



TE KUNENGA | MASSEY
KI PŪREHUROA | UNIVERSITY
UNIVERSITY OF NEW ZEALAND

CanConstructNZ



Balance in the sector



TE KUNENGA
KI PŪREHUROA
MASSEY
UNIVERSITY
UNIVERSITY OF NEW ZEALAND

SCHOOL OF BUILT
ENVIRONMENT

CanConstructNZ



Balance in the sector



Problem identified

Though the concept of individual resilience has been extensively applied across a plethora of academic fields and in numerous settings, there is a lack of unified understanding of individual resilience and its conjunction with organisations. The core point of contention lies in the fact that there is a gap between having resilient individuals and achieving resilient organisations. This implies that having resilient individuals and achieving resilient organization are two closely related domains but their existence with respect to each other is still a question as one doesnot ensure the existence of another.

Aims and Objectives

The aim is to analyse the role of individual resilience to achieve organisational resilience.





Objectives

1. To explore the concepts of individual resilience and organisational resilience.
2. To determine the relationship between individual resilience and organisational resilience.
3. To develop a resilience framework based on the findings of objective 1 and objective 2.





Methodology

Stage 1- Systematic literature Review

Stage 2- Case study of different organisations including healthcare, national security, automobiles etc.

Stage 3- Drafting interview questions based on important inferences from stage 1 and 2, and conduction of interview with project senior executives and middle level employees.

Stage 4- Conduction of focus group discussion with experts from industries and academics for more detailed insight on Stage 3 findings.

Stage 5- Development of framework to sum up all the levels of findings





Preliminary results*

- Considering the evolution of design and construction sector during post pandemic phase, there is a deficiency in understanding how the construction industry can enhance its resilient performance, drawing insights from the pandemic, and approaching it from an organizational standpoint using primary data.
- There is a need to uncover the underlying dynamics of resilience processes and contextual variables that influence individual resilience in achieving organisational resilience.
- It is crucial to address the constantly shifting of business trends and advancement in digital technology in New Zealand construction organisations because their resilience has not been thoroughly investigated and requires establishment of a link between the concept of resilience and the cultivation of a more resilient organizational structure.
- The traditional crisis management frameworks primarily emphasize recovery-based approaches when exploring organizational resilience. Such approaches typically come into play after the crisis has taken place, and they hamper the strategic aspects of managing adversities and recovery.

***The given results are based on SLR as the research is in its early stage. Further results will be updated periodically.**

