

"A man is
great by
deeds, not by
birth"
-Chanakya

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Working Paper

IIMK/WPS/619/OBHR/2024/06

March 2024

Organizational Resilience – rooted in underlying conditions

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Organizational Resilience – rooted in underlying conditions

Abstract:

In today's volatile, uncertain, complex, and ambiguous (VUCA) environment gripped in a state of perma-crisis, organizations in the tourism sector confront an escalating array of frequent, novel, and uncertain challenges. Addressing these challenges demands a departure from conventional adversity response frameworks towards a deeper understanding of the foundational conditions fostering an adversity-centric approach. This article endeavors to investigate and delineate the core underlying conditions pivotal in fostering resilient capabilities, thereby facilitating adaptive responses across various stages of adversity. By deconstructing adversities into distinct stages, our proposed conceptual framework discerns and integrates essential elements crucial for empowering organizations to proactively prepare for and navigate indeterminate novel adversities while capitalizing on the opportunities they present. Drawing from a comprehensive review of existing literature on the conceptualization of organizational resilience and supplementing it with insights gleaned from industry practitioners, this paper offers a robust framework poised to guide the tourism sector in cultivating resilience. The framework not only furnishes the industry with a structured approach to adversity response but also delineates foundational elements essential for embarking on a journey towards resilience amidst a turbulent landscape.



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