



## Pharmaceutical Supply Chain Challenges and Inventory Management

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**Abstract:** The pharmaceutical humanitarian supply chain works tirelessly in an unstable, difficult environment wrought by crises and epidemics. Increasing visibility along the medical supply chain is not a recent or unexpected trend as it becomes more complicated, graceful, and delicate. Humanitarian organisations provide health care services to improve population health and reduce morbidity and mortality. Organizations compete for donors' trust by swiftly satisfying customer demands. Humanitarian pharmaceutical supply chain management is difficult. Widespread agreement about the value of a simplified pharmaceutical delivery system has prompted numerous researches. Organizational structure, leadership, culture, IT, HR, and regulation may support or hinder this vital chain, according to stakeholders. This article discusses how IT technologies and human resources helped one of the global pharmaceutical supply chains overcome hurdles and impediments. This report is an appeal for all parties to work together to establish a flexible, smart supply chain that can reduce unsatisfactory performance.

**Keywords:** Drug Management Cycle, Supply Chain Management, Enterprise Resource Planning system, Humanitarian Organizations, Human Resource Management.

### Introduction

The geopolitical goal of humanitarian supply networks is to save lives and reduce suffering. Various ideas and frameworks have been presented for managing the humanitarian supply chain as a result of

extensive efforts, systemic literacy studies, and academics [1-4]. It is shocking, however, that the impediments and constraints in the agile and well-integrated humanitarian supply chain receive so little attention [5]. Since this will affect the ability of the poor and the vulnerable to get the medicines they need, it poses a serious threat to public health [6].

Human resources planning ought to take into account demographics, equitable distribution of employment, correct role specification, equal work practises, and clear work specifications in order to discourage subjectivity, prejudice, favoritism, and control by those parties or divisions on their position or personal ability [7-13]. The HRM role is crucial for ensuring that employees are properly prepared for their jobs, receiving the appropriate training, and managing the appropriate expertise mix and assessment framework in order to properly recognise and develop their skills [14-22]. Workers' "stocks" of knowledge and ability to transfer that knowledge have increased. Companies fail if they are unable to hire and retain competent staff. That's why there's such a thing as a skill shortage and a finite amount of manpower. Human resource risks can be broken down into three categories: individual, functional, and overall [23].

The extent to which the company hires, develops, and manages the best people at the right time and in the right positions [24-27]. These two things are the beating hearts of human resource management (HRM) at both the departmental and corporate levels. The incentive and growth system incentivize employees to work toward the organization's objectives and strategic goals at the individual level [28-31]. Human resources play a crucial part in establishing a clear procedure and developing contingencies in the event of insecurity or disaster. As a result of adequate and effective acquisition, preparation, and administration of outcomes, unethical or shady behaviour is less likely to occur at the departmental level [32-39]. It is relevant for human resource management's (HRM) long-term resource strategy, including research on the labour market and plans for attracting and retaining top executives and other skilled workers [40-47].

How well the company's physical and mental health protects its employees. All of these measures constitute HRM's fundamental dedication to risk prevention. Human resource management (HRM) actions must be a part of the best future plan for retaining and rewarding top candidates, grooming future leaders, building a strong and cooperative corporate culture, luring in new talent, increasing investments in human capital, implementing work-life balance policies, and establishing a transparent and open corporate ethos [48-56].

Corporations need to invest in their employees' training and development. Learning and development are crucial to the continued success and originality of businesses. They will be a formidable force for reform if young people gain basic leadership and interpersonal learning abilities [57-65]. The only way for a company to get an advantage is to educate itself more thoroughly than the competition. An organization's capacity to achieve its strategic goals and adapt quickly and effectively to changing conditions is heavily influenced by its culture of learning and growth [66-71]. Gains in knowledge and expertise are a common metric used by business leaders. For many, education is seen as an unnecessary distraction from more pressing matters and a poor investment in the future of the workforce. It might be viewed as a penalty, an incentive, or a means of improving productivity. Some people just think it's important for managers and experts to know about it [72-89].

