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Entrepreneurial Thinking Practices and Their Impact on Reducing Organizational Aging: An Analytical Survey in the Men's Clothing Factory in Al-Najaf Al-Ashraf Province

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ABSTRACT

This study aims to explore the relationship between entrepreneurial thinking and its impact on reducing organizational aging. As organizations mature, they often face challenges associated with bureaucratic structures, resistance to change, and a decline in innovation. An entrepreneurial mindset characterized by a dynamic and innovative mindset has been proposed as a potential antidote to organizational aging. The current study uses an exploratory approach to examine how entrepreneurial psychology policies in organizations contribute to reducing negative aging outcomes. To achieve the objectives of the study, the researcher distributed a questionnaire to employees of the Men's Clothing Factory in Al-Najaf province, obtaining 368 responses which were analyzed using the advanced statistical software SmartPLS V.4 It can help restructure. Strategic innovation can counter the perpetuation of outdated practices, thereby reducing organizational maturity. Recommendations include embracing appropriate technological developments in the Men's Clothing industry, incorporating modern processes and manufacturing technologies, and using data analytics to make decisions as it is appropriate to maintain competitive market power capabilities.

Keywords: *Entrepreneurial Thinking; Organizational Aging; Men's Clothing Factory in Al-Najaf Province.*

INTRODUCTION

The intersection of entrepreneurial orientation and organizational maturity in a dynamic business environment has emerged as an important area for research This study examines in detail the complex relationship between these two dimensions and focuses on the menswear industry in Al-Najaf province. The pragmatic spirit combined with the inevitable organizational development process provides a strong backdrop through which we seek to uncover the challenges and implications for companies in this sector.

Entrepreneurial-thinking, characterized by a proactive and innovative mentality, has long been advocated as a catalyst for adaptation and organizational-growth. In contrast, (organizational-aging) involves the natural growth of systems and structures over time, supplemented by challenges such as resistance, self-sufficiency, and bureaucracy to change. Furthermore, Understanding how these factors interact in the context of the Men's Clothing Factory in Najaf is critical for adapting strategies and ensuring sustainable-competitive-capabilities in a rapidly changing market.

The province of Al-Najaf serves as an interesting environment for this study, granted its historical-significance and contemporary-dynamics in the men's clothing industry. Also, The region's rich cultural heritage combined with global market influences, provides a special environment where entrepreneurial-thinking may thrive or face distinct-challenges in confronting organizational-aging.

Through an analytical study methodology, this survey aims to disclose the patterns, behaviors, and crucial factors that create the entrepreneurial-landscape within men's clothing factories. By exploring the relationship between

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organizational-aging and entrepreneurial-thinking, we attempt to offer insights which may benefit the strategic decision-making process, best practices, and policy formulation for companies operating in this industry.

As we embark on this research, we expect that the results won't only contribute to the academic understanding of organizational-evolution and entrepreneurial-dynamic but also provide practical implications for companies in Najaf and beyond too. This study seeks to shed light on the way forward, encouraging a balance that employs a business perspective and addresses the challenges inherent in the organizational development process.

CHAPTER ONE: SCIENTIFIC METHODOLOGY OF THE STUDY

First: Study Statement

Dynamic market conditions, technological advancements, and changing consumer preferences lead to the constant evolution of the global business landscape. Entrepreneurial thinking has emerged as a crucial element for organizations seeking not only survival but sustainable growth in this context. The aim of this study is examining the effect of entrepreneurial thinking on reducing organizational aging, with a specific focus on a men's clothing factory in Al-Najaf Al-Ashraf province.

The gradual decline in adaptability, innovation, and overall vitality within a company is known as organizational aging. Organizations that fail to embrace entrepreneurial thinking may face stagnation and decline as industries evolve. Entrepreneurial thinking involves a proactive and innovative mindset that seeks opportunities, encourages risk-taking, and promotes a culture of continuous improvement.

