

ՄԵՀՐԱԲՅԱՆԻ ԱՆՎԱՆ ԲԺՇԿԱԿԱՆ ՔՈԼԵԶԻ
ՏԵՂԵԿԱԳԻՐ



ВЕСТНИК
МЕДИЦИНСКОГО КОЛЛЕДЖА
ИМ. МЕГРАБЯНА

**BULLETIN
OF THE MEDICAL COLLEGE
AFTER MEHRABYAN**

VOL. 18 TOM

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Best regards,

Karen A. Topuzyan

Director of "Natali Pharm" chain of pharmacies



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ՄԵՀՐԱԲՅԱՆԻ ԱՆՎԱՆ ԲԺՇԿԱԿԱՆ ՔՈԼԵՋ

ՏԵՂԵԿԱԳԻՐ

**РЕСПУБЛИКА АРМЕНИЯ
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**КОМПЛЕКСНАЯ ОЦЕНКА КЛЮЧЕВЫХ ФАКТОРОВ, ВЛИЯЮЩИХ
НА ПРОФЕССИОНАЛЬНОЕ ФОРМИРОВАНИЕ ФАРМАЦЕВТОВ,
УДОВЛЕТВОРЕННОСТЬ РАБОТОЙ, ПРОДВИЖЕНИЕ ПО ТРУДОВОЙ
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Аннотация. Данное исследование представляет собой всестороннюю социологическую и статистическую оценку ключевых детерминант, влияющих на профессиональное формирование, удовлетворенность работой и развитие профессиональной деятельности фармацевтов в Грузии. Учитывая важную роль фармацевтов в системе здравоохранения, особенно в развивающихся странах, где профессия претерпевает значительные структурные изменения, целью работы является выявление наиболее актуальных вызовов и мотивационных факторов, формирующих профессиональную траекторию фармацевтов. Исследование основано на необходимости приведения фармацевтического образования и профессиональной практики в Грузии в соответствие с международными стандартами и обеспечения устойчивого карьерного роста специалистов. В исследовании применялся масштабный количественный подход. Были использованы утвержденные анкеты и проведены глубинные интервью с 3888 респондентами, представляющими различные группы заинтересованных сторон: заведующие аптеками, студенты фармацевтических факультетов, медицинские специалисты и потребители аптечных услуг. Использовались методы систематического социологического опроса, сравнительного анализа, математико-статистической и графической обработки данных. Статистическая обработка проводилась с использованием программы SPSS версии 11.0. Были применены описательная статистика и регрессионный анализ для выявления связей между переменными, с уровнем значимости $p < 0.05$. Результаты показали, что несмотря на высокий уровень удовлетворенности выбором профессии среди молодых фармацевтов, лишь треть из них удовлетворены своими условиями труда. Основными мотивационными факторами выбора профессии являются стремление к получению качественного образования, престиж профессии и возможность экономического и социального роста. Однако выявлены выраженные факторы недовольства, включая низкий уровень заработной платы, ограниченные перспективы карьерного роста, отсутствие поощрительной системы и неудовлетворительные условия труда. Также выявлена статистически значимая связь между удовлетворенностью работой и такими факторами, как соответствие квалификации выполняемой работе, поддержка со стороны руководства, условия труда, наличие возможностей для повышения квалификации и заключение официального трудового договора. Кроме того, установлено, что увеличение стажа на одном рабочем месте негативно влияет

на уровень удовлетворенности карьерой, что может указывать на риск профессионального выгорания. Дополнительно исследование рассматривает системные факторы, тормозящие развитие фармацевтической профессии в Грузии: устаревшее нормативное регулирование, фрагментарность системы аккредитации и отсутствие структурированных программ последипломного образования. Эти результаты подчеркивают необходимость реализации комплексной стратегии, включающей образовательные реформы, обновление законодательства, развитие межпрофессионального взаимодействия и улучшение условий труда. Таким образом, представленное исследование вносит существенный вклад в научный дискурс по вопросам профессионального развития фармацевтов в Грузии. Оно подчеркивает необходимость реформ, направленных на повышение привлекательности и эффективности фармацевтической профессии, что в перспективе приведет к улучшению качества оказания фармацевтической помощи и общего состояния общественного здравоохранения.

Ключевые слова: *фармацевты, удовлетворенность работой, профессиональное формирование, карьерное развитие, Грузия, фармацевтическое регулирование, кадровые ресурсы здравоохранения.*

A COMPREHENSIVE EVALUATION OF KEY DETERMINANTS INFLUENCING PHARMACISTS' PROFESSIONAL FORMATION, JOB SATISFACTION, OCCUPATIONAL ADVANCEMENT AND UNDERLYING CONSTRAINTS IN GEORGIA IN GENERAL

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Abstract. The study presents a comprehensive sociological and statistical evaluation of the principal determinants that influence the professional formation, job satisfaction, and occupational development of pharmacists in Georgia. Recognizing the vital role pharmacists play in the health-care system, particularly in developing countries where the profession is undergoing significant structural transitions, this research aims to identify the most pressing challenges and motivators shaping pharmacists' vocational trajectories. The inquiry is grounded in the growing necessity to align pharmacy education and professional practice in Georgia with international standards and to foster sustainable career development pathways within the profession. A large-scale quantitative methodology was employed, encompassing the administration of structured and approved questionnaires to 3,888 respondents from diverse stakeholder groups, including chief pharmacists, employed pharmacy faculty students, healthcare specialists, and customers of pharmacies. The study employed in-depth interviews, systematic sociological surveys, comparative analyses, and statistical modeling using SPSS version 11.0. Descriptive statistics and regression analyses were applied to examine associations between key variables, with statistical significance defined at $p < 0.05$. Findings reveal that while a majority of young pharmacist specialists express satisfaction with their professional choice, only about one-third report high satisfaction with their actual job conditions. The most influential motivating factors for entering the profession include the aspiration to obtain high-quality training, professional prestige, and the potential for economic and social advancement. However, notable dissatisfaction was associated with salary levels, limited promotion opportunities, insufficient workplace benefits, and suboptimal working conditions. The study also

identifies a statistically significant correlation between job satisfaction and key workplace factors such as alignment of qualifications with responsibilities, support from management, working conditions, opportunities for career and skills enhancement, and the presence of formal labor contracts. Furthermore, longer tenure in a given position tends to inversely correlate with job satisfaction, highlighting the potential impact of stagnation and burnout. Beyond quantitative data, the study reflects on the systemic factors impeding the progress of the pharmaceutical profession in Georgia, including outdated regulatory frameworks, fragmented professional accreditation systems, and lack of structured postgraduate development programs. These findings underscore the urgent need for comprehensive policy reforms targeting pharmacy education, professional regulation, and institutional support mechanisms. The research contributes significant empirical evidence to the discourse on pharmacists' professional well-being and development in Georgia. It calls for an integrated strategy encompassing educational reform, regulatory modernization, interprofessional collaboration, and enhancement of workplace environments to improve the attractiveness, sustainability, and effectiveness of the pharmacy profession. Aligning with global best practices and reinforcing pharmacists' roles in patient-centered healthcare will be essential in advancing both professional satisfaction and the quality of public health services.

