



## Effects of Organizational Structure on Employee Resilience

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### Abstract

The uncertainties triggered by external environment require that there is no one best way of designing the structure of the organisation rather it is dependent on the circumstance and resilience capacity to withstand the threats. The purpose of this study therefore is to investigate the effects of organisational structure on employee resilience in manufacturing companies in Nigeria using cross-sectional survey. Ten manufacturing companies were selected using simple random sampling. 132 validated questionnaires were distributed to the participants. It was found that organisational structure has positive significant effect on employee resilience. The study concludes that organisational structure measured in terms of centralization, formalization and complexity enhances the resilience consciousness of employees in the organisation. The implication of this study is that managers of manufacturing companies as well as policy makers should employed organisational structure that will accommodate uncertainties, threats and other changes from the external business environment by ensuring that their resilient capacity is very strong to withstand such disruptions.

**Keywords:** Organisational structure, employee resilience, formalization, centralization, adaptability, complexity, proaction, responsiveness.