Exploring the Relationship between Organizational Climate and Organizational Agility

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Abstract

This research is trying to explore the relationship between organizational climate and organizational agility. Research method here is case study. Statistical society is lane and transportation office of Azerbaijan Sharqi province that 80 people were selected for analysis. Agility questionnaire has been used in order to measure agility with aspects of responsibility, competence, flexibility and quickness in work and Liwtin and stringer organizational climate questionnaire (1968) in order to measure organizational climate with aspects of responsibility, structure, reward, warmth, support, identity, conflict and standards have been used. Structural equation modeling and axis covariance have been used to test hypotheses. Results show positive relationship between them.

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1-Introduction

Passing time shows that everything is moving and this movement and motion is from its nature. It is necessary for human for adaptation with this dynamic world to change in himself in appropriate way. Accepting changes is prerequisite of renovation, invention and life improvement, organization improvement and totally human evolution. Therefore, accepting changes is prerequisite of growing lives of people and innate part of every organization and it is known as permanent and continual phenomenon. In the past decade most of organizations selected further engineering and reconstruction policy to respond to environmental changes and challenges, but now past policies and procedures have lost their efficiencies and abilities to face with organizational challenges and outer environments and it is better to be replaced by new views and policies. Therefore, one of modern responsibility ways of organizational change and revolution is agility. Actually, agility is as a new paradigm for organizations engineering and competitive agencies. Agile organization is always ready to learn new things causing revenue increase originated from new opportunities utilization. (Jafarnejad & shahaei, 2007) forgetting is not like simple