Keywords: *pharmacists, job satisfaction, professional formation, occupational development, Georgia, career advancement, pharmaceutical regulation, healthcare workforce.*

ԴԵՂԱԳԵՏՆԵՐԻ ՄԱՍՆԱԳԻՏԱԿԱՆ ՁԵՎԱՎՈՐՄԱՆ ՎՐԱ ԱԶԴՈՂ
ՀԻՄՆԱԿԱՆ ԳՈՐԾՈՆՆԵՐԻ ՀԱՄԱԼԻՐ ԳՆԱՀԱՏՈՒՄ՝ ԱՇԽԱՏԱՆՔԻՑ
ԲԱՎԱՐԱՐՎԱԾՈՒԹՅՈՒՆ, ԱՇԽԱՏԱՆՔԱՅԻՆ ԳՈՐԾՈՒՆԵՈՒԹՅԱՆ
ԱՌԱՋԽԱՂԱՑՈՒՄ ԵՎ ԳԼԽԱՎՈՐ ՄԱՀՄԱՆԱՓԱԿՈՒՄՆԵՐ ՎՐԱՍՏԱՆՈՒՄ

Նոդար Սուլաշվիլի

Դեղագործական գիտությունների դոկտոր,
Դեղագործության և դեղագիտության ոլորտում տեսական բժշկության դոկտոր,
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և որակավորման բարձրագույն կենտրոնի հրավիրյալ պրոֆեսոր/դասախոս,
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Ամփոփագիր: Ուսումնասիրությունը ներկայացնում է Վրաստանում դեղագետների մասնագիտական ձևավորման, աշխատանքային բավարարվածության և մասնագիտական զարգացման վրա ազդող հիմնական որոշիչների համապարփակ սոցիոլոգիական և վիճակագրական գնահատում: Ի նկատի ունենալով դեղագետների կարևոր

դերը առողջապահական համակարգում, մասնավորապես զարգացող երկրներում, որտեղ մասնագիտությունը ենթարկվում է զգալի կառուցվածքային փոփոխությունների, այս հետազոտության նպատակն է բացահայտել դեղագետների մասնագիտական ուղիությունները ձևավորող ամենահրատապ մարտահրավերներն և խթանիչներն: Հետազոտությունը հիմնված է Վրաստանում դեղագիտական կրթությունն ու մասնագիտական պրակտիկան միջազգային չափանիշներին համապատասխանեցնելու և մասնագիտության շրջանակներում կայուն կարիերայի զարգացման ուղիները խթանելու աճող անհրաժեշտությունը: Կիրառվել է լայնածավալ քանակական մեթոդաբանություն, որը ներառում է կառուցվածքային և հաստատված հարցաթերթիկների տրամադրում տարբեր շահագրգիռ խմբերի 3888 հարցվողների, այդ թվում՝ գլխավոր դեղագետների, դեղագիտական ֆակուլտետի աշխատող ուսանողների, առողջապահության մասնագետների և դեղատների հաճախորդների: Ուսումնասիրության մեջ օգտագործվել են մանրակրկիտ խորացված հարցազրույցներ, համակարգված սոցիոլոգիական հարցումներ, համեմատական վերլուծություններ և վիճակագրական մոդելավորում՝ օգտագործելով SPSS 11.0 տարբերակը: Հիմնական փոփոխականների միջև կապերը ուսումնասիրելու համար կիրառվել են նկարագրական վիճակագրություն և ռեգրեսիոն վերլուծություններ, որոնց վիճակագրական նշանակությունը սահմանվել է $p < 0.05$ -ով: Արդյունքները ցույց են տալիս, որ մինչ երիտասարդ դեղագետ մասնագետների մեծամասնությունը գոհունակություն է հայտնում իրենց մասնագիտական ընտրությունից, միայն մոտ մեկ երրորդն է բարձր գոհունակություն հայտնում իրենց իրական աշխատանքային պայմաններից: Մասնագիտության մեջ մտնելու ամենաազդեցիկ մոտիվացնող գործոններից են բարձրորակ ուսուցում ստանալու ձգտումը, մասնագիտական հեղինակությունը և տնտեսական ու սոցիալական առաջխաղացման ներուժը: Այնուամենայնիվ, զգալի դժգոհություն էր նկատվում աշխատավարձի մակարդակի, պաշտոնի բարձրացման սահմանափակ հնարավորությունների, աշխատանքային պայմանների անբավարարության և ոչ օպտիմալ աշխատանքային պայմանների հետ կապված:

Հիմնաբառեր՝ *դեղագործներ, աշխատանքային բավարարվածություն, մասնագիտական կազմավորում, մասնագիտական զարգացում, Վրաստան, կարիերայի առաջխաղացում, դեղագործական կարգավորում, առողջապահության ոլորտի աշխատուժ:*

INTRODUCTION

In the context of global transformations within healthcare systems, the role of the pharmacist has gained increasing importance. Pharmacists are essential healthcare professionals, serving not only as providers of medication but also as consultants in rational drug use, patient education, and public health initiatives. However, despite their critical role, pharmacists in many countries – including Georgia – face significant challenges related to professional education, career satisfaction, and long-term occupational development [1–4].

In Georgia, the issues surrounding the professional formation of pharmacists are multifaceted and stem from both the higher pharmaceutical education system and the structure of post-graduate and continuing education. One of the primary determinants of quality pharmaceutical services is the availability of a competent, motivated, and well-supported workforce. Unfortu-

nately, gaps in educational programs, limited opportunities for professional growth, and work environments that fail to meet modern standards often hinder pharmacists from realizing their full potential within the profession [5–6].