Entrepreneurial-thinking appears as a key driver for flexibility and adaptability since enterprises navigate the complex nature of the modern business. This study aims to provide implementable insights for the men's clothing factory in Al-Najaf, with implications for other industries facing similar challenges. By fostering entrepreneurial thinking, organizations can position themselves for sustainable growth and relevance in the ever-changing market.

Second: Study Questions

The current study seeks to answer a set of questions, including:

1. How is entrepreneurial thinking defined and implemented within organizations?

2. What are the key indicators of organizational aging?

3. How do organizations focusing on entrepreneurial thinking deal with challenges associated with organizational aging?

4. What specific strategies and initiatives have succeeded in reducing organizational aging through entrepreneurial thinking?

Third: Study Significance

This research is important as it addresses the pressing issue of organizational aging, which can hinder the ability to adapt and innovate. By studying the role of entrepreneurial thinking, the research provides valuable insights for organizations seeking to maintain their competitiveness in dynamic environments. These results can inform leaders, managers, and policymakers about effective strategies to enhance a culture of innovation and flexibility within organizations.

Fourth: Study Objectives

The researcher aims to achieve several objectives through the study, including:

1. Identifying the essential elements of entrepreneurial thinking within organizations.

2. Understanding indicators and manifestations of organizational aging.

3. Gaining insights into successful strategies and initiatives that promote entrepreneurial thinking to reduce organizational aging.

4. Providing practical recommendations for organizations seeking to apply entrepreneurial thinking as a means of renewing and revitalizing their operations.

Fifth: Study Methodology

This study will employ an analytical survey methodology to gain in-depth insights into the impact of entrepreneurial thinking on reducing organizational aging. A significant industrial sector will be selected, and data will be collected through surveys of key stakeholders, along with direct observations of entrepreneurial initiatives.

Sixth: Study Hypotheses

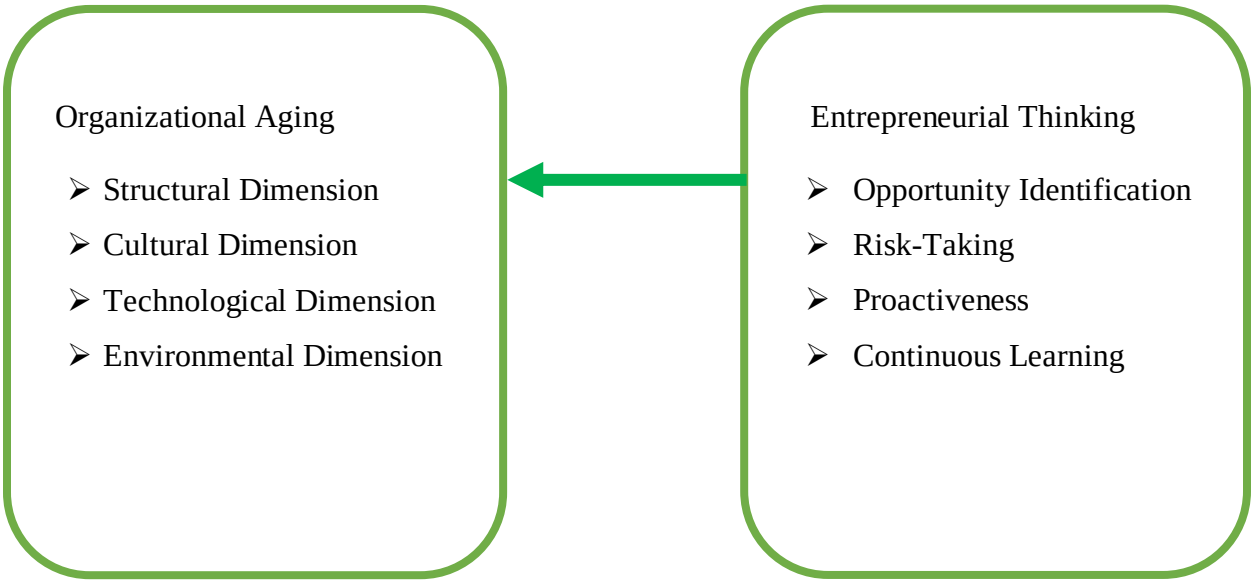
To achieve the objectives of the current study, it attempts to test a set of hypotheses as follows:

