

The Mediating Role of Strategic Agility in the Relationship between Risk Management and Human Resource Performance: An Applied Study in the Department of Statistics in Jordan

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This study aimed at investigating the mediating role of strategic agility in the relationship between risk management and human resource performance. The study was applied in the Department of Statistics (DoS) in Jordan. The study used the descriptive quantitative approach to reach its objectives. The study used the questionnaire as a tool for data collection. The questionnaire was distributed to a purposive sample of 242 employees. The independent variable (risk management) included five dimensions, namely diagnosis, assessment, classification according to priority, evaluation and control, and reporting the risks. The dependent variable (human resource performance) included three dimensions, namely employees' engagement in group work, employees' performance development, and increasing the ability to manage technology and data. Besides the mediator was the strategic agility. The data were analyzed using SPSS (Vers. 27) and SmartPLS (Vers. 4). Descriptive statistics including frequencies, percentages, means and standard deviation were used to describe the results. The inferential statistics using simple linear regression was used to test the effect of variables and dimensions. The structural equation modeling was used to test the mediating effect of strategic agility in the relationship between risk management and human resource performance.

The results showed high reliability of the questionnaire as Cronbach's Alpha values were found to be excellent for all variables. The results showed high attitudes among respondents to evaluate and control the risks, while moderate attitudes were found for diagnosing, assessing, classifying, and reporting risks. Moderate attitudes were recorded for the employees' engagement in group work, and the employees' performance development, while high attitudes were recorded for increasing the ability to deal with technology and data. Moderate attitudes were recorded for the strategic agility adoption in DoS. The results showed a significant effect of risk management on the performance of human resources. Besides, a significant effect of risk management on improving the strategic agility in DoS was shown. The results showed a positive effect of strategic agility on human resources performance. The study recommended increasing the attitudes to employing strategic agility in DoS to find an environment capable of meeting the challenges and overcoming the internal and external threats to accomplish the organization's objectives.

Keywords: Strategic agility, risk management, human resource performance, Department of Statistics