1. Record Nr. UNINA9910829972503321

| | |
|---|---|
| Autore | Bamfield P (Peter) |
| Titolo | Research and development management in the chemical and pharmaceutical industry [[electronic resource] /] / Peter Bamfield |
| Pubbl/distr/stampa | Weinheim, : Wiley, 2003 |
| ISBN | 1-280-52100-7<br>9786610521005<br>3-527-60634-3<br>3-527-60208-9 |
| Edizione | [2nd, rev. and extended ed.] |
| Descrizione fisica | 1 online resource (283 p.) |
| Disciplina | 660.0685 |
| Soggetti | Chemical engineering - Research |
| Lingua di pubblicazione | Inglese |
| Formato | Materiale a stampa |
| Livello bibliografico | Monografia |
| Note generali | Description based upon print version of record. |
| Nota di bibliografia | Includes bibliographical references and index. |
| Nota di contenuto | Research and Development Management in the Chemical and Pharmaceutical Industry; Contents; Introduction; 1 An Overview of the Scope and Contents of the Book; 1.1 The Chemical Industry; 1.2 The Role and Breadth of R&D; 1.3 R&D Organisation; 1.4 R&D Personnel; 1.5 Creativity and Innovation; 1.6 Project Management; Section A Harnessing the Human Resource; 1 Building the Scientific Skills Base of the Group; 1.1 The Skills Audit Process; 1.1.1 Determining the Skill Requirements; 1.1.2 Auditing the Current Skills; 1.1.3 Discovering the Skills Gap; 1.2 Recruitment<br>1.2.1 Job Definition and Evaluation1.2.2 The Advertisement; 1.2.3 Drawing up the Short List; 1.2.4 Selection Interviewing; 1.2.5 Psychometric Tests and Assessment Centres; 1.2.6 The Choice; 1.2.7 The Offer; 1.2.8 Acceptance and Induction; 2 Developing the People who form the Skills Base; 2.1 The Management of Performance; 2.1.1 Setting Performance Objectives; 2.1.2 Reviewing and Monitoring; 2.1.2.1 Performance Appraisal Schemes; 2.1.3 Training and Development; 2.1.4 Reward; 2.1.5 Disciplinary Action and Trade Union Representation; 2.1.6 Career Development; 2.1.7 Succession Planning 3 The R&D Team Manager3.1 Managerial Skills and Leadership; 3.2 Managing Creative Groups; 3.3 Managing Your Own Career; Section B Organising for an Innovative Environment; 1 The Structural |

Components of an R&D Organisation; 1.1 Organisational Environments for R&D; 1.1.1 The Functional Organisation; 1.1.1.1 Corporate R&D; 1.1.2 The Strategic Business Unit; 1.1.3 The R&D Contractor; 1.1.4 The Matrix; 1.1.5 Organisational Comparisons; 1.2 The Internal Organisation of R&D; 1.2.1 R&D Work Groups; 1.2.2 Technical Management of Work Groups; 1.3 Global R&D; 1.4 Outsourcing R&D 1.4.1 The One Stop Shop1.4.2 The Virtual R&D Company; 2 The Provision of the Appropriate Support; 2.1 Analytical Services; 2.2 Intellectual Property; 2.3 Information and Library Services; 2.4 IT and Telecommunications; 2.4.1 R&D Office Technology; 2.5 Health, Safety and Environment; 2.6 Toxicology; 2.7 Chemical and Equipment Supplies; 2.8 Engineering and Buildings Maintenance; 2.9 Laboratory Automation; 2.9.1 The Analytical Laboratory; 2.9.2 The Synthesis Laboratory; 2.9.2.1 Synthetic Automation Specification; 2.9.2.2 System Integration and Throughput; 2.9.2.3 Lessons for Management 2.9.2.4 Microscale Experimentation3 A Financially Sound, Healthy, Safe and Quality Environment; 3.1 Financial Control; 3.1.1 Budgets; 3.1.2 Plans; 3.1.2.1 Personnel Costs; 3.1.2.2 Capital Costs; 3.1.3 Cost Control and Monitoring; 3.2 Health and Safety; 3.2.1 Legal Background; 3.2.2 Management of Health and Safety; 3.2.2.1 Risk Assessment; 3.2.2.2 Performance Standards and Indicators; 3.2.2.3 Monitoring, Audit and Review; 3.3 Regulatory Affairs; 3.3.1 Definitions of Terms; 3.3.2 Quality Management Systems; 3.3.2.1 The Quality Manager; 3.3.2.2 Good Laboratory Practice (GLP)
3.3.2.3 Good Manufacturing Practice (GMP)

Sommario/riassunto

Mastering management skills is hard to achieve by newcomers starting their careers in the chemical industry. The message coming from there is that good chemists swiftly have to become good managers if they are to survive and progress in today's competitive climate. This book is designed to help guide younger R & D chemists to ways in which they can quickly evolve skills which are built around three factors-people, knowledge and time. It covers the management of scientific personnel, management within a variety of R & D organisational structures, creating a climate of innovation, the manageme