1. Null Hypothesis (H0): There is no statistically significant relationship between the level of entrepreneurial thinking and organizational aging in the men's clothing factory in Al-Najaf Al-Ashraf province.

2. Alternative Hypothesis (H1): There is a significant and inverse relationship between the level of entrepreneurial thinking and organizational aging in the men's clothing factory in Al-Najaf Al-Ashraf province.

Seventh: Study Model

The study model represents a visualization of the relationships between the study variables. It illustrates the relationships between the independent variable, entrepreneurial thinking with its dimensions (opportunity identification, risk-taking, proactiveness, continuous learning), and the dependent variable, organizational aging with its dimensions (structural dimension, cultural dimension, technological dimension, environmental dimension).



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CHAPTER TWO: THEORETICAL FRAMEWORK OF THE STUDY

Section One

The Theoretical Framework for the Independent Variable: Entrepreneurial Thinking

First: Concept of Entrepreneurial Thinking

When discussing entrepreneurship, it is essential to define entrepreneurs and their enterprises. An entrepreneur is described as an individual with a drive to achieve accomplishments, a high tolerance for risk, and a strong desire for success. Outstanding business leaders have the ability to combine tradition and creativity to achieve innovation. Creative behavior allows innovative entrepreneurs to adapt to new circumstances and gives them the confidence to experiment with new ways of doing things while maintaining their vitality. Effective leaders continually rethink the means through which goals are archived; they maintain a focus on results while providing maximum flexibility (Friedman, 2014: 1220).

These leaders have the courage to experiment with new arrangements and communication tools to better meet people's expectations. Other competencies examined include self-motivation, flexibility, adaptability, a growth-oriented mindset, and the pursuit of new opportunities. Entrepreneurship can be described by a list of characteristics such as being innovative, creative, self-motivated, flexible and adaptable, persistent, growth-oriented, driven by opportunities, active, ending with a motivation to create value, and focusing on individuals and teams. Entrepreneurial thinking is understood as a set of innovation, creativity, self-motivation, flexibility, adaptability, opportunity motivation, value creation focus, and considering individuals and teams (Hnátek, 2015: 344).

Entrepreneurial thinking is a novel concept dealing with an entrepreneur's ability to do something in a new way that no one has thought of before. Entrepreneurial thinking is the distinguishing ability of current and potential entrepreneurs from direct or indirect competitors in any industry. The fundamental elements of entrepreneurial thinking include creativity, innovation, leadership, customer value understanding, maintaining good customer relations, uniqueness, training, research, and planning (Nwewi, et al., 2017: 193).

Also defined by (Bokhari et al., 2022: 301), entrepreneurial thinking is a "multifaceted concept that encompasses a variety of skills and mindsets. At its core, it involves identifying opportunities, taking initiative, and creating value. It is a way of engaging with the world with curiosity, creativity, and a willingness to take risks." Entrepreneurial thinking is further defined as a "tool that can help managers identify business opportunities, create a vision, and sustain their operations" (Tajpour, et al., 2023: 3).

From the foregoing, it can be said that entrepreneurial thinking refers to a mindset and a set of skills characterized by creativity, innovation, risk-taking, and a proactive approach to identifying and pursuing opportunities. It is not limited to traditional entrepreneurship but can be applied in various contexts, including corporate environments, social initiatives, and personal development.

