BACKGROUND AND PURPOSE

This study examines how organization’s support influences on organizational commitment of hospital pharmacists in South Korea. In particular, we have analysed the role of professionalism in the relationship.

A survey was conducted on 224 hospital pharmacists working in general and advanced general hospital from August to September, 2017. SPSS Statistics version 23 was utilized in the data analysis. The components having an eigen value greater than 1 were attained from the factor analyses for PF, OC and SOE. The effect of each factor of SOE was evaluated by regression analysis while the mediation effect of PF was ascertained by mediation analysis (Baron & Kenny, 1968).

RESULTS

Step 1: Regression on Mediating variable
- Independent variables
  - Control variable
    - O_S
    - E_S
    - C_S
    - S_S

Step 2: Regression on Dependent variable of Independent variables
- O_S
- E_S
- C_S
- S_S

Step 3: Regression on Dependent variable of Mediating variables
- A_OC
- C_OC
- B_OC
- N_OC

Step 4: Regression on Dependent variable of Mediating variables
- A_OC
- C_OC
- B_OC
- N_OC

CONCLUSIONS

We found first that support of the hospitals enhance the affective commitment of pharmacists. In addition, supervisors’ support enhances the affective and normative commitment. Second, professionalism influences the pharmacists’ organizational commitment affectively and normatively. That professionalism is affected by organization and supervisor’s support and as such mediates the influence on the pharmacists’ organizational commitment.