

# STUDY OF THE DIRECTIONS OF EMPLOYEE BENEFITS ESTABLISHMENT FOR PHARMACY PROFESSIONALS AND CALCULATION OF THE POSSIBLE COST OF THE INDIVIDUAL COMPONENTS (OPTIONS)

Zarichkova M. V.

Institute of Pharmacy Professionals Qualification Improvement (IPHPQI)

National University of Pharmacy Kharkiv, Ukraine

[uef-ipksf@nuph.edu.ua](mailto:uef-ipksf@nuph.edu.ua)

**Introduction.** Today, the problem of regulation and financial support of the social and economic problems in Ukraine becomes relevant. The pharmaceutical sector of the health industry is not an exception. It is characterized by lack of significant range of unsolved social and economic problems. Thus, one of the areas of improvement of the system of social protection of pharmacy professionals (SPPhP) is the introduction of employee benefits that is quite common in foreign pharmaceutical companies and consists of a rather wide range of options. However, for Ukrainian pharmacy institutions, such component as SPPhP is not widespread and the social needs of the most vulnerable categories of PhP are not satisfied sufficiently.

The purpose – to study the directions the employee benefits establishment for pharmacy professionals in a pharmacy institution.

**Materials and methods.** For this study we have used analytical methods of logical, historical, analysis and sociological research. The methodological basis of this study consists of general scientific and applied scientific research methods.

**Results and discussion.** The study of the current legislative and regulatory framework and scientific references regarding the research of the directions of improvement of the system of SPPhP in Ukraine in modern conditions have shown polysystemic problematical character of its regulation and its implementation in current conditions. Basing on the abovementioned information, the studied subject is relevant and it requires certain research, it will enable the system of SPPhP to be improved when implementing it to the practical activity of pharmacy institutions of Ukraine. To justify the components (options) of the employee benefits a questionnaire has been conducted for PhP of pharmacy institutions of different forms of ownership. The study has consisted of three phases according to the scheme shown in Figure. This study is a part of the study regarding the improvement of SPPhP system. That is why we have selected 100 pharmacy institutions, which became the baseline for analysis.

At the first phase PhP's satisfaction with employee benefits, functioning in their pharmacy institutions, was studied. Respondents were asked to evaluate their

satisfaction with the employee benefits therefore in percentage from 0 (total dissatisfaction) to 100 (total satisfaction) in step 10, that is, the obtained data were considered as a value in the 11-point scale.

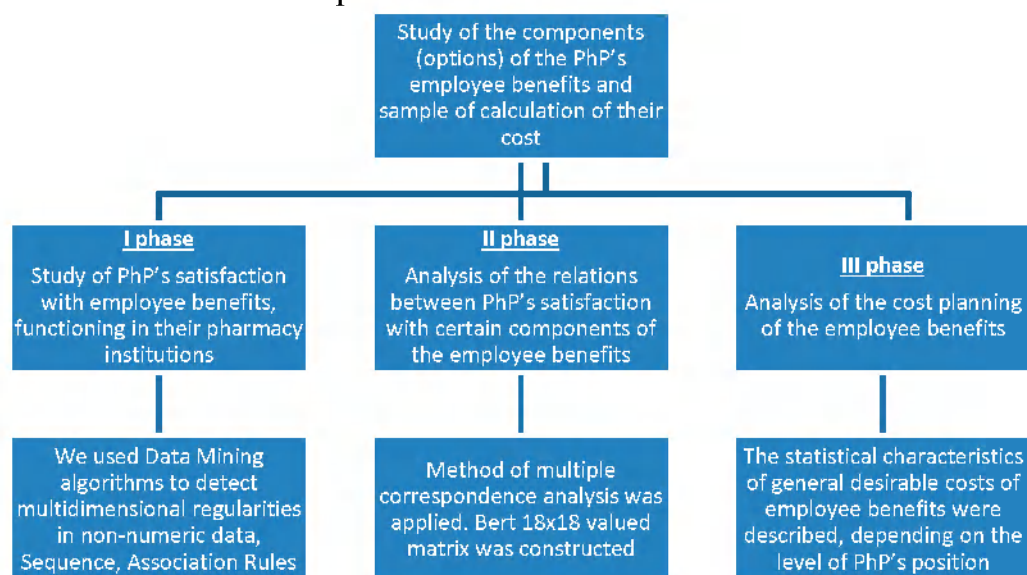


Figure. Phasing of the study

The study showed that most respondents rated their satisfaction at 50%. The number of responses in the categories of “total satisfaction” and “total dissatisfaction” were quite weighty. Due to the small number of intermediate values, the satisfaction rate was considered at four levels in the further analysis: insufficient and total dissatisfaction (from 0 to 40%), average (50%), high (60÷80%) and total satisfaction (90÷100%). The greatest interest was the connection of the total satisfaction with the employee benefits with the satisfaction with their certain components (options). The most desirable components (options) among them were the following: health insurance, compensation for transport expenses and mobile communication, payment for food (providing free lunches) and payment for additional services (sports, etc.).

Two tables have been analyzed when studying pairwise interactions between the satisfaction with the employee benefits and each of their components (options). The significance of the connections in the 4x3 conjugation tables has been determined basing on  $\chi^2$  criterion of maximum authenticity with 95% confidence coefficient. The correlation ratio has been estimated applying the rank coefficients of Kendall correlation ( $\tau$ ) and Gamma correlation (G). Correlation coefficients have been interpreted in accordance with the Chaddock scale.

**Conclusion:** Thus, meaningful relationship along with the general satisfaction with the employee benefits have been confirmed for such components (options) as health insurance, compensation for mobile communication and compensation for transportation expenses.