Secondly: The Importance of Entrepreneurial Thinking

Entrepreneurial thinking holds significance for various reasons, extending its value beyond the initiation and management of businesses. Below are some key reasons that make entrepreneurial thinking highly crucial (Clausen, 2020: 5):

1. Entrepreneurial thinking is closely linked to innovation. Entrepreneurs often lead companies that innovate new products, services, and business models. This innovative mindset is vital for staying ahead in competitive markets and meeting evolving customer needs.

2. Entrepreneurs excel in identifying problems and finding effective solutions. The ability to problem-solve is valuable in different contexts, whether within the workplace, community or even personal life. Entrepreneurial thinkers approach challenges with a proactive and solution-oriented mindset.

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3. In today's fast-paced, dynamic business environment, the ability to adapt to change is paramount. Entrepreneurs are naturally adaptable and navigate uncertainty. These skills are essential for individuals and organizations to succeed in an ever-changing environment.

4. An entrepreneurial mindset requires a willingness to take calculated risks. However, not all risks lead to success, the ability to manage and assess risks is a precious skill. It also helps individuals and organizations make rational decisions and pursue potentially lucrative opportunities with the ability for significant-returns.

5. Frequently, entrepreneurs exhibit leadership qualities and a proactive approach in order to take initiative. These qualities are valuable in personal and professional situations. Business thinkers can take responsibility, inspire others, and lead positive change.

6. Entrepreneurship is considered a key driver of a growing economy. Entrepreneurs create new-businesses, which in turn provide job-opportunities. The competition and innovation resulting from entrepreneurial-thinking contribute to the extensive-development of economies.

7. The entrepreneurial spirit is based on the desire to keep learning and improving. Entrepreneurs are curious and demand new information and skills. This commitment to learning is essential in a world of rapidly advancing knowledge and technology.

8. Business thinking focuses on the creation of value, whether through new products, services, or improved processes. This emphasis on price stability benefits not only companies but also the broader community. This leads to solutions that improve people's lives while addressing real needs.

9. Entrepreneurs often have a global perspective, seeing opportunities and challenges beyond local boundaries. This global perspective is critical in an interconnected world where companies and individuals can have a global impact.

10. Reflective entrepreneurs demonstrate the ability to cope with failure and setbacks. The ability to bounce back from challenges is critical in both personal and professional life. Resilience, combined with determination, helps individuals weather challenges and achieve long-term goals.

11. Entrepreneurial thinking is critical in fostering innovation, meeting challenges, and leading positive change in various areas of life. It encourages a dynamic and adaptable mindset that fits the very complexities of today's world. Whether applied to business or personal endeavors, entrepreneurship contributes to individual and collective success.

Thirdly: Dimensions of Entrepreneurial Thinking

Entrepreneurial-thinking is inclusive of different dimensions that shape the basis of this mindset. These dimensions guide individuals to face challenges, identify opportunities, and stimulate innovation, according to Patel and Mehta (2017: 9):

1. Opportunity-Identification: Entrepreneurs actively look for opportunities and excel in identifying gaps in the market. They have a talent for identifying potential areas of value, be it products, services, or new solutions.

2. Risk Taking: Entrepreneurs recognize statistical risk-taking as a key to success. They are willing to step out of their comfort zone, try new ideas, and embrace uncertainty as part of the entrepreneurial journey.

3. Pro-activity: Project thinkers are proactive in their approach. Instead of waiting for opportunities to come their way, they are being proactive and looking for ways to create value and make a positive impact.

4. Continuous-Learning: Business thinkers are committed to lifelong learning. They stay up-to-date on industry developments, market trends, and emerging technologies, and seek to expand their knowledge and skills to remain competitive.

All of these concepts contribute to a mindset that encourages creativity, flexibility, and results-based strategies. However, entrepreneurship thinking is often associated with start-ups and growing businesses, these principles apply to contexts in existing organizations, community initiatives, and personal development.

