

عنوان مقاله:

Reviewing the relationship between intra-organizational factors and organizational agility (Speed and Flexibility) in Isfahan's departments of sports and youth

محل انتشار:

نشریه پژوهش در مدیریت ورزش و روانشناسی، دوره 3، شماره 6 (سال: 1394)

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خلاصه مقاله:

Background: The purpose of this study was to investigate the relationship between intra-organizational factors and organizational agility (speed and flexibility) in Isfahan's Departments of Sports and Youth. Materials and methods: This study was a correlational research and of a survey type. Based on the statistics provided by the Human Resources division of Isfahan's Department of Sports and Youth, the number of statistical population was 425, 110 of which were selected through random sampling. Questionnaires were used to collect the data. The questionnaire used in this study was of two parts, based on Sharifi and Zhang questionnaire (2001), intra-organizational factors questionnaire, and organizational agility questionnaire. Regression test was used in analyzing the data at both levels of descriptive statistics (frequency, percentage, mean, and standard deviation) and inferential statistics. Significance level of the survey was evaluated to be $p \geq 0.05$. Results and discussions: The results proved a significant and positive relation between intra-organizational factors and speed and flexibility. Conclusion: The most important aspects of agility include the ability to identify the market (changes in customers' needs and following new needs), recognizing the capacity for devising new production lines or providing new services and products, knowing competitors and existing and potential competitions, designing the strategic plan of obtaining competitive skills, making structural and procedural changes to meet the customers' needs, etc.

کلمات کلیدی:

Intra-organizational factors, speed, flexibility, Departments of Sports and Youth

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