

Continuance Commitment of Retail Pharmacist in a Labor Shortage: Results from the Questionnaire Survey

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Abstract : Pharmacist labor shortage has become a long-term problem in Japan. This paper discusses the relationship between organizational commitment and pharmacists' organizational behavior in the context of labor shortage. Based on a multidimensional view of organizational commitment, effective commitment and continuous commitment are measured. It is suggested that the continuous commitment has a unique impact on withholding information behavior. We also discuss the impact of labor supply and demand on continuous commitment of retail pharmacist.

Keywords : organizational commitment, pharmacist, labor shortage, professional

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