Moreover, the pharmaceutical sector in Georgia operates within a regulatory framework that remains underdeveloped, lacking the coherence and modernization seen in Western nations. Professional accreditation systems are fragmented, and there is an absence of well-structured, mandatory continuing professional development programs. These systemic shortcomings are particularly concerning given Georgia's broader national agenda of healthcare reform and alignment with European standards. Effective pharmacy services require not only well-educated practitioners but also systemic support through legislation, education, and organizational structure [8–9].

Professional motivation and career satisfaction are critical components of workforce stability in the healthcare sector. The degree of satisfaction that pharmacists derive from their career choice and working environment has a direct impact on retention rates, performance quality, and ultimately, patient care. In this regard, the aspirations and values of young professionals entering the pharmaceutical workforce warrant close examination. Understanding what motivates individuals to enter the field—and what discourages them once they are within it – provides valuable insight for policymakers, educational institutions, and healthcare administrators [10, 24, 26].

Globally, it is widely accepted that the development of the pharmacy profession requires a multi-pronged strategy. This includes reforming pharmacy education, updating licensing and accreditation procedures, expanding pharmacists' roles in multidisciplinary healthcare teams, and creating supportive work environments. According to the World Health Organization (WHO) and the International Pharmaceutical Federation (FIP), countries should develop pharmacy workforce strategies that are evidence-based, locally tailored, and globally informed [27–28, 32].

The present study aims to provide a comprehensive evaluation of the principal determinants that influence pharmacists' professional formation, job satisfaction, and occupational development in Georgia. It is one of the first studies in the region to apply a mixed-methods sociological and statistical approach to this subject, combining a wide-scale survey of 3,888 respondents – including chief pharmacists, employed pharmacy students, public health specialists, pharmacy customers, and pharmacist professionals – with in-depth analysis using SPSS-based regression and correlation testing [23, 33–34].

This study integrates numerous factors that affect the profession – ranging from educational background and work conditions to managerial support and career advancement opportunities. The statistical significance of variables such as years of experience, job satisfaction, salary, and perceived career growth was rigorously tested. Notably, the study highlights an inverse relationship between length of time in a job position and job satisfaction, suggesting a potential risk of career

stagnation and professional burnout in the absence of ongoing development opportunities [14, 35, 37–38].

Further findings indicate that although many young pharmacists express high levels of satisfaction with their professional choice, this satisfaction does not always translate to contentment with current job conditions. Motivation for entering the profession often stems from aspirations for economic stability, professional prestige, and the opportunity to serve the public. However, realities such as low salary, lack of benefits, inflexible schedules, and limited professional recognition often diminish long-term engagement and morale.

The study also touches on gender and psychosocial factors, noting how societal expectations and internalized perceptions of career roles influence young professionals' motivations and experiences. Gendered patterns in career aspirations and satisfaction levels reflect broader cultural trends and must be considered when designing supportive policies [19, 21, 37].

The urgent need for reform in Georgia's pharmaceutical sector is evident from the data. The country must pursue a comprehensive national strategy that includes reforms in educational curriculum, implementation of continuing professional development, regulatory modernization, and creation of mechanisms for career mobility and workplace protection. Such an approach is necessary not only for improving pharmacists' working conditions and satisfaction but also for ensuring that patients receive the highest standard of pharmaceutical care [16, 18, 22].

The goal of this research is thus not only to identify and quantify the key determinants shaping pharmacists' professional lives in Georgia but also to provide actionable recommendations for improving workforce management, education policy, and the broader regulatory environment. By aligning its pharmaceutical workforce policies with global best practices, Georgia has the opportunity to strengthen one of the most critical components of its healthcare system [17, 19–20].

GOAL

The main aim of the study was to analyze and grade the key determinants influencing pharmacists' professional formation, job satisfaction, occupational advancement and underlying constraints in Georgia.

METHODOLOGY

Research objectives are materials of sociological research: the study was quantitative investigation by using survey (Questionnaire). The study was quantitative investigation by using survey (Questionnaire). The in-depth interview method of the respondents was used in the study. The approved questionnaires were used (Respondents were randomly selected. Were used methods of systematic, sociological (surveying), comparative, segmentation, mathematical-statistical, graphical analysis. Research objectives are materials of sociological research: the study was quanti-

tative investigation by using survey – questionnaire. The in-depth interview method of the respondents was used in the study. Different types of approved questionnaires were used (respondents were randomly selected), e.g.

- Questionnaire for manager pharmacists: 410 manager pharmacists;
- Questionnaire for patients: 1506 patients (customers of drug-stores);
- Questionnaire for employed pharmacy faculty-students: 222 employed students;
- Questionnaire for health-care specialists: 307 public health specialists;
- Questionnaire for pharmacist specialists: 810 pharmacist specialists.

Totally 3888 respondents were interviewed in Georgia.

The data was processed and analyzed with the SPSS program. Results and discussion: Questions and answers are given in the tables. On each question are attached diagrams or table. Questionnaire and diagrams are numbered. Study of the data was processed and analyzed with the SPSS program. We conducted descriptive statistics and regression analyses to detect an association between variables. Statistical analysis was done in SPSS version 11.0. A Chi-square test was applied to estimate the statistical significance and differences. We defined $p < 0.05$ as significant for all analyses. The study's ethical items. In order to provide the study's ethical character each participant of it was informed about the study's goal and suggested of willingness of the work to be done. So, the respondents' written or oral compliance was got on that issue. All the studies were carried out by the selected organizations administrations' previous compliance. Were used Informed consent form for each respondent to participate in an anonymous survey. During the whole period of research, the participants incognita was also provided. For the international rules and criteria' conformity this human subject comprising given study was discussed and confirmed on the Bioethics Committee sessions of the YSMU. In order to meet the objectives, set in the research we also used the results obtained through analysis of available official information, studies and opinions about pharmacists, as well as the methods of quantitative studies. We conducted descriptive statistics and regression analyses to detect an association between variables. Statistical analysis was done in SPSS version 11.0. A Chi-square test was applied to estimate the statistical significance and differences. The research implementation required the following sub studies: comprehensive evaluation of key determinants influencing pharmacists' professional formation, job satisfaction, occupational advancement and underlying constraints in Georgia.

RESULTS AND DISCUSSION:

Pharmacists' career choices and aspirations tend to change across development, as self-confidence and gender expectations increase among adolescents. Gender schema theory assumes that

children develop a gender schema from an early age and that this schema becomes increasingly complex as children develop [30, 36].

