

# Fostering Organizational Agility and Change Management through Technology Adoption in the IT Industry

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## ABSTRACT

This study highlights the significance of technology adoption and innovation on organizational agility and change management in Information Technology (IT) sector. It explores how technological infrastructure, leadership support, resource allocation, employee skills and training, organizational structure, and organizational learning capacity impact an organization's ability to adopt new technologies and drive innovation. It delves into the challenges that IT companies face in managing change effectively amidst rapidly evolving technology landscapes. Through a comprehensive literature review, this research identifies various change management practices employed by IT companies to foster agility in adapting to technological advancements. The objective is to understand how these practices can enhance an organization's ability to leverage opportunities arising from technology adoption. By employing a rigorous research approach that entails obtaining information via surveys or conducting interviews with industry professionals, this study aims to provide valuable recommendations for IT organizations seeking to improve their agility and effectiveness in implementing technological changes. It brightens the importance and necessity of more technology implementation and innovation in flexibility improvement for all forms of organizations in the IT industry through conducting systematic research and analysis. It emphasizes continuous learning and adaptation as essential to successful change management strategies.

**Keywords:** Technological infrastructure, Leadership support, Resource allocation.

