

Mgr inż. Mateusz Chróst

## The Impact of Resource Flexibility on Enterprise Agility

### Summary

The doctoral dissertation titled "The Impact of Resource Flexibility on Enterprise Agility" examines the influence of technological and human resource flexibility on enterprise agility in a dynamically changing market environment. Enterprise agility is understood as the ability to discover and create opportunities that are crucial for building competitive advantage in the context of contemporary market volatility. The measures of enterprise agility include brightness, flexibility, intelligence, and shrewdness.

The aim of the research was to determine the relationship between resource flexibility and enterprise agility, with particular emphasis on the role of technological and human resources in the processes of discovering and creating opportunities.

The empirical part employed survey research and a case study analysis of an enterprise, allowing for the verification of the developed theoretical model. The research findings confirm that resource flexibility impacts an enterprise's ability to discover and create new opportunities. The case study illustrates that strategic management of technological and human resources supports enterprise agility.

The dissertation contributes theoretically to the development of the theory of agile enterprises, complementing knowledge on the relationship between resource flexibility and enterprise agility. It provides practical guidance for managers, highlighting the need to invest in the development of employee competencies and flexible technologies as factors supporting success in a dynamic business environment. The dissertation offers value both to academia and practice, addressing research gaps in the relationship between resource flexibility and enterprise agility. Its findings can serve as a foundation for further studies and the implementation of innovative management practices in enterprises oriented towards adaptability and innovation.