

Organizational Agility in 22 Districts of Tehran Municipality

Authors : Mehrnoosh Jafari, Zeinolabedin Amini Sabegh, Habibollah Azimian

Abstract : Background: Today variable and dynamic environment doubles importance of using suitable solutions for confronting these changes in th4e organizations. One of the best ways for coping with environmental changes is directing the organization towards agility. Current research aims at investigating status of organizational agility in Tehran municipality (22 districts). Research Methodology: This research is applied research in terms of purpose of study and it is survey in terms of collection of descriptive data. A sample (n = 377) was selected from Tehran Municipality (22 districts) employees using multistage sampling method (cluster and regular). Data were collected using organizational agility standard questionnaire, and they were analyzed using statistical tests in SPSS software as well as inferential statistics such as one-sample t-test and Friedman test and descriptive statistics such as mean and median. Findings: Research findings showed organizational agility status in the organizations under study is in relatively optimal status and competence has highest priority in terms of ranking and priority of organizational agility indexes. Conclusion: It is necessary that managers provide suitable conditions for promoting organizational agility status in the organizations under study by identifying factors affecting change in the organizational environments and using available potentials for better coping with changes and higher flexibility and speed.

Keywords : organizational, municipality, employer, agility

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