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ABSTRACT

The study aims to measure the relationship among empowerment, agility, trust and performance. Highly dynamic environment requires dynamic business environments as well. In knowledge based economy, the input of employees is more about theories, concepts, and ideas than manual skills. The variables empowerment, trust in management, trust from management, trust in colleagues, and productivity are measured on the individual level of analysis. Besides, the variables agility, environmental turbulence, and performance are measured on the organizational level of analysis. For each level of analysis, a conceptual model is given with the expected relationships. The respondents are male and female employees (3 levels of managers) working in corporate sector at Islamabad. The data collection will be through questionnaires consisting of dependent variable, independent and mediating variable. In the mentioned research studies 5 point likert scale questionnaire was used. Adopted Questionnaire (items) have been taken from published literature. Concluding it can be stated that empowerment and trust in colleagues do not directly lead to an agile organization, while trust in management and trust from management positively influence the agility of an organization. Agility does influence the performance of an organization but this relationship is not strengthened by the moderator environmental turbulence though. The dataset on the organizational level found a moderating effect of environmental turbulence on the relationship between agility and performance compared to competitors.

Key words: Agility, Empowerment, Trust, Performance.

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