Preschoolers often have unrealistic career expectations, but these career fantasies are usually based on gender stereotypes. For example, young boys often aspire to become professional Doctors. Young girls often pursue careers that require grace, such as being a doctor or pharmacist, or jobs in related fields, such as being a teacher. As children reach school age, gender becomes the main indicator of career aspirations [29, 31].

As students reach early adolescence, they often report that several values are important to them in their future careers, even if these values are not the same. For example, young adolescents wanted a job that would help others, pay well, give them power and responsibility and allow them to spend time with their family, even if they had very little time. Jobs could actually achieve all of these goals. As adolescents grow older and become more realistic, they report that fewer goals are very important. They seem to recognize that compromises must be made in the workplace and therefore goals must take priority [12, 25].

On the question what underlying motives did you have while making your professional (occupational) choice (indicate no more than 5 alternatives)? Young pharmacist specialist' 30.3% answer desire to obtain high-quality professional training, young pharmacist specialist' 21.3% answer prestige of profession (specialty), young pharmacist specialist' 24.5% answer existence of capabilities to the given type of activity, young pharmacist specialist' 8% answer family tradition, young pharmacist specialist' 8.6% answer desire to develop own capabilities, aspirations, and inclinations (affections), young pharmacist specialist' 29.9% answer the desire (ambition) to be included in the student community as a special social environment, young pharmacist specialist' 50.3% answer the desire to expand the horizons (desire to extend sense of vision), young pharmacist specialist' 42.7% answer desire to extend (lengthen) carefree period of life, young pharmacist specialist' 39.2% answer opportunity to take high social position, young pharmacist specialist' 46.8% answer desire to get a certain level of economic (material) well-being (security), young pharmacist specialist' 46.5% answer the possibility to further (future) social advancement (promotion), young pharmacist specialist' 23.2% answer desire to obtain self-respect among the surrounding people, (others around to me), young pharmacist specialist' 23.2% answer the desire, interest (ambition) to obtain certain circle of contacts (connections) with friends, acquaintances, young pharmacist specialist' 0.6% answer deferring from military service, young pharmacist specialist' 8% answer desire to have the necessary social well-being(benefits), young pharmacist specialist' 30.9% answer desire to be useful (in service) of people, young pharmacist specialist' 35.4% answer guarantee to be busy, young pharmacist specialist' 14.3% answer interest in a profession. (See: *Table 1*).

Table 1**Underlying motives of respondents, while making professional (occupational) choice**

What underlying motives did you have while making your professional (occupational) choice (indicate no more than 5 alternatives)?		
	Count	Column N %
1. Desire to obtain high-quality professional training	95	30.3%
2. Prestige of profession (specialty)	67	21.3%
3. Existence of capabilities to the given type of activity	77	24.5%
4. Family tradition	25	8.0%
5. Desire to develop own capabilities, aspirations, and inclinations (affections)	27	8.6%
6. The desire (ambition) to be included in the student community as a special social environment	94	29.9%
7. The desire to expand the horizons (desire to extend sense of vision)	158	50.3%
8. Desire to extend (lengthen) carefree period of life	134	42.7%
9. Opportunity to take high social position	123	39.2%
10. Desire to get a certain level of economic (material) well-being (security)	147	46.8%
11. The possibility to further (future) social advancement (promotion)	146	46.5%
12. Desire to obtain self- respect among the surrounding people, (others around to me)	73	23.2%
13. The desire, interest (ambition) to obtain certain circle of contacts (connections) with friends, acquaintances	73	23.2%
14. Deferring from military service	2	0.6%
15. Desire to have the necessary social well-being(benefits)	25	8.0%
16. Desire to be useful (in service) of people	97	30.9%
17. Guarantee to be busy	111	35.4%
18. Interest in a profession	45	14.3%

Source – study results

On the question are you satisfied with your professional (occupational) choice? young pharmacist specialist' 82.2% answer yes, I am satisfied with my professional choice, young pharmacist specialist' 9.6% answer I am partly satisfied with my professional choice, young pharmacist specialist' 3.5% answer I have doubts with my professional choice, young pharmacist specialist' 2.2% answer I am disappointed with my professional choice, young pharmacist specialist' 2.5% answer I am not satisfied with my professional choice (See: *Illustration 1*).

Statistically significant association was revealed between pharmacists' position and their satisfaction with professional career and job. Holding high positions was associated with increased career and job satisfaction (Chi-square= 9.4, $p=0.002$ and Chi-square= 5.5, $p<0.02$, respectively), but not to professional choice satisfaction [13, 35].

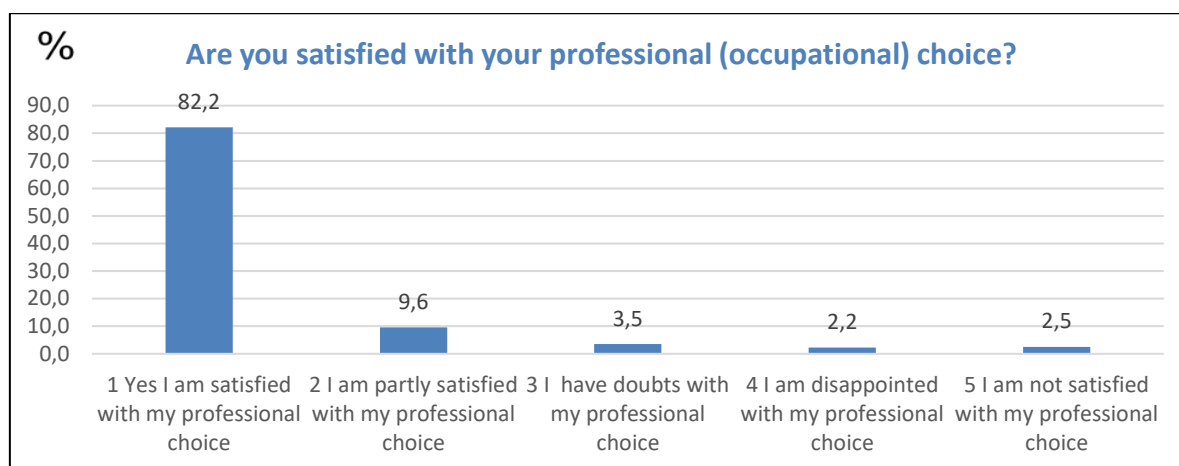


Illustration 1. Satisfaction of respondents with professional (occupational) choice

Source – study results

On the question are you satisfied with your job (work)? Young pharmacist specialist' 34.4% answer yes, young pharmacist specialist' 34.1% answer partially, young pharmacist specialist' 30.9% answer no. young pharmacist specialist' 0.6% answer cannot say (See: *Table 2*).

