The Effect of Psychological Capital on Organizational Agility (Case Study: Hamedan Power Distribution Management Organization)

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Abstract

Abstract: Rapid changes in technology and globalization, as well as changes in the expectations and tastes of the most important environmental factors that organizations are involved. To succeed in this environment, the agility to create a competitive advantage which the organization protect them with regard to achieving reputation through innovation and quality. The new concept that recently introduced by Luthanz, adopted and derived from the Positive Organizational Behavior is psychological capital. Today many researchers believe that psychological capital organizations can provide sustainable competitive advantage for them. Therefore, this study examines the relationship between two variables, psychological capital and organizational agility. For this purpose, the statistical population of this study is power distribution management staff. Standard questionnaires were used to collect information. Target population is 230 people that According to Morgan table samples extracted is 110 people. The results approved the psychological capital has impact on organizational agility.

Keywords: Organizational Agility, Psychological Capital, Positive Organizational Behavior

References


