

# Work Environment Impact on Organization; A Pharmaceutical Industry Analysis Case

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## ABSTRACT

A serial mechanism was examined which demonstrated how the daily uplifts in organization's work environment stimulates its innovativeness. The mediating roles of flourishing at work and personal information management motivation was also tested. In this regard, data was collected from 112 pharmaceutical industry employees across Pakistan by using prior reliable measures in a two-wave field survey. The measurement model indicated acceptable levels of reliability and validity. The correlational analysis was used to show significant association among variables. The structural modelling showed that daily uplifts have direct, and indirect effects on organizational innovativeness through higher flourishing at work and personal information management motivation. It was analyzed that daily uplifts boost flourishing at work leading to improved personal information management motivation, which increases organizational innovativeness. The findings presents that understanding of the daily uplifts could be valuable and advantageous for organizations aiming for enhanced innovativeness in their operations.

**Keywords—** Mediating, reliability, Structural modelling, motivation, innovativeness etc.

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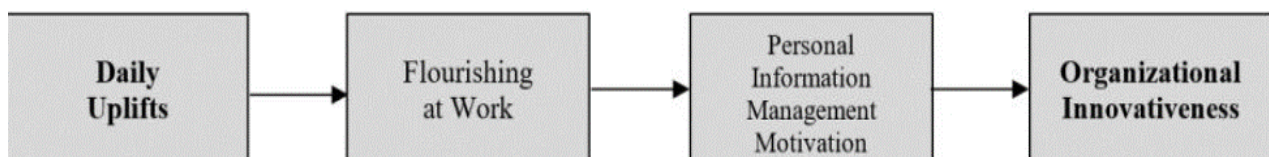
## I. INTRODUCTION

The success of health care sector is relying on the local pharmaceutical industry particularly for developing country like Pakistan (Dawani & Asad, 2019). It was analyzed that the pharmaceutical sector in Pakistan was not able to fulfill the needs of health sector at national level. It has been found that the import cost of final pharmaceutical products was \$ 52.77 billion in 2020-21 , while the imports needed for frame medicines are estimated at more than \$2billion (Hyder, 2020). The continuing pandemic has also show the weaknesses of the sector. It was emphasized that the health sector must rely on innovation that necessitates the innovation capacity (Corrigan et al., 2013).The pharmaceutical industry in the manufacturing sector is chiefly information based. Hence, the competition and survival is based on the store of information received by the employees through cooperation sharing (Hwang et al., 2015).

The effective management with respect to individuals 'information is inevitable in order to enhance organizational effectiveness ((Rajapathirana & Hui, 2018).The pharmaceutical industry in Pakistan has not been innovative and there is strong need to modify it into significant economic player. It is suggested that valued-added, knowledge-intensive and innovative should produce catering to the needs of locals (Babar et al., 2011). The requirements of local consumers should be aligned in terms of concentrations, packaging, and potencies of the drugs, and the factors that promote information management and innovativeness are always followed.

## II. FRAME WORK

According to study, the affective events at work, for instance, daily uplifts may flourish employees. The affective events produce affective emotional response. The feeling of flourishing at work are likely to be more motivated towards full filing social and work-related obligations, moreover, sharing organized information may tend to enhance innovativeness. The succeeding sections review the theoretical basis supporting this proposed framework.



Hypotheses 1: Whether daily uplifts promote organizational innovativeness?

Hypotheses 2: Do flourishing at work and personal information management motivation serially mediate the relationship between daily uplifts and organizational innovativeness?

### III. DISCUSSION

#### **Organizational Innovativeness:**

Innovation is recognizable ability and considered as an assets for an organization. It is very significant for sustainability and competitive edge. The effective management of information and knowledge system are the key sources for organization' innovativeness which is contingent on the cross-functional cooperation, interaction and integration of its environment internally (Koc & Ceylan, 2007). Organizational innovativeness is an ability to introduce new process, and ideas..It is strategic approach aims at value-added novelty in both the process and outcomes (Vanhala & Ritala, 2016). It creates those approaches which enable organization-wide innovation. It characterizes the abilities of the organization to innovate and represents that organization has the ability to innovate. It has been found that the organization innovativeness has three different dimensions: the capacity to innovate, willingness of employees to innovate and the possibility of innovative intervention ((Behrens & Patzelt, 2015).

#### **Daily Uplifts and Organizational Innovativeness:**

Daily uplifts are desired and pleasant factors within an organization. These are deemed trivial positive experiences taking place at regular basis. In simple terms, it is major work-related event in which employees perceives or experiences benefits or safety ((Stefanek et al., 2012). They are also enlarging the employee's experiences of well-being. It is beneficial when an employee consider it a significant event and values it as an uplift ((Larsson et al., 2016). It is suggested that positive environmental factors affects the employee's performance positively which also impact the performance of the employees and the organization (Lukes & Stephan, 2017). Daily uplifts are the demonstration of compassionate work environment. The recurring of effective events directly impact the creativity and motivated behavior of the employees.The performance of innovation remains high in organizations where the management provides a reassuring and helpful work environment to employees at work (Larsson et al., 2016).