Analysis showed also that increasing years in the current position was associated with lower career and job satisfaction (Chi-square= 16.4 and 13.2, $p=0.001$). Believing that the professional capabilities and skills of respondents have been realized to the full extent in the current job was associated with higher career and job satisfaction (Chi-square =15.9, $p=0.001$ and *Chi-square*= 5.7, $p<0.02$, respectively) [11–12].

Table 2

Satisfaction of respondents with job (work)

Are you satisfied with your job (work)?					
		Frequency	Percent (%)	Valid Percent	Cumulative Percent
Valid	1. Yes	108	34.4	34.4	34.4
	2. Partially	107	34.1	34.1	68.5
	3. No	97	30.9	30.9	99.4
	4. Cannot say	2	0.6	0.6	100.0
	Total	314	100.0	100.0	

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Correspondence of your qualification to work». On the question estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Correspondence of your qualification to work». Young pharmacist specialist' 1% estimate by 2 points, young pharmacist specialist' 3.8% estimate by 3

points, young pharmacist specialist' 24.8% estimate by 4 points, young pharmacist specialist' 70.4% estimate by 5 points (See: *Table 3*).

Table 3

The impact factor «Correspondence of qualification to work» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Correspondence of your qualification to work					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	1.0	1.0	1.0
	3	12	3.8	3.8	4.8
	4	78	24.8	24.8	29.6
	5	221	70.4	70.4	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Correspondence of nature of work to capabilities of personality». On the question estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Correspondence of nature of work to capabilities of personality». Young pharmacist specialist' 0.3% estimate by 1-point, young pharmacist specialist' 1.3% estimate by 2 points, young pharmacist specialist' 8% estimate by 3 points, young pharmacist specialist' 36.6% estimate by 4 points, young pharmacist specialist' 53.8% estimate by 5 points [11–12, 18]. (See: *Illustration 2*).

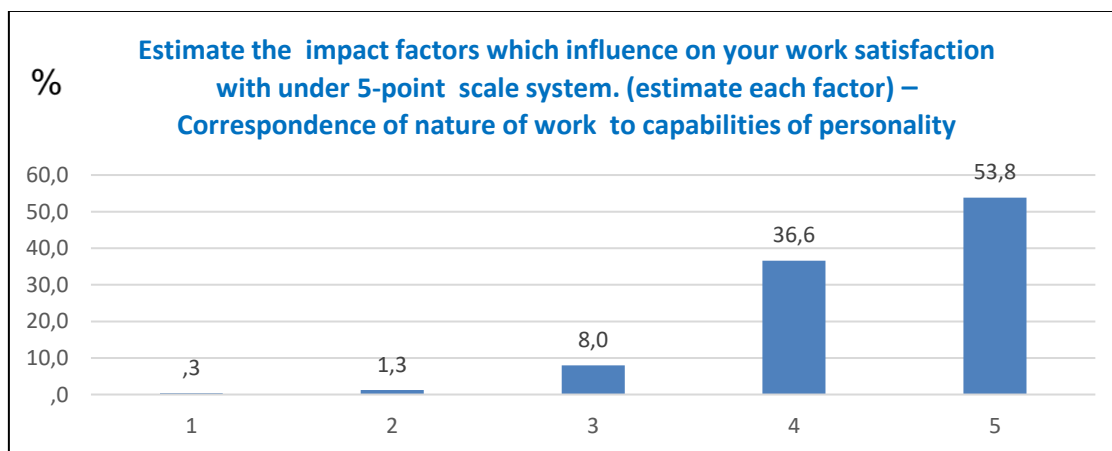


Illustration 2. The impact factor «Correspondence of nature of work to capabilities of personality» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of perspective for professional promotion». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of perspective for professional promotion». Young pharmacist specialist' 1.3% estimate by 1-point, young pharmacist specialist' 4.8% estimate by 2 points, young pharmacist specialist' 10.8% estimate by 3 points, young pharmacist specialist' 38.2% estimate by 4 points, young pharmacist specialist' 44.9% estimate by 5 points [14–16] (See: *Table 4*).

Table 4

The impact factor «Existence of perspective for professional promotion» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Existence of perspective for professional promotion					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	1.3	1.3	1.3
	2	15	4.8	4.8	6.1
	3	34	10.8	10.8	16.9
	4	120	38.2	38.2	55.1
	5	141	44.9	44.9	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Possibility to qualifications enhancement». On the question-Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Possibility to qualifications enhancement». Young pharmacist specialist' 0.3% estimate by 1-point, young pharmacist specialist' 5.7% estimate by 2 points, young pharmacist specialist' 15.3% estimate by 3 points, young pharmacist specialist' 38.2% estimate by 4 points, young pharmacist specialist' 40.4% estimate by 5 points (See: *Illustration 3*).

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of high degree of responsibility for the result of work». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of high degree of responsibility for the result of work». Young pharmacist specialist' 6.1% estimate by 1-point, young pharmacist specialist' 7% estimate by 2-points, young pharmacist specialist' 15% estimate by 3-points, young

pharmacist specialist' 37.9% estimate by 4-points, young pharmacist specialist' 34.1% estimate by 5 points (See: *Table 5*).

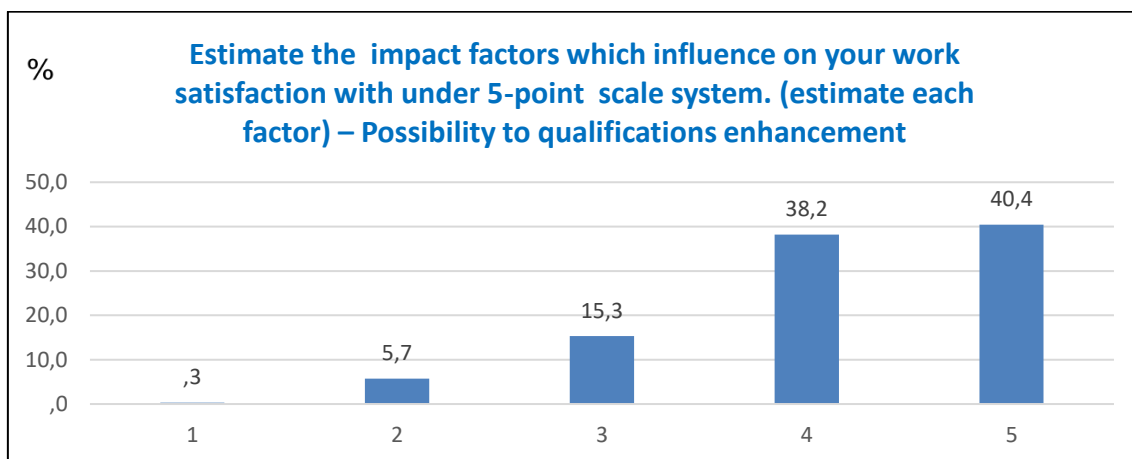


Illustration 3. The impact factor «Possibility to qualifications enhancement» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

