

**“The Impact of Organizational Flexibility on the Organizational Performance : A case Study in the Jordanian Industrial State Company”**

**By**

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**Abstract**

The study aimed to identifying the impact of organizational Flexibility (the supply chain flexibility, flexibility of the organizational structure, and flexibility to respond to markets) on the organizational performance (Employees Efficiency, Innovation and Development, and Customers Satisfaction) in the industrial sector in Jordan, this study followed the descriptive analytical method, as this type of scientific method is concerned with determining the characteristics of the sample in quantitative terms, while the analytical method was used to determine and evaluate the relationship between the study variables, in order to address the analytical aspects of the study's subject, it was relied on collecting the initial data through distribution of systematic questionnaire to a number of high position employees (Director, Deputy Director, or Head of Department) in Jordan Industrial Estates Company which includes (824) operating companies as a study population, (250) questionnaires have distributed on the study sample, (154) questionnaire have recovered with a recovering percentage of (61.6%), the results of the study confirmed the existence of a statistically significant impact of the supply chain flexibility and flexibility of the organizational structure on the organizational performance, while it was no impact of the flexibility to respond to markets on the organizational performance.

**Keywords:** Organizational Flexibility, Organizational Performance, Industrial sector, Jordan

