

The Casual Relationship of Organizational Leadership with Organizational Agility: The Mediating Role of Job Satisfaction and Organizational Commitment in Employees of National Iranian Drilling Company

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Abstract

The Purpose of this study was to investigate the casual relationship of organizational leadership with organizational agility through job satisfaction and organizational commitment. Statistical Population was 325 employees of National Iranian Drilling Company. From this population, 176 persons were selected by simple random sampling method. In order to collect data, four questionnaires were used: organizational leadership, job satisfaction, organizational commitment and organizational agility questionnaires. Fitness of the proposed model was examined through Structural Equation Modeling (SEM). Findings indicated that the proposed model fit the data. Results supported the direct effects of organizational leadership on organizational agility, job satisfaction and organizational commitment and job satisfaction and organizational commitment on organizational agility. Findings also showed that organizational leadership has positive and significant effect on organizational agility through job satisfaction and organizational commitment.

Keywords: organizational leadership, job satisfaction, organizational commitment, organizational agility