Table 5

The impact factor «Existence of high degree of responsibility for the result of work» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Existence of high degree of responsibility for the result of work					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	6.1	6.1	6.1
	2	22	7.0	7.0	13.1
	3	47	15.0	15.0	28.0
	4	119	37.9	37.9	65.9
	5	107	34.1	34.1	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Information awareness about affairs of the company and affairs of the activity of staff, collective (colleagues' team)». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Information awareness about affairs of the company and affairs of the activity of staff, collective (colleagues' team)». Young pharmacist specialist' 1.3% estimate by 1-point, young pharmacist specialist' 6.4% estimate by 2 points, young pharmacist specialist' 13.7% estimate by

3 points, young pharmacist specialist' 39.2% estimate by 4 points, young pharmacist specialist' 39.5% estimate by 5 points (See: *Illustration 4*).

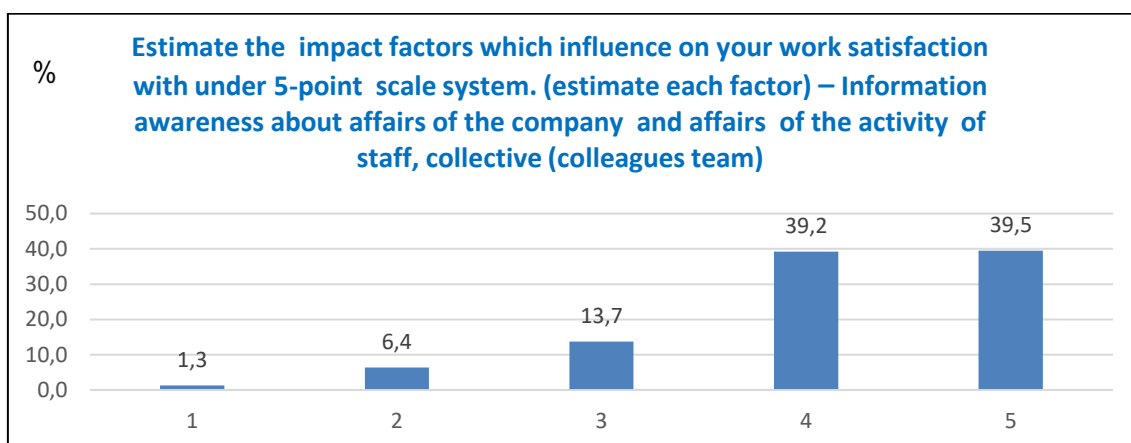


Illustration 4. The impact factor «Information awareness about affairs of the company and affairs of the activity of staff, collective (colleagues' team)» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Working conditions». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Working conditions». Young pharmacist specialist' 6.1% estimate by 1-point, young pharmacist specialist' 9.9% estimate by 2 points, young pharmacist specialist' 19.4% estimate by 3 points, young pharmacist specialist' 40.4% estimate by 4 points, young pharmacist specialist' 24.2% estimate by 5 points (See: *Table 6*).

Table 6

The impact factor «Working conditions» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Working conditions					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	6.1	6.1	6.1
	2	31	9.9	9.9	15.9
	3	61	19.4	19.4	35.4
	4	127	40.4	40.4	75.8
	5	76	24.2	24.2	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «The existence of a labor contract». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «The existence of a labor contract». Young pharmacist specialist' 5.7% estimate by 1-point, young pharmacist specialist' 8.9% estimate by 2 points, young pharmacist specialist' 22% estimate by 3 points, young pharmacist specialist' 40.1% estimate by 4 points, young pharmacist specialist' 23.2% estimate by 5 points (See: *Illustration 5*).

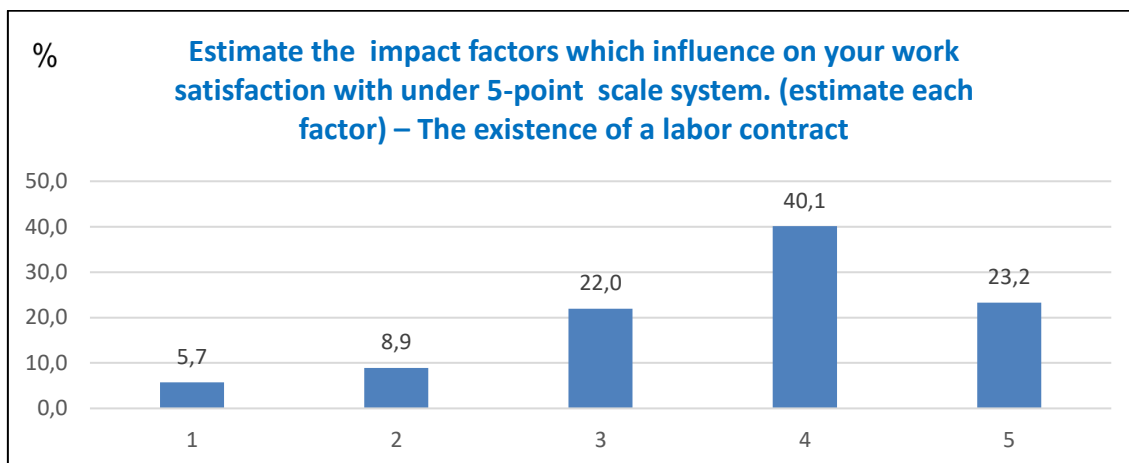


Illustration 5. The impact factor «The existence of a labor contract» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Working regime (schedule)». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Working regime (schedule)». Young pharmacist specialist' 9.2% estimate by 1-point, young pharmacist specialist' 14.6% estimate by 2 points, young pharmacist specialist' 30.9% estimate by 3 points, young pharmacist specialist' 32.2% estimate by 4 points, young pharmacist specialist' 13.1% estimate by 5 points (See: *Table 7*).

