

## عنوان مقاله:

The Identification and Ranking of Key Factors Related to Organizational Agility Using Analytic Hierarchical Processing  
(Case study: Civil Organization of Tehran Municipality)

## محل انتشار:

سومین کنفرانس بین المللی پژوهش های نوین در مدیریت ، اقتصاد و علوم انسانی (سال: 1395)

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## خلاصه مقاله:

From 1991 the expression agility was proposed for the first time for describing the required capacity for modern production. Agility means the ability of quick and successful response to environmental changes. The same as manufacturers, other organizations and institutions are obliged to seek for agility to be able to compete in 21st century, since modern organizations confront with the pressure to find new efficient ways to compete in global dynamic market. This study aims at identification and ranking of key factors related to organizational agility in Civil Organization of Tehran Municipality. The research methodology is descriptive and the decision-making team was selected from managers and deputies of Civil Organization of Tehran Municipality, 12 experts (managers and deputies) have completed the questionnaire of identification and paired comparison questionnaire in two different time intervals. In the first time, some criteria and sub-criteria for related key factors (8 criteria and 50 sub criteria) were listed from articles, thesis, books and by experts' idea. Then, after filling the identification questionnaire related to organizational agility, 8 criteria and 32 sub-criteria were identified from managers and deputies approach for key factors related to organizational agility. In the next round, the identified criteria and sub criteria were ranked through standard questionnaire of paired comparison and expert choice software. From the main criteria, the support of top management was considered as the most important factor in first rank, information technology management in second rank and training and skill acquisition in the third rank, then, competency, human resource management, innovation and creativity, principles and design of agility organization and team work were respectively ranked in other levels. It worth noting that the sub-criteria of each of these factors have also been ranked

## کلمات کلیدی:

(Organizational agility, Key factors related to organizational agility, Analytic hierarchal processing (AHP)

## لینک ثابت مقاله در پایگاه سیویلیکا:

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