

IIHMR UNIVERSITY, JAIPUR
EVENT OUTCOME REPORT
Master Class Episode 53

“Master Class Episode 53”
Topic: - “Career Planning in Pharmaceutical Industry”.
Date: 17 th August 2022 from 05.00 PM to 06:00 PM
Venue: - Offline
Speaker: -Mr. Dinesh Saluja, GM Glenmark Pharmaceuticals, Indore, Madhya Pradesh, India
Number of participants: - 50
Introduction: - This session featured: Mr. Dinesh Saluja, GM Glenmark Pharmaceuticals, Indore, Madhya Pradesh, India. The event was moderated by Dr. Saurabh Kumar, Dean - SPM and the Student coordinator is Ms. Arpita Bhardwaj MBA PM Batch 13.
<p>Objective: The objective of career planning in the pharmaceutical industry is to strategically align the professional development of individuals with the evolving needs of the organization, while also supporting employees in achieving their personal career goals. Key objectives include:</p> <p>Talent Development: Identify and nurture employees with high potential to ensure a steady pipeline of skilled professionals for leadership and specialized roles.</p> <p>Retention of Skilled Workforce: Reduce turnover by providing clear career paths, development opportunities, and job satisfaction.</p> <p>Skills Alignment: Ensure employees have the necessary skills and knowledge to meet current and future industry demands, including regulatory, R&D, and technological advancements.</p> <p>Succession Planning: Prepare for leadership transitions by grooming internal candidates for key positions.</p> <p>Employee Motivation and Engagement: Increase job satisfaction and morale by involving employees in their career growth, which leads to higher productivity.</p> <p>Adaptability to Change: Equip employees to handle industry shifts such as digitalization, personalized medicine, and global regulatory changes.</p>

Salient Novel Points Covered:

The **salient novel points** of career planning in the **pharmaceutical industry** reflect the unique demands and evolving landscape of this highly regulated, innovative-driven field. Here are the most notable and modern elements:

Integration with Regulatory and Compliance Needs

Career paths are closely aligned with global regulatory frameworks (FDA, EMA, WHO), requiring professionals to continually upgrade compliance knowledge and certification.

Cross-Functional Career Pathways

Employees can move between diverse functions such as R&D, regulatory affairs, clinical trials, manufacturing, quality assurance, and pharmacovigilance — encouraging multi-disciplinary growth.

Emphasis on Scientific and Technological Innovation

Career planning increasingly incorporates training in emerging areas such as:

- **Biologics and biosimilars**
- **Precision medicine**
- **AI/ML in drug discovery**
- **Pharmacogenomics**

This ensures talent remains competitive and aligned with industry trends.

Role: Mr. Dinesh Saluja, GM Glenmark Pharmaceuticals, Indore, Madhya Pradesh, India highlighted the **role of career planning in the pharmaceutical industry** is pivotal for aligning individual aspirations with organizational goals, ensuring both professional development and industry excellence. Here's a detailed breakdown:

Ensuring Talent Readiness

Career planning prepares employees for future roles, ensuring the organization has a **skilled and future-ready workforce**, especially in critical areas like R&D, clinical trials, and regulatory affairs.

Enhancing Workforce Competence

Supporting Organizational Growth and Innovation

Boosting Employee Retention and Engagement

Facilitating Regulatory and Quality Excellence

Challenges and Opportunities:

Challenges in Career Planning in the Pharmaceutical Industry

Rapid Technological Advancements

- Keeping up with AI, machine learning, genomics, and digital health can outpace traditional career development models.
- Employees often need **continuous upskilling** to stay relevant.

Complex Regulatory Environment

- Navigating diverse and evolving global regulations (FDA, EMA, CDSCO, etc.) requires ongoing training and adaptability.
- Limits mobility for professionals unfamiliar with different regulatory frameworks.

Talent Shortages in Niche Areas

- There's a **high demand for expertise** in specialized roles (e.g., pharmacovigilance, regulatory affairs, biostatistics), but a limited talent pool.
- Difficult to develop career pathways in under-resourced domains.

Globalization and Cultural Barriers

- Working across borders introduces challenges in aligning career development systems with different **cultures, languages, and compliance standards**.

Resistance to Change

- Senior professionals may resist reskilling or new roles, especially when long-term experience has been role-specific or siloed.

Opportunity:

Opportunities in Career Planning in the Pharmaceutical Industry

Cross-Functional Career Growth

- Professionals can transition between R&D, regulatory, clinical trials, manufacturing, and marketing, offering rich, multi-faceted career options.

Leadership in Innovation

- With emerging fields like gene therapy, mRNA technology, and digital therapeutics, there's huge potential for career advancement in cutting-edge domains.

Global Career Opportunities

- The industry's international presence creates opportunities for **global assignments, exposure to international regulatory systems**, and cultural exchange.

Integration of Technology in Career Planning

- Use of **HR analytics, AI-driven learning paths, and digital career platforms** allows more personalized and efficient planning.

Q &A and Interactive Discussion:

The Speaker says:

An **interactive discussion on career planning in the pharmaceutical industry** can be an engaging and insightful session, especially when structured around real-world challenges, emerging trends, and active participation. Below is a suggested **framework** for facilitating such a discussion, ideal for a workshop, classroom, or corporate training environment.

Interactive Discussion Outline: Career Planning in the Pharmaceutical Industry

Case Study Debate (15 min)

Scenario Example:

"Ravi has been a Quality Assurance Officer for 8 years. He wants to move into Regulatory Affairs but has no prior RA experience. Should the company support his

transition or hire externally?"

