

**ORGANISATIONAL AGILITY AND PERFORMANCE OF
MANUFACTURING INDUSTRY: A STUDY OF DUFIL PRIMA FOODS
OGUN STATE**

BY

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POST GRADUATE STUDIES
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SEPTEMBER, 2021

ACCEPTANCE

This is to attest that this dissertation is accepted in partial fulfilment of the requirements for the award of Masters of Business Administration (MBA) Degree in Business Administration in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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DECLARATION

I, **IDIA, SANDRA EFEOMO (13AB014584)**, declares that this research was carried out by me under the supervision of Dr. Odunayo P. Salau of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun state, Nigeria.

I attest that this dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this thesis are duly acknowledged.

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CERTIFICATION

We certify that this dissertation titled “**ORGANISATIONAL AGILITY AND PERFORMANCE OF MANUFACTURING INDUSTRY: A STUDY OF DUFIL PRIMA FOODS OGUN STATE.**” is an original work carried out by **IDIA, SANDRA EFEOMO (13AB014584)**, in the Department of Business Management, College of Management and social sciences, Covenant University, Ota, Ogun State, Nigeria, under the supervision of Dr. Odunayo P. Salau. We have examined and found this research work acceptable as part of the requirements for the award of Masters of Business Administration (MBA) Degree in Business Administration.

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DEDICATION

This research work is dedicated to God, the giver of wisdom and knowledge, who provided supernaturally all through this program.

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ABBREVIATION

DCT- Dynamic Capability Theory

OA- Organisational Agility

RBV- Resource Based View

TC- Technological Capability

ABSTRACT

Organisational agility has become a vital tool to the success of any organisations. This study examines the effect of organisational agility on firm's performance of the manufacturing industry in Nigeria. The study focus on Dufil prima foods to examine organisation agility in terms technological capability, strategic sensitivity, resource fluidity and collaborative innovation on the performance of the manufacturing industry. Descriptive survey research design was adopted in the course of the study with a quantitative approach to explain the effect of organisation agility on employee performance. A total of 196 questionnaires were dispersed to the employees of Dufil prima food and 161 was filled and return. The data was for the study was analysed and presented using SPSS (Statistical packages for social sciences) and SEM-PLS (structural equation method) was used in testing hypotheses. Whereby each independent sub variable was tested against all variables of the dependent variable to identify how much impacts it has on an individual variable. The study revealed that organisational agility has positive effect on performance of the manufacturing industry. However, findings reveal that null hypothesis was rejected and there was a significant relationship between organisational agility and firm's performance. The study concluded that organisational agility has a positive and significant influence on the performance the manufacturing industry of Nigeria. Further research can be done on examining the effect of organisational agility on firm's performance in other sectors in Nigeria, as this study was centred towards the manufacturing sector only.

Keywords: Collaborative Innovation, Dynamic Capability, Organisational Agility, Resource Fluidity, Strategic Sensitivity.