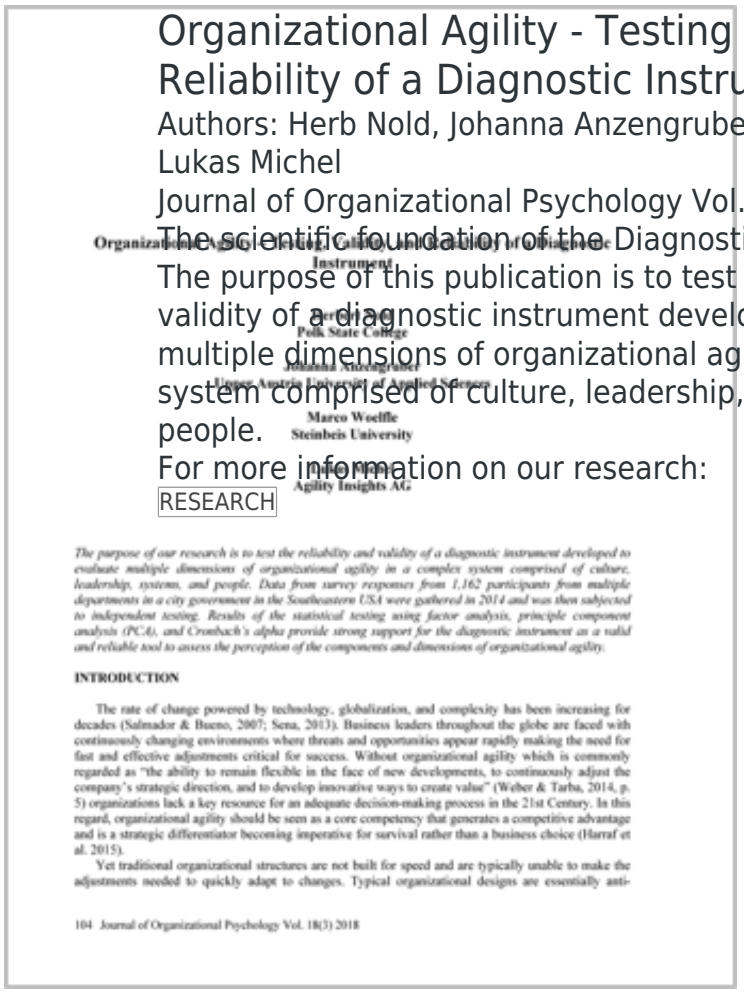
New publication: Testing Validity and Reliability of a Diagnostic Instrument

30.10.2018 10:48:20 | Management Insights, Lukas Michel | 0 Comments

We are happy to announce that another scientific paper has been published:



Organizational Agility - Testing Validity and Reliability of a Diagnostic Instrument

Authors: Herb Nold, Johanna Anzengruber, Marco Woelfle, Lukas Michel

Journal of Organizational Psychology Vol. 18(3) 2018

The scientific foundation of the Diagnostic

The purpose of this publication is to test the reliability and validity of a diagnostic instrument developed to evaluate multiple dimensions of organizational agility in a complex system comprised of culture, leadership, systems, and people.

For more information on our research:

RESEARCH

Organizational Agility - Testing Validity and Reliability of a Diagnostic Instrument

Herb Nold
Polk State College

Johanna Anzengruber
Upper Austria University of Applied Sciences

Marco Woelfle
Steinbeis University

Lukas Michel
Agility Insights AG

The purpose of our research is to test the reliability and validity of a diagnostic instrument developed to evaluate multiple dimensions of organizational agility in a complex system comprised of culture, leadership, systems, and people. Data from survey responses from 1,162 participants from multiple departments in a city government in the Southeastern USA were gathered in 2014 and was then subjected to independent testing. Results of the statistical testing using factor analysis, principle component analysis (PCA), and Cronbach's alpha provide strong support for the diagnostic instrument as a valid and reliable tool to assess the perception of the components and dimensions of organizational agility.

INTRODUCTION

The rate of change powered by technology, globalization, and complexity has been increasing for decades (Salmador & Bueno, 2007; Sena, 2013). Business leaders throughout the globe are faced with continuously changing environments where threats and opportunities appear rapidly making the need for fast and effective adjustments critical for success. Without organizational agility which is commonly regarded as "the ability to remain flexible in the face of new developments, to continuously adjust the company's strategic direction, and to develop innovative ways to create value" (Weber & Tarba, 2014, p. 5) organizations lack a key resource for an adequate decision-making process in the 21st Century. In this regard, organizational agility should be seen as a core competency that generates a competitive advantage and is a strategic differentiator becoming imperative for survival rather than a business choice (Harraf et al. 2015).

Yet traditional organizational structures are not built for speed and are typically unable to make the adjustments needed to quickly adapt to changes. Typical organizational designs are essentially anti-

104 Journal of Organizational Psychology Vol. 18(3) 2018

About Management Insights

Founded by Lukas Michel, Management Insights draws on more than 25 years of research and practice to help people understand how their organizations work. The Organization Twin brings

organizational patterns into view for reflection, dialogue, and informed choice.

BEGIN REFLECTION

Private · Free of charge · Approximately 15 minutes

- Version zum Drucken
- Per E-Mail versenden
- Newsletter abonnieren

- Twittern

No comments yet.