

Investigation of the Causal Relationship between Employees' Welfare and Organizational Agility

Ghanbar Amirnejad*

Zhaleh Azhdari**

Abstract

The main purpose of this study was to investigate the causal relationship between employees' welfare and organizational agility. Statistical population of this study consisted of all employees of Islamic Azad Universities in Khozestan province. Using simple random sampling method, 219 employees of this population were selected as research sample. The participants completed employees' welfare and organizational agility questionnaires. Data analysis was done by correlation coefficients and structural equation modeling with using statistical softwares (SPSS and LISREL). Results showed that employees' welfare has positive and significant effect on organizational agility.

Keywords: employees' welfare, organizational agility

* Assistant Professor, Department of Public Management, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran (**Corresponding Author**) g.amirnejad@yahoo.com

** M.A. of Public Management, Ahvaz Branch, Islamic Azad University, Ahvaz, Iran