

# 某三级甲等医院临床药师培训基地学员毕业返岗后的职业发展现状调研<sup>△</sup>

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**摘要** **目的** 探究临床药师培训基地毕业学员的职业发展现状及存在的瓶颈,为优化培训体系、提升学员岗位胜任力、推动临床药学学科健康发展提供依据。**方法** 以某三级甲等医院临床药师培训基地毕业学员为调研对象,借助“问卷星”平台设计6维度问卷,通过手机APP、电子邮件等发放、回收,就受访学员的基本情况、培训对学员职业岗位的影响以及学员对职业情感和职业能力、职业现状和职业认可、临床药师队伍现状、培训基地教学模式的满意度进行调查分析,并以Cronbach's  $\alpha$ 系数评价问卷填写内容的可信度。**结果** 共发放问卷164份,回收有效问卷147份,有效回收率为89.63%;问卷填写内容的Cronbach's  $\alpha$ 系数为0.943。受访学员主要就职于综合医院(81.63%)、三级甲等医院(72.11%),以女性为主(79.59%),年龄集中在26~35岁(63.27%),以主管药师居多(59.86%);培训后,96.60%的学员返回原单位,临床药师岗位的学员占比从52.38%升至84.35%;学员对培训模式的总体满意度达84.35%,但对临床药学创新和科研能力的满意度仅为42.18%,对薪资待遇的满意度为35.37%,对职业认可及行业人员配置合理性的满意度均不足50%。**结论** 临床药师培训基地能有效推动学员职业转型、岗位胜任力提高和人才队伍稳定,但行业仍面临科研能力相对薄弱、薪资偏低、职业认可不足、人员配置不合理等瓶颈,需通过优化培训体系、完善职业支撑、健全行业政策等多方协同解决。

**关键词** 临床药师;培训;职业转型;职业发展;培训成效;岗位胜任力

## Research on the career development status of trainees returning to post after graduation from clinical pharmacist training base of a tertiary class A hospital

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**ABSTRACT** **OBJECTIVE** To investigate the current career development status and existing bottlenecks among graduates of clinical pharmacist training bases, and to provide evidence for optimizing the training system, enhancing trainees' job competency, and promoting the sound development of the clinical pharmacy discipline. **METHODS** Graduates from a clinical pharmacist training base in a tertiary class A hospital were selected as survey subjects. A six-dimensional questionnaire was designed using "Wenjuanxing" platform, distributed and collected via a mobile APP and E-mail. The survey analyzed participants' basic characteristics, the impact of training on their professional roles, as well as their satisfaction regarding professional sentiment, competence, career status, professional recognition, the current state of the clinical pharmacist workforce, and the teaching model of the training base. The reliability of the questionnaire responses was assessed using Cronbach's  $\alpha$  coefficient. **RESULTS** A total of 164 questionnaires were distributed, and 147 valid responses were recovered, yielding a valid response rate of 89.63%. The Cronbach's  $\alpha$  coefficient for the questionnaire content was 0.943. The surveyed trainees were primarily employed at general hospitals (81.63%) and tertiary class A hospitals (72.11%), with women constituting the majority (79.59%). Their ages were concentrated between 26 and 35 years old (63.27%), and most of them were supervising pharmacists (59.86%). After training, 96.60% of graduates returned to their original institutions, and the proportion working in clinical pharmacist positions increased from 52.38% to 84.35%. Trainees' overall satisfaction rate with the training model was 84.35%. However, their satisfaction with innovation and research capacity in clinical pharmacy was only 42.18%, the satisfaction with salary and benefits was 35.37%, and the satisfaction with both occupational recognition and rationality of staffing was less than 50%. **CONCLUSIONS** Clinical pharmacist training bases can effectively promote trainees' career transition, enhance job competency, and stabilize the talent pool among trainees. Nonetheless, the profession still faces bottlenecks such as relatively weak research capacity, low compensation, insufficient professional recognition, and unreasonable staffing. These issues require a multi-pronged, collaborative approach involving the optimization of training systems, the enhancement of career support, and the improvement of industry policies.

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**KEYWORDS** Clinical pharmacist; training; career transformation; career development; training effectiveness; job competency