Table 7

The impact factor «Working regime (schedule)» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Working regime (schedule)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	29	9.2	9.2	9.2
	2	46	14.6	14.6	23.9
	3	97	30.9	30.9	54.8

	4	101	32.2	32.2	86.9
	5	41	13.1	13.1	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Salary». On the question-Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Salary». Young pharmacist specialist' 16.2% estimate by 1-point, young pharmacist specialist' 26.8% estimate by 2 points, young pharmacist specialist' 35.7% estimate by 3 points, young pharmacist specialist' 18.2% estimate by 4 points, young pharmacist specialist' 3.2% estimate by 5 points (See: *Table 8*).

Table 8

The impact factor «Salary» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Salary					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	51	16.2	16.2	16.2
	2	84	26.8	26.8	43.0
	3	112	35.7	35.7	78.7
	4	57	18.2	18.2	96.8
	5	10	3.2	3.2	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of benefits (incentives) scheme for employees». On the question-Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Existence of benefits (incentives) scheme for employees». Young pharmacist specialist' 31.8% estimate by 1-point, young pharmacist specialist' 32.2% estimate by 2 points, young pharmacist specialist' 19.4% estimate by 3 points, young pharmacist specialist' 12.7% estimate by 4 points, young pharmacist specialist' 3.8% estimate by 5 points (See: *Illustration 6*).

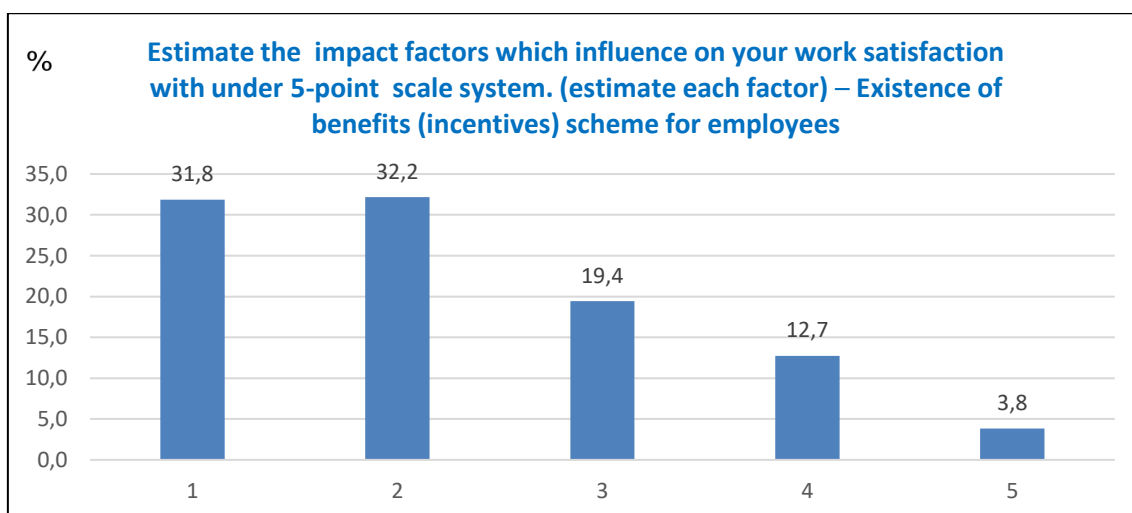


Illustration 6. The impact factor «Existence of benefits (incentives) scheme for employees» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Support and assistance of a chief (manager)». On the question Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Support and assistance of a chief (manager)». Young pharmacist specialist' 10.8% estimate by 1-point, young pharmacist specialist' 11.5% estimate by 2 points, young pharmacist specialist' 21.7% estimate by 3 points, young pharmacist specialist' 37.6% estimate by 4 points, young pharmacist specialist' 18.5% estimate by 5 points (See: Table 9).

Table 9

The impact factor «Support and assistance of a chief (manager)» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5- points scale system. (Estimate each factor) – Support and assistance of a chief (manager)					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	34	10.8	10.8	10.8
	2	36	11.5	11.5	22.3
	3	68	21.7	21.7	43.9
	4	118	37.6	37.6	81.5
	5	58	18.5	18.5	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Direct relations with chief (manager)(s)». On the question

estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Direct relations with chief (manager)(s)». Young pharmacist specialists' 8.6% estimate by 1-point, young pharmacist specialists' 12.4% estimate by 2 points, young pharmacist specialists' 25.2% estimate by 3 points, young pharmacist specialists' 34.4% estimate by 4 points, young pharmacist specialists' 19.4% estimate by 5 points (See: *Illustration 7*).

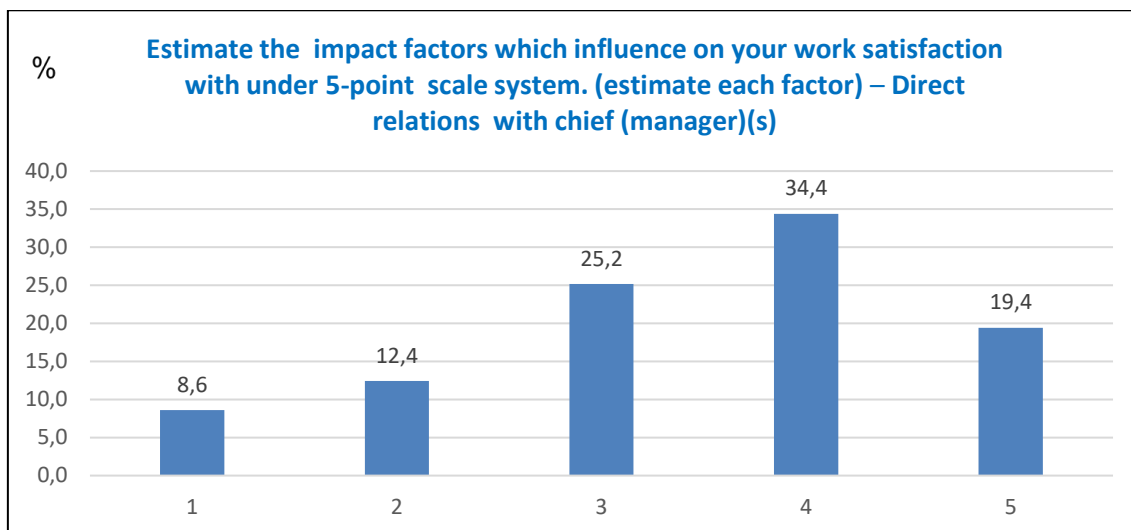


Illustration 7. The impact factor «Direct relations with chief (manager) (s)» – influenced on respondents' work satisfaction, were estimated with under 5- points scale system.

