

Abstract

Academic and practitioners have recently discovered resilience as a core topic of interest. It is widely viewed as a potential solution to organizations' challenges posed by the current Covid-19 pandemic and other disasters. While the concept of resilience is increasingly becoming popular, empirical research on resilience organizations is quite rare. In this study, we examined the relationship between organization resources, organization innovative climate culture, restructuring, and transformational leadership style on organization resilience Among Kenyan manufacturing firms. We measured resilience as the firm's ability to return to normal after adversity and as the firm's ability to bounce back better than before. Our sample population is 122 manufacturing firms in Kenya. Our findings show that organizational resources have a significant effect on Resilient both on the ability to return to normalcy and the ability to bounce back better. However, an organization's innovative environment significantly affects firms' ability to return to normalcy in operations but has an insignificance effect on the ability to bounce back better than before. Transformation leadership style and organization restructuring had a significant impact on the ability to bounce back better but an insignificance effect on maintaining normalcy in operations.