

Managing talent and performance in pharma industry: Key to global success

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The Pharmaceutical organization consists of different sectors / departments. Hence the duties and responsibilities vary from department to department. The success of any organization depends on the working of its team with respecting the efforts of the other people in teams. The major aspects of talent management practiced within an organization must consistently include performance management, leadership development, workforce planning, and recruitment. This study aims towards the management in terms of talent and performance that would put any pharmaceutical organizations on the global map. Most of the organization attempt to get best business leaders, who after a period of time act as bosses & forget about their prime role as a coach. This ultimately creates a gap between team members and team leaders, demotivating the team members giving less/no productivity – quantitatively & qualitatively. Successive failure in team work leads to no appraisals, leaving of unsatisfied employees and repetitive search for recruitment of skilled professionals. The consequence of complete scenario is wastage of time, money and manpower affecting company's survival. The proper assessment of talent will reduce the job transition rate. The key to the success of any organizations is not only dealing with leadership skills but also with incessant identification, planning and development strategy at every level in the organization. Assigning the right talent at right time for right work will be always beneficial investment of company's productivity. The qualities of leaders should be developed maintained and replicated for a prolonged period through different workshops and training programs. So that, the leaders will take efforts from the team and help them to understand the importance of team work, individual work and target importance which will lead the organization on the path of progress. Simultaneously, widening the vision of career development opportunities for team members.

Biography

Mrs. Rajashri Survase-Ojha has completed her B.Pharm from Bombay College of Pharmacy with post graduate Diplomas in IPR, ADPQAM, CTD-eCTD and pursuing PhD from JJT University, Rajasthan. She is a Director and Founder of Raaj Global Pharma Regulatory Affairs Consultants, Thane- Mumbai (India). She has published more than 6 Articles and papers in reputed journals. She is a competent Regulatory Affairs professional with 20 years of work experience in the pharmaceutical industry like Novartis-OTC, Glenmark, GSK-TCS, Sandoz Pvt. Ltd, Famycare, local FDA and Unichem laboratories since 1991. Significant experience in Registration of pharmaceutical product & Regulatory Approvals; inclusive of IND/NDA/ANDA/ANDs submission to different national & International Health Authorities. Faced Regulatory Audits for USFDA, UK-MHRA, EdQM, WHO and other local Audits.

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Formulation and evaluation of olanzapine self nano-emulsion using vigna radiata as a bio-polymer

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The aim of current research work was to economically isolate a novel biomaterial from the seeds of vigna radiata and to formulate olanzapine self nano-emulsion drug delivery system (SNEDD). Olanzapine used as a model drug. The isolated bio-polymer was screened for its various physiochemical properties like color, odor, taste, solubility, color changing point, drug: bio-material interaction study and various chemical tests (protein, carbohydrate & amino acid) was performed. The emulsion were prepared using isolated biomaterial as a bio-binder or emulsifying agent. Five different formulations (FE1, FE2, FE3, FE4, FE5) was prepared and subjected for various evaluation parameters like globule size, surface pH, viscosity, heating & cooling cycle, freezing & thawing cycle, conductivity and in-vitro drug releases studies. The result were compared with the standard and marketed formulation. The FE1 & FE3 was best formulation on the basis of in-vitro drug release studies. Finally conclusion was drawn that isolated bio-material has promising binding ability and it can be serve as potent bio-binder for formulated self nano-emulsion drug delivery.

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