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The Second Section

The Theoretical Framework of the Dependent Variable: Organizational Aging

Firstly: The Concept of Organizational Aging

The Organizational-Aging concept is multidimensional and may be approached from different angles. Here are some key perspectives (de Freitas, et al, 2017: 84):

1. Temporal Age: This refers to the simple fact that organizations, like individuals, exist for a certain period. Over time, they accumulate history, experience, and routines. This can lead to benefits (such as stability and reputation) and drawbacks (such as rigidity and inertia).

2. Structural Age: This perspective focuses on changes in the organization's structure and systems over time. As organizations grow and adapt, their structures become more complex. This can make them more efficient but also less flexible and responsive to change.

3. Cultural Age: Refers to the prevailing values, customs, and beliefs within the organization. These aspects can become deeply rooted over time, leading to resistance to change. However, a strong culture can also provide a sense of cohesion and common purpose.

4. Technological Age: Organizations need continuous adaptation to keep up with new technologies. Those slow to do so can become outdated and lose their competitive edge.

5. Environmental Age: The external environment in which the organization operates is constantly changing. Organizations must be able to adapt to these changes to survive.

The concept of organizational aging suggests the idea that organizations, like individuals, go through a life cycle with distinct stages of development. Organizations, like living organisms, are born, grow, mature, and eventually decline or transform. This concept draws an analogy between the life cycle of an organization and the life cycle of a living being (Nagarajan, et al, 2019: 341).

Secondly: Stages of Organizational Aging

Here are the typical stages in the concept of organizational aging (Mansikkamäki, 2023: 55):

1. **Birth-Formation:** This is the stage where the organization is established, involving the creation of a new entity for a specific purpose or goal.

2. **Growth-Youth:** In this stage, the organization experiences expansion in terms of size, resources, and capabilities. There is a focus on laying a solid foundation and achieving organizational goals.

3. **Maturity:** The organization reaches its peak in terms of stability, efficiency, and productivity during this stage. It has established itself in the market, and its systems and processes are well-defined.

4. **Aging-Declay:** Over time, organizations might face-challenges including resistance to change, outmoded processes, or increased bureaucracy. This phase involves declining in performance, adaptability, and innovation.

5. **New-adaptation:** In order to survive, organizations must adapt to changing their environments. This can involve extreme restructuring, transformation, or new ways in order to recover significance and vitality.

Thirdly: Dimensions of Organizational Aging

Organizational-aging may be multifaceted and examined through different dimensions. Additionally, These some key-dimensions that must be considered (Gotteiner, et al, 2019: 1264-1265):

1. **Structural Dimension**: As organizations mature, their rules, policies, and procedures become standardized. However, this maybe increase productivity and stability, but it often reduces responsiveness and flexibility. In older organizations, decision-making power may be more centralized, with fewer employees involved in important decisions. Then, this reduces employee morale and engagement. Moreover, Organizational-structures generally

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become more complex with age, incorporating new departments, levels of managers, and processes. This can make operations and decision-making more difficult.

2. **Cultural Dimension:** Organizational values, such as a focus on innovation, customer service, or risk taking can become more ingrained over time and although this can be positive however, it can make it difficult to adapt to changing circumstances. Additionally, Organizational norms, such as expectations about how employees dress, behave, and interact, can become more ingrained over time. This can be useful in creating a sense of structure and predictability but can stifle creativity and resistance to change. Also, Organizations often create legends and stories about their history and the individuals who founded them. These can be prideful and motivating for employees but can also lead to resistance to change.

3. **Technological Dimension:** Older companies may have less investment in new technologies, putting them at a disadvantage compared to their younger competitors. Even when older organizations invest in new technologies, they can be slow to adopt and integrate them into their operations. Also, Employees in older organizations may have fewer of the digital skills needed to effectively use new technologies.

