

The Relationship Between Absorptive Capacity and organizational Effectiveness: Moderated by Structure

ABSTRACT

This study aimed to investigate the relationship between absorptive capacity and organizational effectiveness that moderated by structure. The variables included in this study are absorptive capacity exploitation as independent variable, organizational effectiveness as dependent variable and structure as moderator. The discussion of this study concluded that absorptive showed significant relationship with organizational effectiveness. The relationship between structure and organizational effectiveness showed significant relationship. Meanwhile, the discussion of this study is close related with the previous studies which showed significant relationship in between structure as moderating effect and absorptive capacity towards organizational effectiveness. In conclusion, it can determine absorptive capacity brings impact towards organizational effectiveness and it can be enhancing the effect through structure as moderator.