Material and methods This study included 224 Korean hospital pharmacists, who responded to our survey from August to September 2017. The components having an eigenvalue 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.

Results Factor analysis (over 0.7 of Cronbach’s α) showed that the PF of hospital pharmacists was determined by a ‘professional organisation as a major referent (0.722)’, ‘mission in public service (0.851)’ and ‘autonomy (0.726)’. The OC of hospital pharmacists to a hospital organisation was decided by the fourth dimensional perspective that comprises ‘affective OC (to identify with organisation effectively, 0.861)’, ‘continuance benefit OC (to commit increased benefits as a result of tenure, 0.759)’ and ‘normative OC (to commit because it is morally right, 0.741)’. The SOE was determined by ‘organisational support (0.870)’, ‘educational support (0.918)’, ‘supervisory support (0.908)’ and ‘colleague support (0.921)’. The result of regression analysis substantiated that organisational support influences affective OC (p<0.001) and supervisor support effects both affective (p<0.01) and normative (p<0.05) OC. It was confirmed that PF concurrently affects affective (p<0.001) and normative (p<0.001) OC as well as the mediation effect that reinforces organisational commitment (p<0.05).

Conclusion The higher the PF, the stronger the OC by hospital pharmacists. Thus, respecting autonomy, reflecting the opinions and providing welfare are necessary in strengthening pharmacist’s professionalism. Besides, supervisors should have an interest in the job performance, present distinct goals of hospital pharmacists and help them exert their professionalism. Furthermore, hospital pharmacists’ performances should promote public service.

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