4. **Environmental Dimension:** The change rate in the industry can affect how quickly organizations adapt to continue to compete. Also, Organizations in agile industries can grow faster than organizations in complex industries. Furthermore, changes in federal legislation can create new challenges for organizations, especially older ones that can withstand change. Moreover, Social and cultural trends can also affect organizations, requiring them to adapt their services, products, and marketing to changing consumer preferences.

By understanding these different aspects of organizational development, managers can develop strategies to help their organizations remain competitive and successful in the long term It is important that these considerations do not operate in isolation and often interact with each other. For example, changes in the environment can put pressure on organizations to adopt new technologies, leading to changes in organizational structure and culture.

CHAPTER THREE: APPLIED ASPECT OF THE STUDY

First: Response Rate

A simple random sample was taken to represent the target communities. The researcher chose to use structural equation modeling using the partial least squares (PLS-SEM) method. The collected data will be analyzed using SmartPLS 4.0 to assess the relationships among the research variables. Table 1 shows the response rates.

Table 1. The Response Rate

Details	Repeating	Percentage
Number of distributed questionnaires.	**400**	%100
Number of retrieved questionnaires.	**385**	%96
Number of questionnaires deemed invalid for statistical analysis.	**17**	%04
Number of questionnaires valid for statistical analysis.	**368**	%92

Secondly: Measurement Model Evaluation

Structural modeling utilizing the Partial Least Squares-Structural Equation Modeling (PLS-SEM) method consists of two main steps: a) measurement model analysis, and b) structural model analysis. This section will focus on the estimation of the measurement model, including developing the measurement model of the study variables, conducting factor analysis, and conducting validity and reliability tests, such as overall reliability tests, Cronbach's alpha, and average variances extracted (AVE).

Table (2) illustrates, according to the PLS-SEM approach, the three criteria for evaluating the measurement model.

Table 2. Criteria for Evaluating the Measurement Model

Criteria	Acceptable Threshold
Internal Consistency Reliability	Composite reliability should be ≥ 0.60; Cronbach's Alpha should be ≥ 0.70
Indicator Reliability	Standard saturation of the indicator should be ≥ 0.70.
Convergent Validity	Average Variance Extracted (AVE) should be ≥ 0.50

Hair, J., Hult, T., Ringle, C. & Sarstedt, M. (2017). A priming on partial-least-squares structural-equation-modeling (PLS-SEM. Los Angeles: Sage).

Table 3. Measurement Model Test for Research Variables

Dimension	Saturat-ions	Items	Cronbach's Alpha	Composite Reliability	AVE
Identifying Opportunities	0.717	X1-1	0.737	0.779	0.578
	0.737	X1-2			
	0.78	X1-3			
Risk Taking	0.764	X2-1	0.768	0.806	0.615
	0.762	X2-2			
	0.844	X2-3			
Proactiveness	0.758	X3-1	0.749	0.787	0.487
	0.849	X3-2			
	0.725	X3-3			
Continuous Learning	0.8	X4-1	0.64	0.8	0.57
	0.78	X4-2			
	0.71	X4-3			
Structural Dimension	0.745	Y1-1	0.79	0.89	0.57
	0.84	Y1-2			
	0.88	Y1-3			
Cultural Dimension	0.79	Y2-1	0.76	0.85	0.59
	0.74	Y2-2			
	0.84	Y2-3			
Technological Dimension	0.79	Y3-1	0.74	0.80	0.66
	0.86	Y3-2			
	0.88	Y3-3			
Environmental Dimension	0.84	Y4-1	0.76	0.86	0.67
	0.75	Y4-2			
	0.86	Y4-3			

- **Arranged by the author based on the SmartPLS V.4 software's outputs.**

The measurement model evaluation results for the investigation of the research-variables, as presented in Table (3), demonstrated the implementation of all dimensions for the desired-values of Cronbach's Alpha, average variance extracted (AVE), and composite reliability.

