

The distribution of enzyme preparations by firms - manufacturers has shown that the leaders of production of this group of drugs for today are such firms as Berlin-Hemi (Menarini Group) and CJSC Technolog (for 10.86%). According to 6.52% in the structure of the assortment of enzyme preparations are such companies-producers: KRKA, Solvay Pharmaceuticals, Rusan Pharma, JSC Vitamins.

The lower percentage is occupied by VT Health (4.34%), Aventis Pharma (2.17%). Other firms have significantly lower rates, with a total of 30.43%.

In the study of dosage forms of enzyme preparations it is established that the majority of them are enzyme preparations in the form of enteric-coated tablets (more than 60%). The capsule form occupies 31% of the assortment of enzyme preparations. Dragee and syrup make up 4% each.

Drugs of this group, presented in the form of various dosage forms and with different composition.

Conclusion. Analysis of the assortment of enzyme medicines has been carried out. The pharmaceutical industry now offers a wide range of enzyme preparations that improve digestion processes, which are distinguished by the features of production technology, dosage form, enzyme activity, cost and trade name.

A STUDY OF THE MOTIVATING FACTORS OF PHARMACEUTICAL WORKERS

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Introduction. Motivation factor plays an important role in modern pharmaceutical activity. Effective use of motivational factors by the manager is a guarantee of dedication to work and proper performance of his duties. The process of motivation of the staff is extremely difficult process and despite the large number of motivational theories.

This topic requires constant monitoring and changes to this process and becomes especially relevant.

The aim of the work is to study the motivating factors of pharmaceutical workers.

Methods of research. Field studies are used in the work. The personnel of the pharmacy in Kharkiv were surveyed.

The questionnaire consisted of the main part, which contained general information about the respondents, and additional questions concerning the factors of motivation for the work of pharmaceutical workers.

Results and discussion. For almost a third of surveyed pharmacists (30%) as the motivating factor is material rewards: bonuses, discounts, personal offers. For 15% of respondents, praise is equivalent to a good assessment from the head (head of the pharmacy). For 5% of respondents, the motivation system does not matter much. 50% of respondents chose not a material incentive as a motivational factor, but a relationship with visitors.

As demotivating factors, a decisive place (5 points) is occupied by the system of punishments and fines. The lack of flexible schedule (4 points), poor relations with colleagues and manager (3 points) are important.

Conclusion. Despite all their professionalism and experience for pharmaceutical workers, as for those working in the field of public services, the motivating factor is the desire to be appreciated. The incentive system and internal motivation are of great importance for pharmacy workers, which will allow attracting new employees to the work, leaving experienced employees at their workplaces, satisfying their basic needs and creating conditions for the manifestation of internal motivation.

In order to improve the work of pharmaceutical workers, it is advisable to use periodically anonymous questionnaires to identify factors of dissatisfaction with work, motivating and demotivating factors.