

WORKFORCE AGILITY

Key Concepts and Dimensions in the Disruptive Era

DEFINITION

Workforce agility is the ability of the workforce to respond quickly, flexibly, and effectively to changes in the work environment, and to adapt to technology, strategies, and the dynamic demands of the organization.

(Momeni & Pourasadi, 2015; Tallon & Pinsonneault, 2011)

WORKFORCE AGILITY DIMENSION



ADAPTABILITY TO CHANGE

the ability to stay comfortable with organizational and technological shifts and to adjust quickly to new conditions



SELF DEVELOPMENT

the capacity to recognize and improve personal competencies in a short time.



DECISION MAKING READINESS

the ability to evaluate information critically and consider risks and opportunities effectively



RESPONSIVE TO INFORMATION

the ability to gather new information quickly and respond to evolving situations.

THEORETICAL FRAMEWORK

Human Capital Theory and Dynamic Capability Theory, workforce agility emphasizes the value of adaptive, skilled, and decision-ready employees in digital-driven organizations.

WHY WORKFORCE AGILITY MATTERS?

In a global survey of 2,004 HR professionals, 84% rated workforce agility as very or extremely important for future success, yet only 39% believed their organizations were already very agile.

This gap underscores high demand but low readiness across industries

A study by Korn Ferry found that companies with particularly agile individuals achieved 25% higher profit margins than those with less agile employees



- Organizations with strong agility capabilities reported an average of:
 - ~30% gains in efficiency, customer satisfaction, employee engagement, and operations
 - Operating up to 5-10 times faster than their peers
 - 3x higher odds of being top-quartile performers among their industry peers



In the energy sector, 92% of executives identified workforce reskilling and agility as key competitive advantages. However, only 29% reported investing sufficiently in training



McKinsey's research shows that agile organizations are 4.1 times more likely to outperform competitors during periods of disruption

SURAT PENCATATAN CIPTAAN

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