Thirdly: The evaluation of the Structural Model

By completing the first phase of partial least squares structural equation modeling (PLS-SEM) by developing a measurement model, the structural model is tested in the second phase. This includes determining the path coefficients, which measure the direct effects. Additionally, it involves extracting the value of the coefficient of determination (R_2), which indicates the extent to which the independent variable explains the dependent variable.

The criteria for evaluating the structural model according to the PLS-SEM approach are based on four measures, as illustrated in Table (4). The following provides an explanation of these four criteria:

Table 4. PLS-SEM four Modeling Criteria

Standard	Acceptable Threshold
Model Fit Quality	SRMR < 0.08
Assessment of Linear Correlation	Variance Inflation Factor (VIF) < 5
Path Coefficients Significance	t-value > 1.96; p-value < 0.05
Coefficient of Determination R_2	Effect size interpretations: 0.25, 0.50, 0.75 indicate small, medium, large effects
Effect Size f_2	Cohen's f2 effect size interpretations: 0.02, 0.15, 0.35 indicate small, medium, large effects

Hair, J., Hult, T., Ringle, C. & Sarstedt, M. (2017). A primer on partial least squares structural equation modeling (PLS-SEM. Los Angeles: Sage.

- The researcher constructed the structural model depicted in Figure (2) for the purpose of testing the research hypotheses.

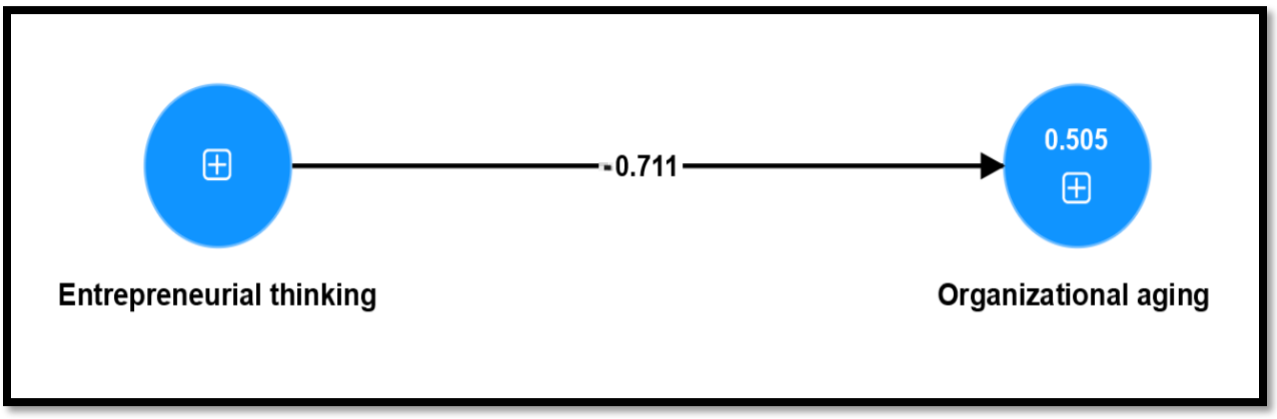

Figure 2. Testing the Hypotheses of Influence

Table 5. Structural Model Test Results

R_2 Rate	Coefficient of Determination R_2	Effect Size f_2	Dissuasion	p Value	t Value	Path Coefficients	VIF	Path	Hypothesis	SRMR
0.498	**0.505**	**0.714**	**Accept**	**0.000**	**12.848**	**0.711**	**1.347**	**X-Y**	**First**	**0.063**

- **Prepared by the researcher according to the outputs of the SmartPLS V.4 program**

The results presented in Table (5) indicate that entrepreneurial thinking has a negative impact on organizational aging (Path = -0.711, t-value = 12.848) at a significance level of $p < 0.05$, suggesting the rejection of the null hypothesis and acceptance of the alternative hypothesis.

