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Labor rights of jordanian pharmacists and their impact on their satisfaction

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Background: Pharmacists' jobs in Jordan are important and contribute to the welfare of patients and citizens. Through interviews of a number of pharmacists it was felt that there is need to study their feelings about their rights and satisfaction.

Aim: The aim of this study was to measure the perceptions of Jordanian pharmacists on attaining their rights, and the impact of these rights on their satisfaction.

Methods: The study is an observational one. A random sample of 49 pharmacists was chosen to fill a self-administered questionnaire covering the dimensions of pharmacists and their satisfaction. The study tested the following hypothesis: there is no significant impact (at level $\alpha=0.05$) of Pharmacists' rights on their satisfaction.

Results: The null hypothesis was rejected indicating a significant impact of pharmacists' rights on their satisfaction. The results also showed that pharmacists were not highly satisfied, whereby they reported satisfaction mean of 2.8 out of 5. Pharmacists' perception on salary was also low, (mean=2.71). Means and standard deviations of all questionnaire items are reported.

Conclusion: Based on the results of this research, there should be effort from the employers and the Jordan Pharmacists' Association to develop higher understanding and regard toward Pharmacists' rights, especially salary and working conditions which showed effect on satisfaction.

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