Debate Teams:

- **Team A:** Support internal mobility through structured career planning
- **Team B:** Hire an experienced external candidate for efficiency

Discussion Outcomes:

- Role of internal development vs. external recruitment
- Risks and benefits of each approach

Panel or Open Discussion (15–20 min)

Possible questions:

- “What has been your biggest career growth challenge in pharma?”
- “How can pharma companies make career paths more transparent?”
- “Which future pharma trends are most likely to shape new career roles?”

Invite industry professionals, faculty, or senior team members to share real-life experiences.

Future Scope:

The **future scope of career planning in the pharmaceutical industry** is rapidly expanding, driven by innovation, global health demands, and technological integration.

IHHMR UNIVERSITY

Master Class
Episode **53**

Career Planning in Pharmaceutical Industry

Wednesday, Aug 17, 2022
5:00 PM to 6:00 PM (INDIA)

SPEAKER
Mr. Dinesh Saluja
General Manager - Sales and Marketing
Glenmark Pharmaceuticals, Mumbai

MODERATOR
Dr. Saurabh Banerjee
Dean SPM
IHHMR University, Jaipur

STUDENT COORDINATOR
Ms. Arpita Bhardwaj
MBA-PM, Batch 13
IHHMR University, Jaipur

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Master Class Episode No. 53

Date: 17/08/2022 (05:00 PM to 06:00 PM)

Attendance Sheet

Sr. No.	Students Name	Stream with Batch	Sign
1	Aakash Mahajan	Batch 13 (2021-23)	Aakash
2	Aditi Gaikwad	Batch 13 (2021-23)	Aditi
3	Amarjit Bera	Batch 13 (2021-23)	A Bera
4	Amitabh Sinha	Batch 13 (2021-23)	Amitabh
5	Amol Patil	Batch 13 (2021-23)	Amol
6	Animesh Roy	Batch 13 (2021-23)	Animesh
7	Anjali Pawar	Batch 13 (2021-23)	Anjali
8	Anshu Aman	Batch 13 (2021-23)	Anshu
9	Arkaprabha Pal	Batch 13 (2021-23)	A.Pal
10	Arpita Bhardwaj	Batch 13 (2021-23)	Arpita
11	Atika Naushad	Batch 13 (2021-23)	Atika
12	Avinash Patnaik	Batch 13 (2021-23)	A. Patnaik
13	Ayush Tiwari	Batch 13 (2021-23)	Ayush
14	Ayushi Singh	Batch 13 (2021-23)	Ayushi
15	Binita Lahiri	Batch 13 (2021-23)	Binita
16	Dnyan Gawande	Batch 13 (2021-23)	Dnyan
17	Faizan Kadiwala	Batch 13 (2021-23)	Faizan
18	Harshit Manav	Batch 13 (2021-23)	Harshit
19	Hinal Jain	Batch 13 (2021-23)	Hinal
20	Injamul Haque	Batch 13 (2021-23)	I Haque
21	Jaibhagwan	Batch 13 (2021-23)	Jaibhagwan
22	Kanika Birla	Batch 13 (2021-23)	Kanika
23	Ketaki Dongare	Batch 13 (2021-23)	Ketaki
24	Kinnari Rathod	Batch 13 (2021-23)	K. Rathod
25	Komal Bhauso Bhintade	Batch 13 (2021-23)	Komal
26	Koushik Ghosh	Batch 13 (2021-23)	Koushik
27	Kundan Kumar	Batch 13 (2021-23)	Kundan

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Sr. No.	Students Name	Stream with Batch	Sign
28	Laxmikanta Lenka	Batch 13 (2021-23)	L. Lenka.
29	Manish Sardana	Batch 13 (2021-23)	M. Sardana
30	Mayansh	Batch 13 (2021-23)	Mayansh
31	Piyush Shukla	Batch 13 (2021-23)	P. Shukla
32	Praful Sen	Batch 13 (2021-23)	Praful Sen
33	Pranjal Rakesh Singh	Batch 13 (2021-23)	Pranjal Singh
34	Prem Agrawal	Batch 13 (2021-23)	Prem
35	Prince Kumar	Batch 13 (2021-23)	Prince
36	Prince Rana	Batch 13 (2021-23)	Prince.
37	Rakhi	Batch 13 (2021-23)	Rakhi
38	Rishi Singh	Batch 13 (2021-23)	Rishi
39	Ritik Tatia	Batch 13 (2021-23)	Ritik.
40	Rohit Yadav	Batch 13 (2021-23)	Rohit
41	Sachin Kumar	Batch 13 (2021-23)	Sachin.
42	Sakshi Bohra	Batch 13 (2021-23)	Sakshi
43	Sakshi Verma	Batch 13 (2021-23)	Sakshi
44	Samiksha Ram	Batch 13 (2021-23)	Samiksha
45	Sankalp Sapkal	Batch 13 (2021-23)	Sankalp.
46	Satakshi Pathak	Batch 13 (2021-23)	Satakshi
47	Satyam Gupta	Batch 13 (2021-23)	Satyam.
48	Saurabh	Batch 13 (2021-23)	Saurabh
49	Shivakshi Shah	Batch 13 (2021-23)	Shivakshi
50	Shivam Sharma	Batch 13 (2021-23)	Shivam
51			
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