

have shown a preference for working in small  
or medium firms which offer a more congenial  
environment to research. The R&D in large  
concerns is hindered by <sup>inflexible &</sup> complicated  
decisions in committees etc and thus takes  
up ~~more~~ more time than in medium firms.  
They also offer more in the way of <sup>prop?</sup>  
sharing + <sup>even</sup> participation. The large concerns  
try to adapt to these circumstances by  
decentralization: In some cases they have  
done everything to make the managers of their  
sub-entities feel ~~as~~ more nearly the owners  
of separate firms. Their ~~abandonment~~ abandonment of long concern  
(in the biological industry especially) is witness  
both to their own difficulties and to the success of  
smaller firms.

~~The common feature of these new  
developments is that~~

The basic element in this change  
is the fact that the human element  
has gained a new importance due  
to the importance of skill in the technological industries,  
This starts with the heightened role of the researcher,  
but it also extends to skilled workers who are  
again "coming back", as it were,