

Determining the Impact of System Alignment and Agile Methods on Agile Management

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E d i t o r	R e v i e w e r s
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1. Round 1

1.1. Reviewer 1

Reviewer:

The sentence "Organizational agility has become a critical capability for businesses striving to remain competitive in rapidly evolving markets" effectively sets the stage but lacks a direct connection to the research context. Consider specifying how agility is particularly relevant to Fidar Steel Company.

The use of Zhang and Sharifi's (2000) questionnaire is appropriate; however, the rationale for selecting these subscales (system alignment and agile methods) over others is not elaborated. Please clarify.

The description of data analysis using SmartPLS software is concise but would benefit from a brief justification of why PLS-SEM was preferred over other statistical methods like AMOS or SPSS.

The results for variance and standard deviation are presented well, but the implications of these statistics in terms of practical relevance to organizational agility need to be expanded.

The strong correlations reported in Table 2 between system alignment and agile management ($r = 0.684$) are compelling. However, the interpretation of these correlations could be supported by comparing them with benchmarks or findings from similar studies.

The path coefficient for system alignment (0.957) is notably high. Consider discussing whether this indicates multicollinearity or overfitting in the model.

The acknowledgment of limitations, such as the study's single organizational focus, is commendable. However, the impact of cultural factors specific to Fidar Steel Company is not discussed and should be explored.

Authors revised the manuscript and uploaded the new document.

1.2. Reviewer 2

Reviewer:

The discussion on the theoretical foundation of agility mentions studies by Abbasi and Fattahian (2018) and Atkinson et al. (2020), but these references could be better integrated with the current study's objectives. A clearer link would enhance the coherence.

The statement "Digital transformation has revolutionized how organizations approach agility" is impactful but could be supplemented with specific examples from relevant industries to substantiate the claim.

The choice of a census approach is justified, but the potential limitations of this method (e.g., bias due to organizational hierarchy) are not discussed. Including this would improve the robustness of the methodology.

The demographic data analysis is thorough, but its connection to the study's outcomes (e.g., how demographics might influence perceptions of agility) is not explicitly drawn. This could strengthen the discussion.

The comparison to Rowzan's (2018) work is insightful. However, directly addressing whether similar hybrid models could be applied to Fidar Steel Company would add practical depth.

The reference to Chandra (2021) highlights social capital's role in agility. Including examples or survey responses from Fidar Steel Company could reinforce this connection.

Authors revised the manuscript and uploaded the new document.

2. Revised

Editor's decision after revisions: Accepted.

Editor in Chief's decision: Accepted.