

Introduction

- Over the past decade or so, the percentage of pharmacists practicing part-time has declined, going from 23.7% in 2009 to 14.6% in 2019.
- Given a tightening of pharmacy labor markets, it is possible that some pharmacists are working part-time involuntarily.
- Research is needed to examine reasons for part-time pharmacy work and to compare voluntary part-time pharmacists with involuntary part-time pharmacists.

Objectives

This study aimed to :

- Describe the characteristics of pharmacists working part-time
- Compare voluntary part-time pharmacists with involuntary part-time pharmacists

Methods

- Data were analyzed for 646 (14.2 percent) of respondents from the 2019 National Pharmacy Workforce Survey (NPWS) who reported working part-time (30 hours or less per week).
- Pharmacist characteristics, work characteristics, reasons for working part-time, and work life variables were compared for pharmacists working part-time voluntarily vs. involuntarily using frequencies and chi-square.

Results

- A significantly higher proportion of females reported working part-time relative to males (15.9% vs. 11.8%) and married pharmacists vs. not married (16.4% vs. 11.8%).
- About one-quarter (25.3%) of pharmacists working part-time were doing so involuntarily and those pharmacists were younger, single, non-white and working in large chain settings.
- Pharmacists involuntarily working part-time were significantly more likely to report less favorable and consistent work schedules, lower input into days and hours worked, working at more than one location and receiving their work schedule on short notice.
- Involuntary part-time pharmacists also were less satisfied with their jobs and reported higher work-home conflict, primarily due to feeling disconnected from their primary employing organization – Levels of job stress and job control did not differ significantly.

Results

Table 1 Characteristics of pharmacists working voluntary versus involuntary

Pharmacist Characteristics	Voluntary N (%) ^A	Involuntary N (%)	P-value
My work schedule is favorable to me	398 (89.4)	86 (57.0)	0.001
I pick the days that I work	267 (60)	59 (39.1)	0.001
The hours I work each week are consistent from week to week	263 (59.1)	76 (50.3)	0.004
I pick the hours that I work	251 (56.4)	42 (27.8)	0.001
I work at more than one location for my primary employer	156 (35.1)	73 (48.3)	0.009
My work schedule is provided to me on short notice making planning of other activities difficult for me	79 (17.8)	55 (36.4)	0.001

^APharmacists' characteristics are measured based on 4 item scale: (1) Strongly disagree, (2) Disagree, (3) Agree, (4) Strongly agree

Table 2 Reasons for working part-time

Reasons for working part time	N (%)
Voluntary (445)¹	
Looking for greater flexibility	394 (61.0)
Keep skills up to date	384 (59.4)
Better fit of leisure time with work time	377 (58.4)
Provide more money for personal income	302 (46.7)
No need to work full-time	261 (40.4)
Caring for family member/friend	239 (37.0)
Approaching retirement	225 (34.8)
Pursuing additional education while still working	103 (15.9)
No full-time jobs available	57 (8.8)
Pursuing another job opportunity while still working	56 (8.7)
Involuntary (151)²	
Employer did not have a full-time position available	126 (19.5)
Could not find a full-time job	108 (16.7)
Employer cut my hours from full-time to part-time	60 (9.3)

¹ Part time by choice is measured based on a scale of: (0) Not at All Important, (1) Slightly Important, (2) Moderately Important, (3) Very Important. The frequency shown represents respondents who answered moderately important or very important.

² Part time with no choice is measured based on a scale of: (0) Not at All Influential, (1) Slight Influential, (2) Moderately Influential, (3) Very Influential. The frequency shown represents respondents who answered moderately influential or very influential.

Discussion and Conclusion

- Compared to voluntary, pharmacists working part-time involuntarily report less flexibility and voice in their work schedule, while also having lower job satisfaction and less connection with their employers. Having limited job options can negatively affect the pharmacist workforce.
- Voluntary part-time pharmacists reported a range of reasons for part-time work, often related to flexibility and fit with life situation
- Future research should investigate the continued prevalence and effects of involuntary part-time work on pharmacists.

▪ **Acknowledgment:** This study was funded by the Pharmacy Workforce Center, Inc.