#### **Flourishing at Work:**

It is an immense feeling of emotional well-being that stems from the different past experiences at work. It is an advantage for any individual employees and much more than job satisfaction. It is considered an employee's state of mind in which he individual feels as superior spiritual and social well-being (Nelson et al., 2016). Self-identification is very important to understand the work environment and employee flourishing. It is premised that achievement at work bring happiness and overwhelming satisfaction which is called the flourishing of employees (Sydenham, 2020). Employees who feels better into their work environment flourish shows performance. A conducive work atmosphere increases emotional aspects of job demands and enhances flourishing. Hinchliffe (2004) also stressed that the daily uplifts substantially enhance well-being and flourishing at work (Hinchliffe, 2004).

#### **Personal Information Management Motivation :**

The performance of individuals and organizations is a function of individual information-related behaviors at the workplace .Personal information management motivation enables employees to undertake information-related tasks to achieve individual and organizational goals. It increases the employees' ability to accept change for good . Therefore, employees' motivation and ability to acquire, share and manage available information for personal and organizational gains is indispensable for their mutual success (Sun et al., 2018). The employees who feel good about helping out fellow workers by sharing vital information have greater motivation to share and seek knowledge with their fellow employees. The movement and application of knowledge facilitate the transfer and development of knowledge.

### IV. METHODOLOGY

A cross-sectional study was conducted in pharmaceutical industry. A survey was conducted from around 800 units in pharma industry from around 110 employees .The data was administrated through email and other social media resources .At time 1, the questionnaires on daily uplifts (independent variable) and flourishing at work (mediating variable 1) were filled by 150 participants. Two months later, the respondents of time 1 were requested to complete the questionnaire on personal information management motivation (mediating variable 2) and organizational innovativeness (dependent variable). Around 112 responses were received which constituted the sample for this study.

#### **Measures/Analysis:**

By using 25 items the daily uplifts (( $\alpha=0.96$ , CR=0.96) were assessed. There are many items which focused on pleasant interaction, compliments, success and recognitions, task uplifts, humor, communication, customer-satisfaction and time

management were also included.

Work flourishing ( $\alpha=0.88$ ,  $CR=0.90$ ) measured around eight items such “I am a good person and live a good life” which focused on the assessment and explains how pleasant employees feel and busy in daily routine at work.

Personal Information Management Motivation ( $\alpha=0.94$ ,  $CR=0.95$ ) and it estimated around 16 items such “It is my duty to share information with other” which show how the employees share information keeping formality and transparency within the organizational framework.

Organizational innovativeness ( $\alpha=0.95$ ,  $CR=0.95$ ) was valued using 20 items .The items such as “Our company adopts technological innovations earlier than its competitors” focused on how well organizations respond to innovation requirements to meet community needs and their institutional survival in a competitive business environment.

## V. DISCUSSION AND IMPLICATIONS

The study explains that organizational innovativeness is enhanced by daily uplift .Earlier shows that supportive work-environment reinforce organizational innovativeness (Oishi et al., 2007). Flourishing at work significantly affected by daily uplifts and it also reveals that positive emotions enhances employees’ flourishing. This is also in line with the previous findings that daily uplifts are perceived as considerate, supportive, and motivating and, therefore, facilitate employee flourishing (Redelinguys et al., 2018).

Organizational innovativeness is also supported by personal information management motivation and claims that motivation, understanding and ability to absorb information strengthens the organizational innovativeness (Ko et al., 2005). The proposed mechanism which is flourishing and personal information management motivation mediate the contact between organization innovativeness and daily uplifts. Hence, it is established that the daily uplifts of employees at work, enhance the organizational innovativeness through serial mediation of flourishing at work and personal information management motivation.

## VI. CONCLUSION

The study concludes that the daily uplifts positively influence the organizational innovativeness through serial mediation of flourishing at work and personal information management motivation. That is, the daily uplifts in an organization’s work environment positively impact employee flourishing, enhancing their information management motivation and organizational innovativeness. The mediation mechanism revealed that both flourishing and personal information management motivation management, in serial, mediate the relationship between daily uplifts and organizational innovativeness. The findings advocate that organizations should improve environmental factors at work, inducing daily uplifts to create and sustain employee flourishing. It would augment the benefits of flourishing in the form of personal information management motivation and, resultantly, organizational innovativeness.

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