

## **A Conceptual Framework to Explore Strategic Dimensions of Organisational Health-Insights from Indian Pharmaceutical Industry**

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### ***Abstract***

*Dynamics and interplay among various drivers and competencies in any organizational set-up shape the configurations of the systems black box. Structural flexibility, information management, decision making and the leadership are the critical components which manage the intra-organizational interactions for a collective meaningful outcome in terms of organizational change capability and superior performance. In recent past Indian pharmaceutical sector has witnessed impressive global consolidation and expansion. The organizational health recipes which have been designed by Indian pharmaceutical sector for its healthy growth needs to be explored and understood? How these variables interact and have contributed to the success of Indian pharmaceutical sector is the key research agenda in this research. The data obtained from 216 mid and senior level executives of Indian pharmaceutical Industry has been processed by structural equation modeling using AMOS 19 to investigate the interactive dynamics and therefore the outcomes are of value to the scholars, industry and practitioners.*

**Key Words :** Organizational health, Indian Pharmaceutical Industry, Structural Flexibility, Transparent Information & decision making, Shared Leadership, Structural equation modeling