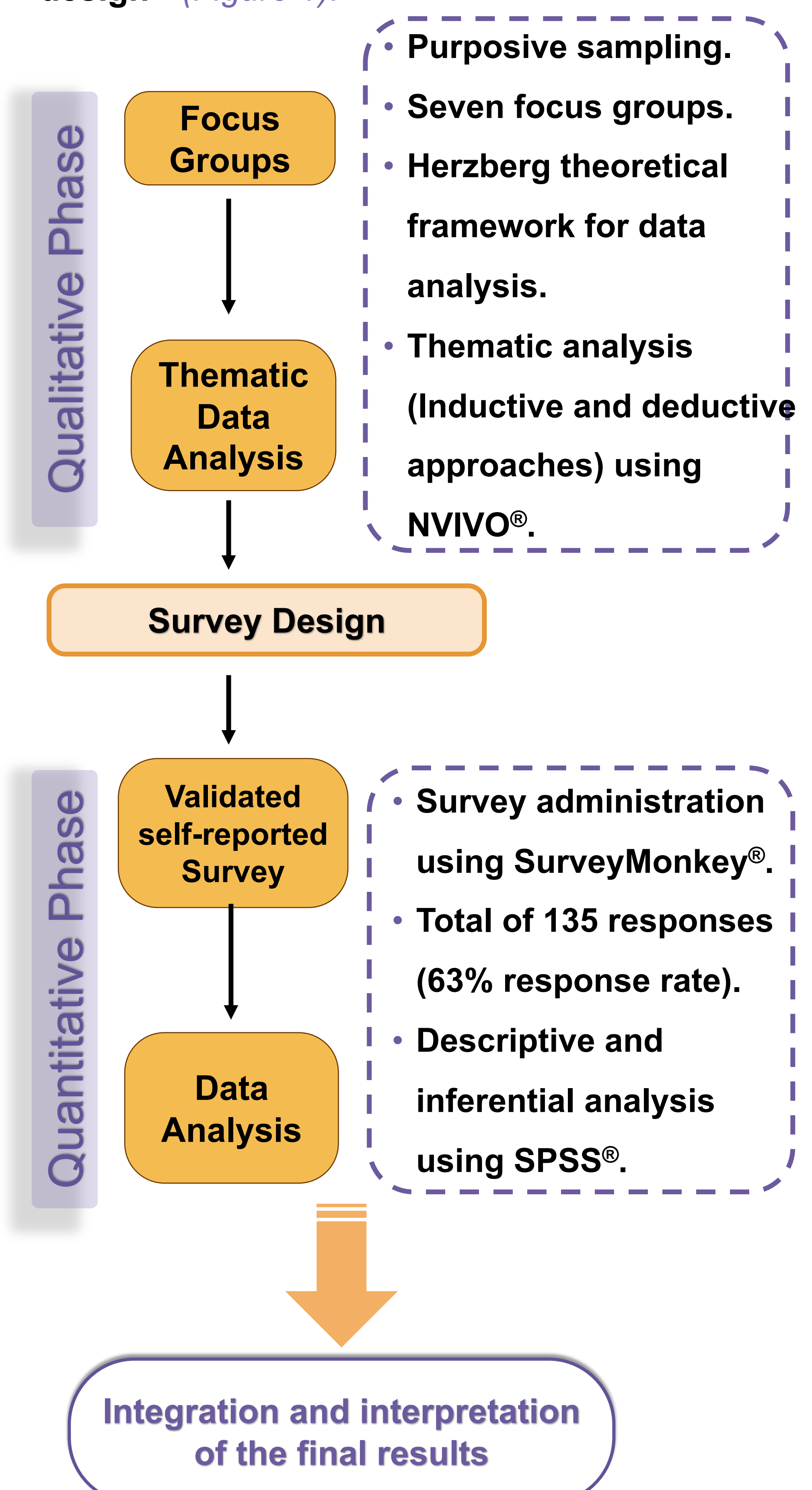


Figure1: Sequential exploratory mixed-method design

Results

I. Qualitative Phase:

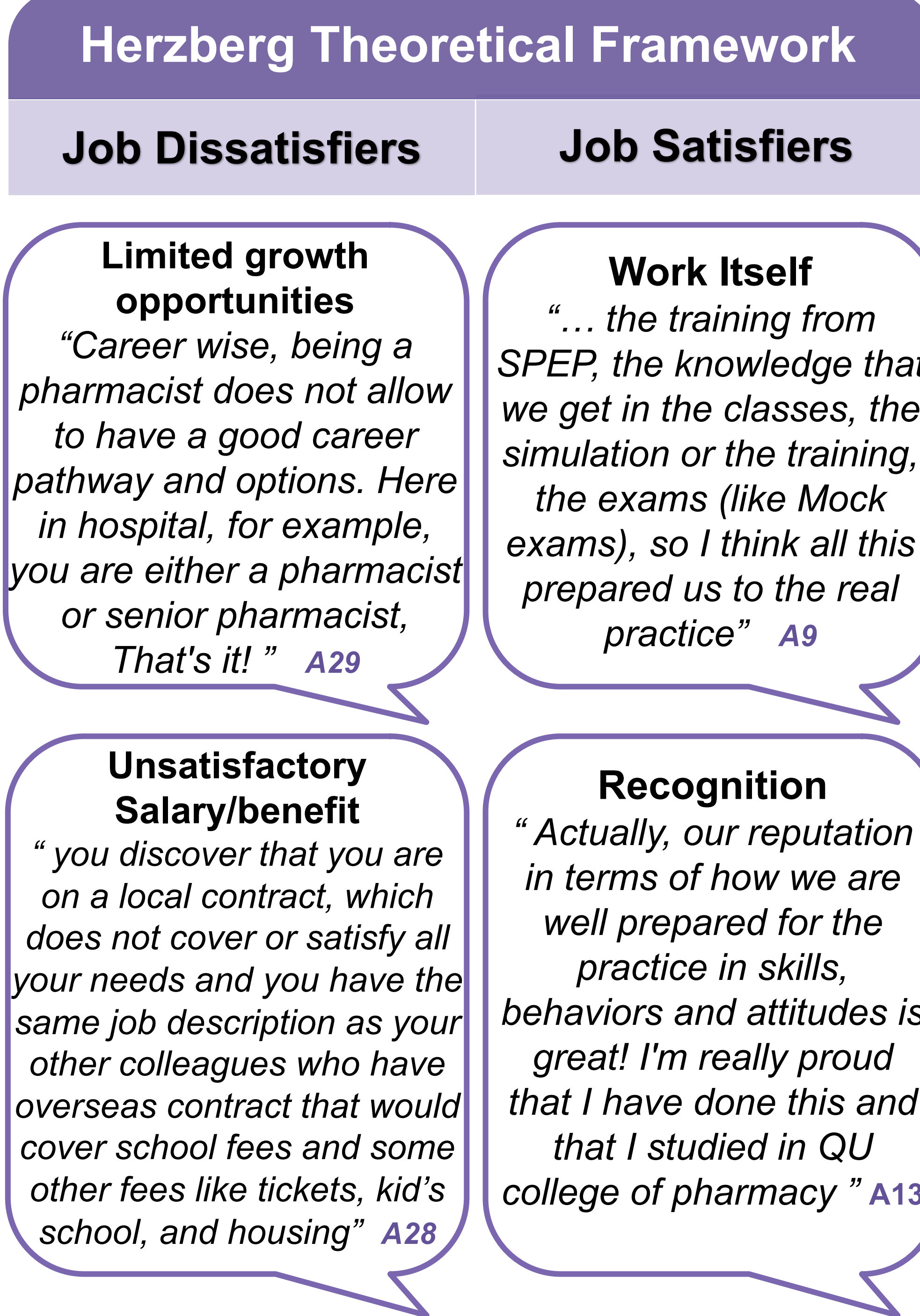


Figure2: Themes generated from the qualitative data

II. Quantitative Phase:

Table (1): Satisfaction with employment and the profession:

Item	Dissatisfied n (%)	Neutral n (%)	Satisfied 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)

Table (2): Satisfaction with achievements in the workplace

Item	Dissatisfied n (%)	Neutral n (%)	Satisfied 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)

Table (3): level of educational preparedness to practice:

Item	Disagree n (%)	Neutral n (%)	Agree n (%)
1. The amount of content related to clinical pharmacy curriculum is adequate	21 (21%)	14 (14%)	67 (66%)
2. The amount of content related to pharmaceutical sciences is adequate	41 (40%)	22 (22%)	39 (38%)
3. The general science content of pre-admission to pharmacy is necessary for the remaining years in pharmacy program	23 (23%)	26 (26%)	53 (52%)
4. The degree to which undergraduate curriculum has relevance to the knowledge and skills required for current job	11 (11%)	20 (20%)	70 (69%)

Conclusions and Recommendations

- The study findings suggested 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.
- 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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