


Dönüşümcü Liderlik, Kültür ve Öğrenen Örgütlerin Firma Performansına Etkisinde Örgütsel Esnekliğin Aracı Rolünün İncelenmesi

Investigating the Mediating Role of Organizational Flexibility in the Effect of Transformational Leadership, Culture and Learning Organizations on Firm Performance

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Abstract

This study investigates the factors that influence organizational flexibility and company performance, as well as the impact of "soft" strategic management elements such as transformational leadership, organizational culture, and learning organizations. The study investigates how transformational leadership, organizational culture, and learning organizations influence organizational flexibility and its impact on business performance. In addition, the mediating influence of organizational flexibility on business performance is assessed. In the analysis of mediation models, instead of Baron and Kenny's causal steps approach, which adopts the traditional approach, the contemporary approach method based on the Bootstrap technique was used. The findings indicate that flexibility provides a competitive edge for organizations, and that leadership, culture, and learning processes all play a role in establishing this advantage.