The project's success would validate a comprehensive HR strategy and strategic plan for the business. Members of the company's upper echelons are open to advice and are willing to promote those who show promise [90-95]. Both the individual and the business stand to gain much from investing in their human capital through strategic training and education [96-101]. Training and development programmes can increase a company's performance in two ways: by expanding the capacity to meet strategic goals, and by boosting vital talents and employee morale [102-105].

Improvements are being made to fundamental capacities, and the requisite expertise demanded by markets and businesses is being provided through the development of new procedures and training of personnel [106-111]. Putting money into workers' education and training helps them handle challenges and unknowns with confidence and competence. Also, via development and education, the relationship between business and worker is transformed. Strategic human resource management (HRM) refers to a business practise that emphasises the value of its employees by investing in their professional development. This helps to keep employees engaged and increase productivity. Employees would be influenced since their increased productivity and contentment would result from their increased participation. In addition to bolstering people's ability to do their jobs, education also helps them think more creatively and make better choices [112-119].

Human Rights policy encourages personnel to support, cooperate, and cherish the common objective "not because they have to but because they like, believe in, and value it. Senge's strategy aims to foster a more positive environment at work. Building culture-changing leaders and fostering a community of lifelong learners is essential [120].

A key factor in expanding the business is using a system of equitable compensation for all employees. Human resource management (HRM) must pay close attention to the social and well-being of its employees by continually analysing the monetary and non-monetary incentives. When companies pay their employees, those employees often demand more in return for the respect they receive [121-125]. Businesses risk low morale and loyalty if they ignore this important fact. Workers are compensated in a way that encourages recruitment, retention, and self-determination [126]. Financial incentives such as set and discretionary salaries, ownership of shares, and bonuses are provided [127-131]. The benefits are not monetary but rather include a higher quality of life and a better appreciation of what you have [132-139].

The fundamental concepts, philosophies, and assumptions that drive person and corporate success to characterise culture [140]. The novels, the routines, the vocabulary and jargon, the office architecture and design, and the clothing styles of the personnel all reflect these ideals. According to Ogbonna, the principles, norms, beliefs, and customs shared by members of a social unit or party are the results of the interweaving of a person with a community and collective programming of the mind which distinguishes the members [141-146].

Organizational goals, tasks, innovations, and the general atmosphere of the business must all find common ground with the prevailing system [147-151]. It is important for communities to be able to deal with cultural differences; otherwise, conflicts would arise and civilizations will perpetuate the same cultural mismatches they already know all too well [152-154].

The value of leadership in an organisation is emphasised by the majority of studies that have examined the topic [155]. A leader's success is tied to how well they understand their team, leaders' unique abilities lie in connecting with culture, which makes them crucial in shaping and sustaining it [156].

The Managerial Grid, developed, primarily focuses on managers' production and personnel orientations, as well as combinations of concerns between the two extremes. Unit Managing which prioritises employees' well-being and growth, is the most effective kind of leadership [157]. They proposed a matrix with production on the horizontal axis and people in the vertical and developed five distinct styles of management. The first number indicates the leader's perspective on development and tasks, while the second describes the perspective of an individual or group of workers.

Descriptive studies frequently employ both quantitative and qualitative techniques for data analysis, but always on the same sample. In order to answer study questions, a thorough literature analysis was conducted to describe and analyse the theoretical setting of the humanitarian pharmaceutical supply chain. The goal was to establish the current supply chain's actual condition. Secondary evidence

(obtained primarily from documentation, reports of the files, interviews, direct impressions, and tangible artefacts) will be analysed. The researcher looked at reports and websites to learn more about the supply chain mechanism used by humanitarian organisations, the problems these groups faced, and the measures taken to alleviate or eliminate them.

This research looked at the challenges, limitations, and importance of a well-integrated and open humanitarian supply chain. Sampling from the wide range of Libyan humanitarian groups was crucial for understanding industry norms and trends.

A human rights organisation providing primary health care to refugees around the world provided the prescription items used in this study. United Nations Relief and Works Agency for Palestine Refugees. The purpose of healthcare is to guarantee a long and healthy life for Palestinian refugees by providing them with universal access to high-quality medical care, illness prevention and management services, and family-centered care.

Secondary data from other scholars' studies, films, novels, authors, Annual accounts, publications, and electronic sources are used to assess the challenges of working for these human rights groups. Humanitarian supply chains were studied in greater depth, including the activities, IT, and human resource management involved. There are several advantages to using secondary data, and these advantages have grown substantially with the advent of the internet and other forms of modern technology.