CHAPTER FOUR: CONCLUSIONS AND RECOMMENDATIONS

First: Conclusions

Based on the obtained results, a set of conclusions is presented as follows:

1. Entrepreneurial thinking is often associated with innovation and adaptability. Organizations that encourage entrepreneurial thinking tend to be more open to change and better equipped to adapt to evolving market conditions. This adaptability can contribute to reducing organizational aging by allowing companies to stay relevant in dynamic business environments.
2. An entrepreneurial mindset requires a willingness to take calculated risks. Organizations that promote a risk-taking culture often experiment with new ideas and approaches. This flexibility helps to combat the natural tendency for institutions to become more rigid and stagnant over time, thus reducing institutional maturity.
3. Entrepreneurialism tends to thrive in environments where employees are encouraged to be creative and take ownership of their work. This can lead to greater employee engagement, and a sense of ownership and encourage a dynamic organizational culture that does not normally come with maturity.
4. Entrepreneurial organizations generally tend to focus on preservation their competitiveness in the marketplace. This ongoing competition can stimulate continuous improvement and strategic change in the market, which is likely to drive investment in research and development for new products and services, thus slowing growth.
5. Entrepreneurial-thinking maight contribute to organizational-restructuring. Also, It involves a deliberate effort to rethink and revitalize organizational's strategy, structure, and procedures. Strategic innovation may resist old entrenched practices, reducing organizational growth.
6. Industry-organizations frequently exhibit a learning mindset and value continuous learning and adaptive change. This direction may counter the harm effects of organizational-development by fostering a culture of improvement and inquiry.

Second: Recommendations

Based on the analytical survey performed at the Men's Clothing Factory in Al-Najaf Governorate concerning entrepreneurial-thinking and its impact on the reduction of organizational-aging, the recommendations below may be conducted:

1. Encouraging a Culture of Entrepreneurial-Thinking: It is important to foster a culture of entrepreneurial-thinking in the organization. Also, It is about fostering innovation, creativity, and risk-taking at all levels. Furthermore, training seminars and programs were used to promote entrepreneurial thinking among employees.

2. Leadership Training Focus on Entrepreneurial-Skills: Offer a leadership training which is emphasizing business leadership-skills. Also, Leaders must be equipped with the ability to support and motivate employees to discover new ideas and take calculated-risks. Leaders must encourage a culture of continuous improvement.

3. Facilitating Cross-Functional Collaboration: Promote cross functional cooperation to break down silos within the organization. Then, this may increase the flow of innovation and communication; reducing the risk of stability and organizational-growth.

4. Establishing Reward Systems for Innovation: Establish a bonus system which recognizes and encourages innovative ideas and projects. Then, this may motivate employees to actively contribute to organizational change and growth rapiadlly.

5. Embracing Relevant Technological Advancements: Encompass technological-developments related to the men's clothing industry. This includes modernizing integrating automation, manufacturing processes, and using data analytics to make sensible decisions to maintain competitiveness in the marketplace.

6. Implementing Continuous Learning Programs: Organize continuing education sessions to keep employees up-to-date on industry emerging technologies, trends, and best practices in the industry. As results, this ensures that the staff is agile and adaptable to change.

7. Regular Monitoring and Evaluation Mechanisms: Build up regular supervision and evaluation mechanisms to assess the influence of enterprise intelligence programs. It has crucial performance indicators (KPIs) for employee satisfaction, innovation, and organizational agility.

8. Enhancing Engagement with the Local Community and Industry Networks: Strengthen community-business connection. Then, this may open up avenues for partnerships, collaboration, and external financing that contribute to organizational strengthening.

9. Developing a Systematic Environmental Scanning Process: Conduct a systematic environmental assessment to stay abreast of market trends, emerging opportunities, and customer preferences. Thus, this proactive approach allows the organization to adapt to change and avoid organizational aging.

Rethinking how these roads are maintained and addressed in light of current circumstances and industry trends can help to create a more dynamic, inventive, and adaptable organization, lowering the risk of organizational development in the Men's Clothing Factory in Al-Najaf.

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