

CRITICAL DIMENSIONS OF POLYFACTORIAL DETERMINANTS SHAPING PHARMACISTS' ACADEMIC TRAJECTORIES, OCCUPATIONAL MOBILITY AND PROFESSIONAL ASSIMILATION: A SYSTEMATIC INTERDISCIPLINARY EVALUATION OF VOCATIONAL DEVELOPMENT AND HUMAN CAPITAL OPTIMIZATION IN HEALTHCARE

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The study investigates the principal determinants shaping the professional formation and occupational development of pharmacists in Georgia. Employing a quantitative methodology, the research utilized a stratified questionnaire-based survey comprising 3,888 respondents, including pharmacists, pharmacy students, healthcare specialists, and patients. Results reveal critical gaps in pharmacists' certification, continuing education, inter professional collaboration, and regulatory support. A significant correlation was found between education levels and support for mandatory pharmacist certification. Respondents expressed a need for curriculum modernization, enhanced clinical training, and improved government oversight. The study concludes with strategic recommendations to strengthen the pharmacy profession's role in the national healthcare framework, emphasizing professional licensing, education reform, and integration into interdisciplinary medical teams. The evolving landscape of healthcare demands a comprehensive understanding of the multifactorial determinants that shape pharmacy practitioners' professional trajectories. This study presents a systematic interdisciplinary evaluation of the critical dimensions influencing academic progression, occupational mobility, and professional assimilation within the pharmacy sector. By integrating perspectives from educational psychology, health workforce economics, and organizational behavior, the analysis identifies key factors that optimize human capital development while addressing systemic challenges in healthcare vocational pathways. Central to this investigation is the recognition of pharmacy as a dynamic profession undergoing significant transformation due to technological advancements, expanded clinical roles, and shifting healthcare delivery models. The study examines how institutional academic structures, mentorship quality, and experiential learning opportunities collectively influence practitioners' educational outcomes and career preparedness. Simultaneously, it evaluates the impact of labor market dynamics, licensure requirements, and interprofessional collaboration patterns on occupational transitions across practice settings from community pharmacies to specialized clinical environments. Professional assimilation emerges as a complex process shaped by organizational culture, role identity formation, and continuing education accessibility. The analysis reveals how cognitive and non-cognitive skill acquisition including clinical decision-making, emotional intelligence, and cultural competence mediate successful integration into evolving healthcare teams. Particular attention is given to the paradoxical tension between professional autonomy and system-level standardization in pharmaceutical care delivery. Human capital optimization is explored through the lens of competency-based education, lifelong learning frameworks, and adaptive leadership development. The study identifies critical gaps between academic preparation and workplace demands, particularly regarding emerging skills in pharmacogenomics, digital health technologies, and value-based care coordination. Structural barriers to career advancement are analyzed, including gender disparities in leadership representation and inequitable access to specialization pathways.