

BACKGROUND

- According to the World Health Organization, burnout is defined as feelings of energy depletion or exhaustion, increased mental distance from one's job or feelings of negativism related to one's job, and reduced professional efficacy.¹
- All occupations can be affected by this including Pharmacists.
- Burnout can be associated with worsened patient outcomes, low morale and an increased job turnover rate.^{2,3}

OBJECTIVE

- The purpose of this study is to determine a baseline assessment of pharmacist burnout within the state of Illinois.
- This study differs from previous studies by evaluating pharmacists in all practice settings rather than focusing only on health-system pharmacists.

METHODS

Study Design

- Cross sectional survey was completed between August 2019 and October 2019

Inclusion Criteria

- Licensed Pharmacist
- Practice in state of Illinois
- Member of either IPhA or ICHP

Recruitment

- Two state pharmacy organizations, Illinois Pharmacists Association (IPhA) and Illinois Council of Health System Pharmacists (ICHP), facilitated distribution of the survey to their respective membership distribution lists via email.

Study Measures

- Oldenburg Burnout Inventory (OLBI): This survey is a validated questionnaire used in order to assess burnout. This is a 16-question survey looking at both exhaustion and disengagement from work.⁶ Survey responses are indicated on a Likert scale of strongly agree, agree, disagree, or strongly disagree. The minimum score of this survey would be 16, indicating no burnout and the maximum score is 64, indicating very high burnout.⁶
- Baseline characteristics: gender, age, age at graduation, ethnicity, marital status, children, pharmacy degree, post-graduate training, primary practice setting, hours worked per week, hobby outside of work, hour spent per month with professional organization, hours spent per month volunteering, and preceptor for pharmacy students or pharmacy residents

Data Analysis

- Results from survey were analyzed using descriptive statistics including mean and standard deviation.

RESULTS

Table 1: Baseline Characteristics and Results		
Baseline Characteristics		Mean Score on OLBI (standard deviation) N = 190
Sex	Male: 67	42.61 (9.80)
	Female: 122	40.55 (8.08)
	Other: 1	37 (0)
Current Age	39	—
Age at Graduation	25	—
Ethnicity	Caucasian/ Non-Hispanic: 169	40.8 (8.57)
	Black/ African American: 5	36.4 (9.79)
	Asian American: 12	48.42 (8.33)
	Hispanic/ Mexican American: 3	46 (4.08)
	Native American/ Alaskan Native: 0	—
	Other: 1	43 (0)
Marital Status	Single: 40	40.48 (8.01)
	Married: 135	41.29 (8.90)
	Divorced: 11	41.73 (9.71)
	Widowed: 4	46.75 (6.50)
Children	Yes: 123	40.8 (9.24)
	No: 66	42.26 (7.7)
Pharmacy Degree	PharmD: 128	40.98 (9.83)
	BS: 61	41.98 (9.83)
	Ph.D.: 1	40.94 (8.22)
Post-Graduate Training	None: 94	44.23 (7.92)
	Residency or Fellowship: 50	35.2 (6.04)
	Board of Pharmaceutical Specialties Certification: 44	36.55 (7.65)
	Advanced Certification in a specialty area: 12	35.83 (9.8)
	Master's degree: 25	38.52 (8.8)
	Additional Doctorate: 2	40.5 (2.5)
Primary Practice	Community Chain (staff): 42	46.5 (8.17)
	Community Independent (staff): 12	40.83 (9.77)
	Community Pharmacy Manager: 38	44.66 (7.22)
	Hospital (staff or clinical): 26	37.69 (6.68)
	Hospital Administrative: 24	39 (6.42)
	Long term care facility: 4	46.5 (12.13)
	Pharmaceutical Industry: 0	—
	Managed Care: 0	—
	Government or Regulatory Agency: 0	—
	Pharmacy Residency Program: 1	40 (0)
	Home Care: 0	—
	Academic: 19	34 (6.03)
	Clinic-Based Pharmacy: 11	39.82 (9.84)
	Other: 10	36.6 (5.62)
	No current job: 3	35.67 (11.09)
Hours worked per week	19 or less: 11	32.55 (7.96)
	20-29: 5	45.4 (11)
	30-40: 57	43.26 (9.64)
	More than 40: 117	40.92 (7.65)
Hobby outside of work	Yes: 159	41.08 (8.84)
	No: 31	42.19 (8.32)

RESULTS

Hours per month with professional organization	None: 96	44.03 (8.55)
	1-10: 84	38.4 (8.41)
	11-20: 5	37.6 (1.5)
	More than 20: 5	39.6 (5.08)
Hours per month with volunteering	None: 97	42.84 (8.98)
	1-10: 75	40.15 (8.11)
	11-20: 12	37.25 (8.84)
	More than 20: 6	37.67 (7.2)
Preceptor for pharmacy students	Yes: 90	38.73 (7.97)
	No: 100	43.53 (8.83)
Preceptor for pharmacy residents	Yes: 43	37.88 (6.31)
	No: 145	42.31 (9.15)
	Total: 190	41.26 (8.77)

LIMITATIONS

- The only Pharmacists that were included in the study was members either IPhA or ICHP, many Illinois pharmacists are not a member of one of these groups.
- Not all members of IPhA or ICHP responded to the study.
- There was many baseline characteristic groups that had very small samples sizes.

CONCLUSION

- Mean Oldenburg Burnout Inventory Score was 41.26 amongst all participants.
- At least 50% of Pharmacists that participated are experiencing a moderate amount of burnout at their place of work.

References

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