Inadequate and out-of-date information, accumulated over years to answer a different research question, is unfortunately present in secondary sources. Since these groups are intricate, secretive, and totally legal, primary statistics were left out and polling or in-person interviews were not conducted. In addition, the responsibility for tracking down and acknowledging donors rests with these groups, who must make all relevant financial and operational information available via their websites and other written records.

The study's objective was met, and the implemented supply chain activities were recognised, through the introduction of an IT framework and the complexity of its execution. A better understanding of the global landscape and the factors affecting the structure of pharmaceutical supply chains was facilitated by this explanation. Evidence analysis, including the review of organisational manuals and yearly reports, will help answer the following questions and pinpoint growth areas.

Human resource issues have an effect on the culture of a firm. This includes issues like hiring practises, benefits packages, and promotion opportunities.

- HRM positions appear to be seen as the usual position of HR personnel to some extent due to financial restrictions.
- The organization's approach and progress toward its goals remain unchanged. There is a gap in their human resources strategy concerning capital that can be moulded to meet the challenges and unknowns of business.
- Expenditures are still manageable despite the investment in training and development.

Methods of hiring with a longer time horizon are needed. It's important to take into account the experience and expertise of certain retirees who have been in the workforce for many years (post-recruitment). It is important to take many years of professional achievement and competence into account before making the leap to the outside employment market. Current workers who are working hard and dedicating themselves to the organisation would be demotivated if they were removed from specific positions immediately. The absence of these desirable traits would lead to work disagreements, resistance to reform, fear of job security, absenteeism, and the inability to transfer skills to newcomers.



Newly skilled workers should be supported and rewarded. Workers who returned to their former employers would leave in search of higher pay, more responsibility, and more flexible schedules. Since there are no skill considerations for grading scale and insufficient remuneration, the employer brand struggles to attract qualified medical professionals like pharmacists in the job market.

Employees' willingness to help other departments out is in high demand, yet this increases the workload of existing staff and reduces the effectiveness with which they compete. Human resource management is responsible for developing new types of leaders and creating an environment conducive to the growth of existing ones. Both parties need to work together to create a pleasant work environment that encourages creativity, teamwork, employee involvement, healthy conflict resolution, and shared goals.

The commercial sector is highly competitive and unpredictable, so businesses are trying to switch from the traditional system to the anticipated batch methods of production, which have a lead time of 12 months from product design to final selling and face difficulties sourcing raw materials for production or delivering offshore and t-shore services via lengthy pipes. Capital is used up, transportation costs are incurred, redundant items are possible, unused space might be put to good use, and administrative and insurance premiums are incurred all because of the inventory. That's on top of the risks already present from things like being overstocked or understocked, going obsolete, experiencing a bulling effect, or failing to adjust quickly enough. The goal of the humanitarian sector's pharmaceutical supply chain is to ensure that low-cost, high-quality medications are available to those in need, while simultaneously eliminating the circulation of any items that have been improperly stored, spoiled, or expired.

## Conclusion

They also need to act quickly in the face of forbidden requests, emergencies, or diseases. Humanitarian organisations have an ethical obligation to reform and focus on a safer, more transparent, Just-in-time supply chain. The economy stands out for its efficiency, adaptability, sensitivity, convergence, and high-quality products. The benefits of being transparent and adaptable include shorter response times, lower health risks and expenses, increased customer service, and a more positive and trustworthy image presented to donors and governments. The government and donors in the host country will fund a chain of technical expertise on human capital, sustainable finance, and user-friendly integrated information technology. Using cutting-edge, cutting-edge technology, we can streamline our operations and make the overall business more efficient. Health professionals' fundamental roles remain unaffected by technological advancements since they rely so heavily on human resources as their primary source of knowledge, their brains, and their bodies' neurological systems. To ensure that people are treated properly, the greatest technology and the right citizens are afforded six privileges. Dreams can be realised in a single day, and the process may resemble that of a well-known Vibrant Medication Flight Monitoring Device, from manufacturers to patients whose metabolism receptors validate the receipt voucher.

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