



Evaluation of Parameters Affecting the Agile Capabilities of the Organization - A case study of two companies A & B

Negin Dehghanian
Department of Industrial Engineering
Islamic Azad University, Najafabad branch
Isfahan, Iran
nd.dehghanian@gmail.com

Meimanat Dehghanian
Department of Management
Isfahan University
Isfahan, Iran
meimanatdeghanian@yahoo.com

S. Mahdi Homayouni
Department of Industrial Engineering
Islamic Azad University, Lenjan branch
Isfahan, Iran
homayouni@iauln.ac.ir

Abstract—With regard to the nowadays turbulent environment, use of information technology, globalization, privatization, changes in customer expectations and etc. are challenges which todays organizations encounter. One way to achieve competitive advantage in this environment, creating agile organizations. The agility responds quickly to rapid changes in the environment, and the increase in productivity, survival and success of organizations have a considerable impact. The purpose of this paper is to examine indicators that an organization needs to consider to achieve the agility. Two Petrochemical Companies (A & B) are place realm in this paper. For data collection, library methods and a standard questionnaire were used and the samples were selected randomly. The results of the study show that the amount of agility in the dimensions of speed, consistency and quality is more than the average level, and the flexibility, response, culture change, human resource (HR), competencies are below the average level. Therefore, in this study, quality is introduced as a key factor in influencing the agile organization. Agility, as one of the aspects of sustainable management, has a considerable impact on sustainable development of the companies, and finally the economy, which is the main aim of sustainable management.

Keywords—competitive advantage; indicators of agile; organizational agility; turbulent environment.

I. INTRODUCTION

Increasing customer expectations, benefiting from the day technology and speeding up product delivery lead to

the development of capabilities of supply chain by producers in order to achieve a competitive advantage. In such a system, coordination among required capabilities in a company is difficult, and cooperation among a few companies is critical [1]. This coordination in supply chain leads to the advancement of information technology and the complex customers needs, and advancement into the first market using innovative products [2].

The purpose of this paper is to examine indicators that an organization needs to consider to achieve the agility. Agility is commonly defined as the producers's capability to quickly respond to market demands and an enterprise's ability to prosper in a turbulent environment [3]-[6]. Moreover, organizational agility can be defined as ease and speed of companies in reconfiguring, redesigning, and aligning their processes to face the needs, threats and opportunities [7,8,9]. With regard to this, the ability to react rapidly to a chang in fluctuation enviroment is an essential requirement for commercial companies [10]. Initially, agile manufacturing only noted flexible production systems (FMS). In other words, it was believed that only through flexibility in manufacturing and quick accountability can agility be achieved. But gradually its concept expanded to organizational structures, information systems, transportation processes and individuals' thinking [9,11]. Dealing with the effects of globalization, new products, fast and nowaday services, and improving operations are three main

Dr. S. Mahdi Homayouni. Assistant Professor at Islamic Azad University, Lenjan Branch. +989308749924.