

# AGILITY AND SELF-ORGANIZATION PRINCIPLES FOR SELF-EMPLOYED ENTREPRENEURS

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## **Research Questions**

- What categories are included in the term self-employment?
- What elements are included in the entrepreneurial agility that allows entrepreneurs to develop in conditions of uncertainty?

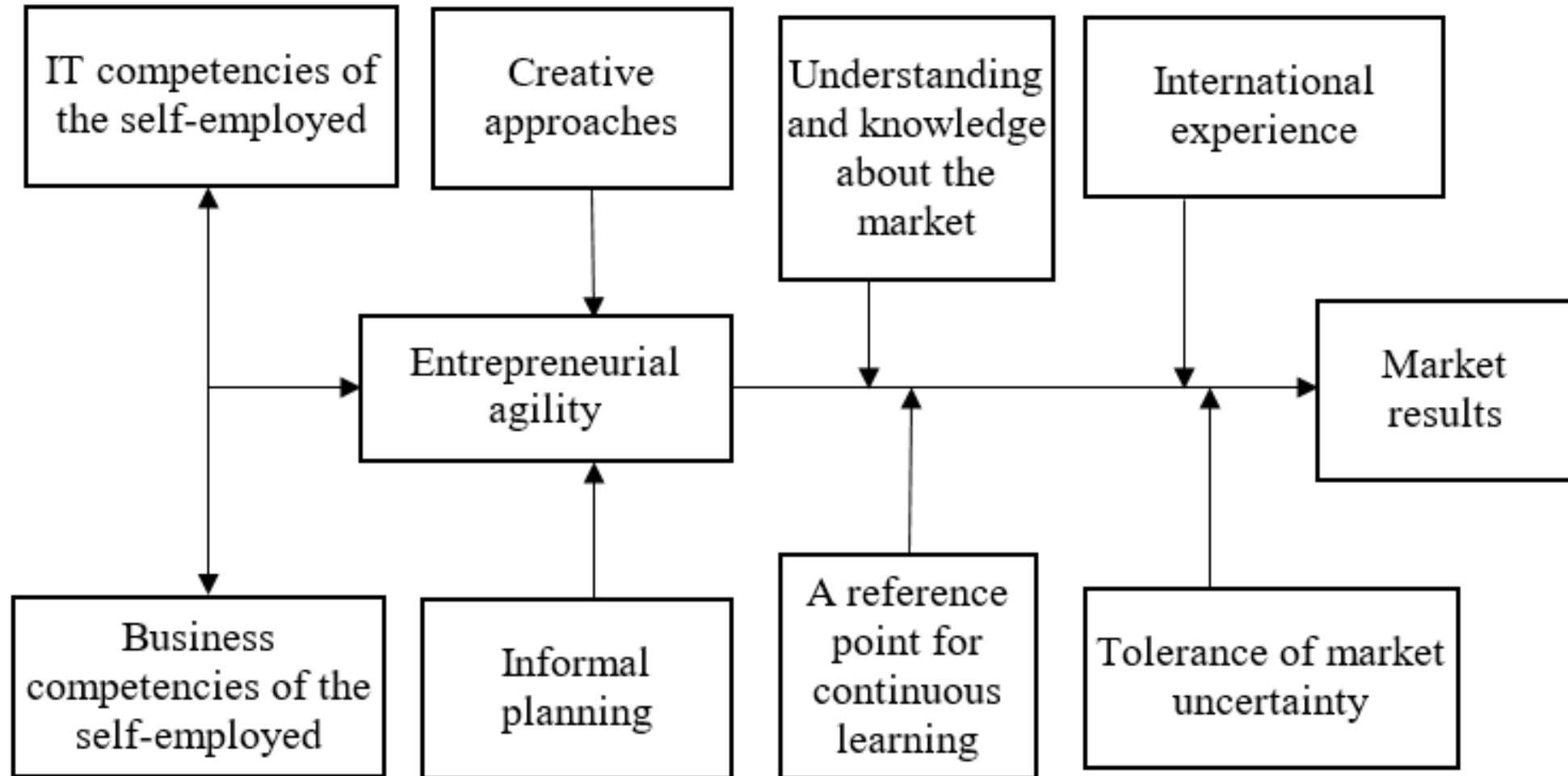
## **Purpose of the Study**

The paper aim is to form a conceptual model of agility based on scientific papers on adaptability, transformation, and agility, applying an ontological approach to information and the method of deduction. The self-organization of a category in the context of a self-employed entrepreneur bases on an ontological approach to analyze.

# Categories related to Agility

Agility	Source
Agility is the ability of dynamic design to find the need for changes from both internal and external sources, perform these changes in a planned manner and maintain above-average performance.	Worley and Lawler (2010)
Agility is the ability to detect and use opportunities promptly	Nemkova (2017)
Agility is opportunities using (speed, accuracy, and cost savings) for innovation and competitive actions aimed at achieving the goal	Huang et al. (2012)
Agility is the ability to sense changes in the environment and respond quickly and effectively.	Zhen et al. (2021)
Agility is the ability to support economic activity and development in a competitive environment of constant and unpredictable changes by responding quickly and effectively to changing markets and product requirements.	Vernadat (2001)
Market Agility - the ability to "collect and process large volumes and a variety of information to identify and predict external changes", as well as "track and quickly improve products to meet customer needs"	Li et al. (2021)

# Conceptual model of entrepreneurial Agility



# Theoretical approaches to self-organization

	Adaptation	Coordination	Competencies	Self-development	Dynamic equilibrium	Lack of balance	Levels of self-organization	Self-regulation	Self-study	Open-mindedness
Shestakova (2012) “Micro-level...”	x	x		x	x	x	x	x	x	
Moseyko and Boschaeva (2012)	x	x				x				
Petrenko (2016)		x				x				
Shestakova (2012) “Theories...”	x						x			
Gagarina (2015)	x		x	x					x	
Komarov (2013)	x		x	x	x				x	
Komarov and Molodchik (2012)	x		x	x			x		x	
Arefyev (2013)				x				x		x

Thank you for your attention!

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