

BACKGROUND

Job satisfaction is a complex concept that is unique to an individual. Previously, it has been linked to completion of professional development activities in types of employment other than pharmacy. However, no studies have been done as to study connections between job satisfaction and motivation to participate in continuing education, let alone in a pharmacy setting. Investigating possible motivations for professional development is useful in planning continuing education activities. Job satisfaction is a potential motivator, as professional development may aid pharmacists in bettering their current jobs or assist in obtaining new positions and opportunities.

OBJECTIVES

- Assess if correlation exists between job satisfaction and interest in professional development for alumni of SIUE School of Pharmacy
- Assess alumni interest in attending an alumni summit

METHODS

Study Design

Observational cross-sectional study using a quantitative survey

Data Source

Created survey consisting of the short form Minnesota Satisfaction Questionnaire, Job Insecurity Scale, and assessment of demographics and summit interest

Study Population

880 alumni of the SIUE School of Pharmacy with email addresses documented on a contact list

Survey

40 question survey assessing demographic information, job satisfaction, job security, and interest in attending a summit

Study Measures: Dependent Variables

Interest in professional development through an alumni summit

Study Measures: Independent Variables

Age, gender, race, ethnicity, employment status, job satisfaction

Data Analysis

Descriptive statistics, and Spearman's rank correlation test between job satisfaction and summit interest

RESULTS

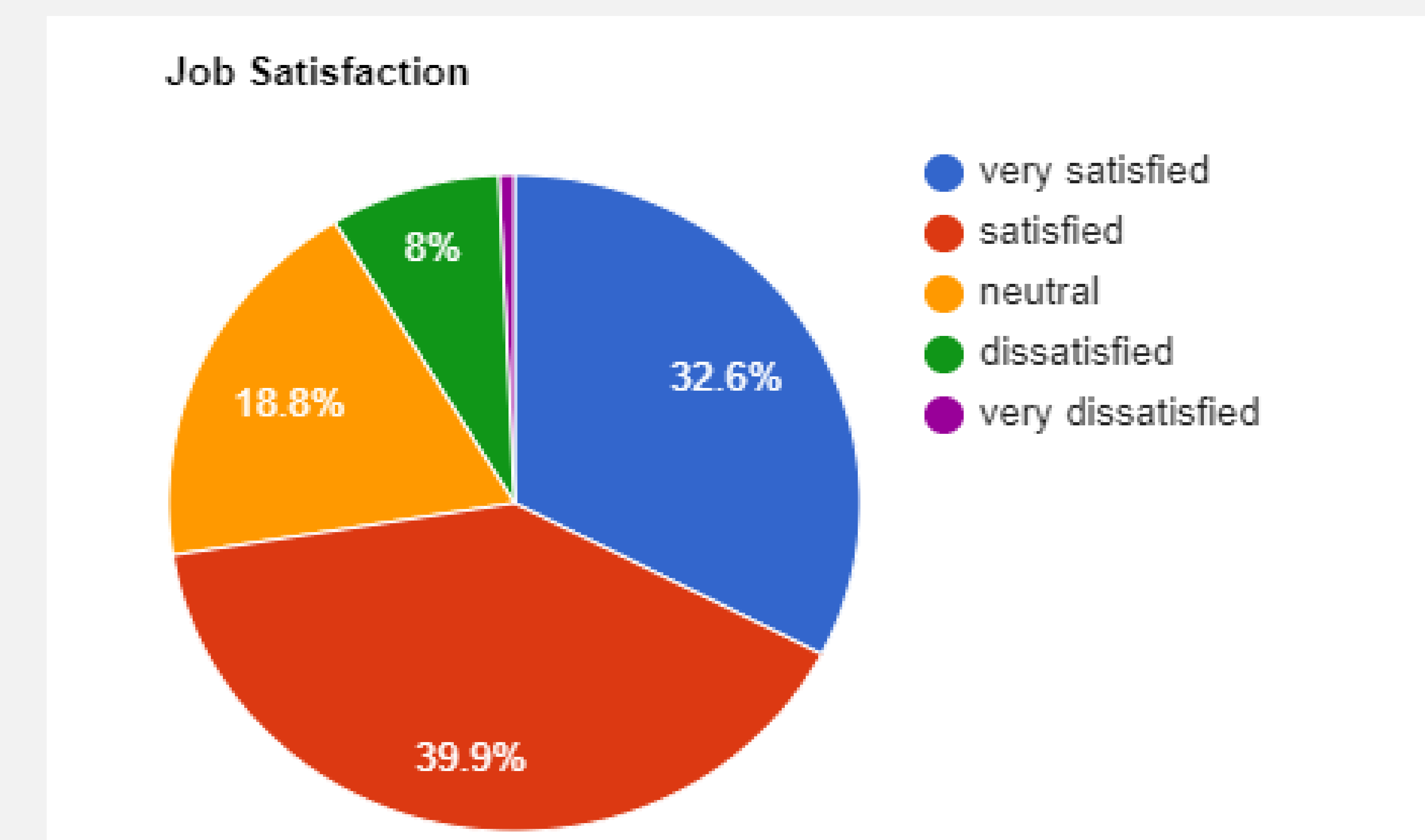
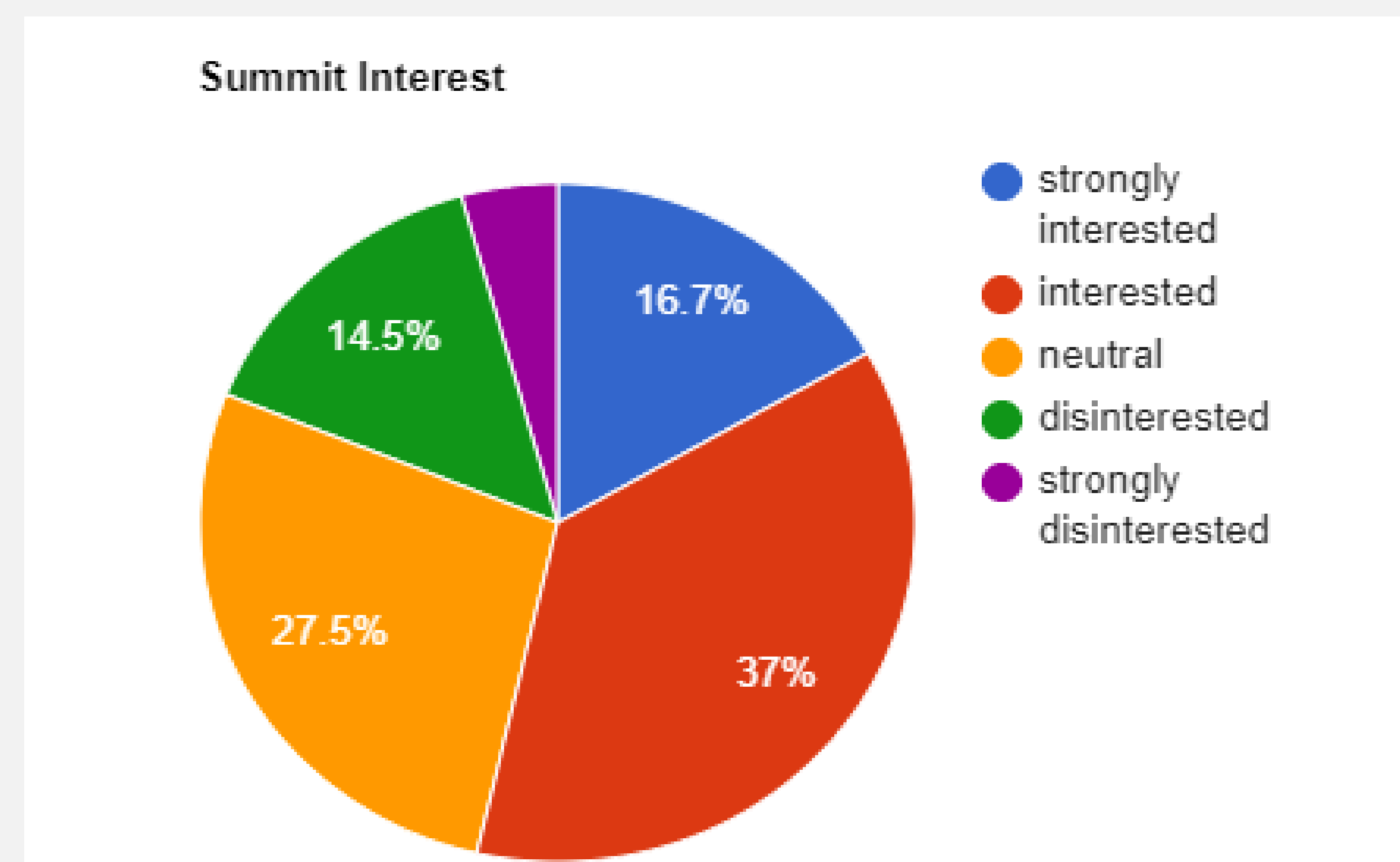
148 surveys were returned, with 138 being fully completed and analyzed. The surveys that were not fully completed had only the demographic section finished.