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Relations with colleagues». On the question-Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Relations with colleagues». Young pharmacist specialists' 1% estimate by 1-point, young pharmacist specialists' 6.1% estimate by 2 points, young pharmacist specialists' 18.2% estimate by 3 points, young pharmacist specialists' 38.2% estimate by 4 points, young pharmacist specialists' 36.6% estimate by 5 points (See: *Table 10*).

Table 10

The impact factor «Relations with colleagues» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – Relations with colleagues					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	1.0	1.0	1.0
	2	19	6.1	6.1	7.0
	3	57	18.2	18.2	25.2

	4	120	38.2	38.2	63.4
	5	115	36.6	36.6	100.0
	Total	314	100.0	100.0	

Source – study results

Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Possibility to career enhancement». On the question-Estimate the impact factors which influence on your work satisfaction with under 5-points scale system. (Estimate each factor) – «Possibility to career enhancement». Young pharmacist specialists' 1.9% estimate by 1-point, young pharmacist specialists' – 6.4% estimate by 2 points, young pharmacist specialists' 22% estimate by 3 points, young pharmacist specialists' 40.8% estimate by 4 points, young pharmacist specialists' 29% estimate by 5 points (See: *Illustration 8*).

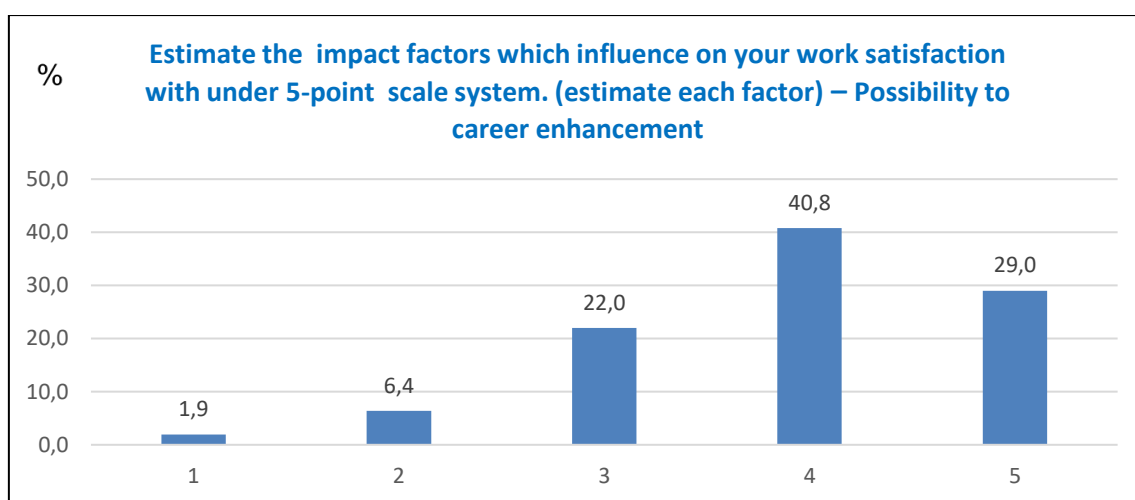


Illustration 8. The impact factor «Possibility to career enhancement» – influenced on respondents' work satisfaction, were estimated with under 5-points scale system.

Source – study results

CONCLUSION:

- The study provides a comprehensive and multidimensional analysis of the primary factors influencing the professional formation, job satisfaction, and occupational development of pharmacists in Georgia. Through a large-scale sociological and statistical investigation involving nearly 4,000 respondents, including pharmacy students, pharmacists, healthcare professionals, and the general public, the research identified both individual-level and systemic-level determinants that shape the professional trajectories and satisfaction levels of pharmacists.
- One of the most significant findings is the apparent disparity between initial professional motivation and actual job satisfaction. While many young pharmacists enter the profession driven by high aspirations – such as the desire for professional growth, economic security,

prestige, and the opportunity to contribute meaningfully to public health – these expectations are often challenged by real-world occupational constraints. Factors such as inadequate remuneration, limited opportunities for promotion, suboptimal working conditions, and lack of benefits substantially lower job satisfaction and long-term professional engagement.

- The data further demonstrate that pharmacists who hold senior or managerial positions report relatively higher levels of job satisfaction compared to their junior counterparts, indicating that upward mobility and recognition remain critical motivational factors. However, the inverse relationship between the number of years spent in a position and satisfaction levels suggests that many professionals face stagnation, burnout, or disengagement over time if continuous development and support mechanisms are not in place.
- The statistical significance of variables such as managerial support, alignment between job role and qualification, work environment, career development opportunities, and workplace communication underscores the need for comprehensive workforce management strategies. These factors not only influence individual satisfaction but also affect workforce stability, productivity, and ultimately, the quality of patient care delivered by the pharmaceutical sector.
- At a systemic level, the findings highlight the urgent need to reform and modernize Georgia's pharmaceutical education, accreditation, and regulatory frameworks. The absence of a unified and enforced continuing professional development (CPD) model weakens the profession's responsiveness to evolving healthcare needs. Additionally, outdated licensing systems and inconsistent enforcement of quality standards hinder the professional credibility and integration of pharmacists as vital members of the healthcare team.
- Given the global trends in pharmaceutical practice and workforce development – particularly the expanding role of pharmacists in clinical decision-making, public health policy, and interdisciplinary healthcare delivery – Georgia must act swiftly to align its national policies with international standards set by organizations such as the World Health Organization (WHO) and the International Pharmaceutical Federation (FIP).
- In conclusion, this study offers valuable insights into the current state of pharmaceutical practice and workforce development in Georgia. It identifies critical areas of deficiency and presents evidence-based justifications for reform. To strengthen the profession and improve healthcare outcomes, a coordinated national strategy should be implemented. This strategy must include educational reform, enhancement of working conditions, institutional support for professional development, modernization of regulatory oversight, and greater recognition of pharmacists' roles within the broader health system.

- Addressing these issues will not only elevate the profession of pharmacy in Georgia but will also contribute to the development of a more resilient, competent, and patient-centered healthcare infrastructure.

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