Overall, the mean intrinsic job satisfaction score was 3.98, the mean extrinsic satisfaction score was 3.54, and the mean general satisfaction score was 3.83. The aspects of employment that were most often rated as satisfactory included the ability to keep busy, to use one's own judgment, help other people, maintain steady employment, work within morals, and to utilize one's abilities and skills.

The mean score indicating interest in attending a summit was 3.47. Topics of interest include opportunities for additional job training, learning about potential job opportunities, and strategies to obtain employment.

A Spearman's correlation revealed that comparing the mean general satisfaction score to the mean interest score resulted in an r value of 0.06993 (p= 0.415), indicating no correlation or significance.

Characteristic	Responses N=148 N (%)
Age	
≤30	67 (45.9)
31-40	75 (51.4)
41-50	4 (2.7)
Gender	
Female	109 (74.7)
Race	
White	133 (91.1)
African American	3 (2.1)
Asian	3 (2.1)
Practice Setting	
Community	57 (39.3)
Ambulatory	15 (10.3)
Hospital	52 (35.9)
Other	33 (22.8)



DISCUSSION AND CONCLUSION

Overall, alumni of SIUE School of Pharmacy seem generally satisfied with their employment. Also, responses indicate interest in professional development. However, the current pandemic may have impacted these results.

It was determined that there was no statistically significant correlation between job satisfaction and a desire for professional development, however there was considerable interest in a summit meeting focused on professional development.