Surviving the Dynamic Business Landscape: The Influence of Dynamic Capabilities on Organizational Resilience

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ABSTRACT

In a rapidly evolving business landscape marked by the COVID-19 pandemic, global tensions, technological disruptions, and environmental consciousness, organizational adaptability is essential. This research examines the interplay between Dynamic Capabilities (DC) and organizational resilience (OR) in Micro and Small Enterprises (MSEs) in Cavite, Philippines. Utilizing theories of organizational resilience and dynamic capabilities, the study highlights adaptability, opportunity recognition, risk mitigation, informed decision-making, collaboration, and resource orchestration as key to organizational stability. Jack Welch's insight emphasizes the need for internal transformation to match external dynamism to avoid organizational decline. The study draws on Teece's framework of dynamic capabilities—sensing, seizing, and transforming capacities—positioning MSEs as vulnerable yet capable of leveraging these capabilities to enhance resilience. With 66 MSEs, the research employs a correlational design and a questionnaire to examine business attributes, dynamic capabilities, and organizational resilience. Statistical analyses, including mean, standard deviation, Pearson correlation, and one-way ANOVA, reveal the relationships between these variables. Findings offer practical implications for business leaders, policymakers, investors, and stakeholders. Business leaders can use insights into dynamic capabilities for informed decision-making and navigating uncertainties. Policymakers can develop targeted initiatives to promote business resilience based on empirical evidence. Investors and stakeholders gain a deeper understanding of factors contributing to MSE resilience, aiding investment decisions and risk assessments. The study acknowledges the resilience of Cavite's MSEs and recommends enhancing dynamic capabilities and organizational resilience, especially in capital and strategic areas. Expanding research to regional and national levels can improve the generalization of findings, providing valuable insights for navigating the ever-evolving business landscape.

Keywords: *dynamic capabilities, organizational resilience, micro and small enterprises*

INTRODUCTION

Change is imminent and every organization must be prepared to face it. Jack Welch of General Electric (GE), one of the greatest corporate leaders in the 20th century (Watsons, 2001), believed that if the external dynamism of the business environment is faster than its internal transformation, "…the end is in sight." The businesses' environment keeps on shifting. The COVID-19 pandemic,

global inflation growth due to the Russia-Ukraine war, technological disruptions, and the increase of environmental awareness are just some of the factors affecting this change (Baffes & Nagle, 2022; Ellyatt, 2022; Kammer et al., 2022; Marr, 2022; Stemmler, 2022; Wiseman & McHugh, 2023). Organizations must understand and find opportunities in such situations or else fail to achieve competitive advantage. In this specific context, recognizing the paramount importance of adaptability, seizing opportunities, risk mitigation, informed decision-making, collaboration with fellow businesses and stakeholders, and proficiently orchestrating resources are all imperative. These factors collectively underpin stability and relevance in the market, highlighting the pivotal role of Organizational Resilience (OR).

Current crises such as COVID-19 pandemic and global price inflation are just some of the phenomena that could bring down business survivability. There are also opportunities and challenges such as from new technologies as well as the demand for environmental awareness that affects firms. This ever-changing business landscape pushes firms to either the brink of extinction or to a better position in the market. MSEs might not be equipped to face them without enhancing or boosting their resources propelling them to achieve their goals and objectives. As such, enriching and developing its DC are key factors for their survival.

LITERATURE REVIEW

Theoretical Framework on Organizational Resilience

To be resilient means to accept the challenges and be able to adapt and transform them into an opportunity benefitting the individual or the organization (Akpan et al., 2022). More to this, one must use the lessons learned from a crisis to be prepared for the next challenge that might come along the way (Ducheck, 2020). In management, organizational resilience is vital to the survival of the firm. This includes being capital, strategic, cultural, relationship-wise, and learning-wise resilient (Chen et al, 2021). Capital resilience pertains to how a business functions smoothly by securing additional capital in times of crisis to mitigate risks. A company that can stick to their long-term plans and stay on track, which helps them find and fix problems and pick the best way to grow is showing strategic resilience. Cultural resilience is an additional facet of organizational resilience that focuses on the impact of an organization's values on its employees, shaping their entrepreneurial mindset and fostering commitment to the company. The reciprocal relationship

between a business and its stakeholders plays a pivotal role in enhancing organizational resilience. And lastly, learning resilience is portrayed by a company's capacity to effectively manage and adapt to the pressures and challenges associated with the process of learning and growth.

Theoretical Viewpoint on Dynamic Capabilities

Kump et al. (2019) utilized Teece's framework (Teece, 2007) to create a scale to measure DC in their study. They presented three factors, which are organizational capacities that gauge DC. These are the sensing, seizing, and transforming capacities.

The increased volatility, uncertainty, complexity, and ambiguity (VUCA), conferring to a study by Schoemaker et al. in 2018, is disorienting leaders of organizations. Dynamic Capabilities (DC) help respond to environmental factors that affect business activities. It pertains to the sensing, learning, integrating, alliance management, reconfiguration, and coordinating capacities of an organization (Abbas et al., 2019). Research said that DC of organizations are keys to managing the lack of vision, foresight, and their comprehension of their vision and mission. In the research by Jiang et al. in 2019, they proved that DC delivers a tool for tourism firms to counter environmental disruptions by engaging in process improvements and efficient resource management, both are dimensions of organizational resilience. For small and medium enterprises, oftentimes, the instability of external factors adversely affects their development and their chance to sustain operations. Kurtz and Varvakis (2016) emphasized that dynamic capabilities can support adjustment and resilience of these firms to maintain their competitive advantage. Martinelli et al. (2018) emphasizes that dynamic capabilities trigger organizational resilience. They further deduced that DCs such as sensing, learning, and knowledge integration are present during a pre-disaster situation. During the emergency phase, leveraging and social capital gain becomes more apparent while reconfiguration was moderately seen during the post-disaster phase.

Research Paradigm

The research paradigm presents the paths of relationship of the variables under investigation in the study. Figure 1 presents how DC impacts OR and how industry, legal structure, and size moderates OR.

Figure 1

Dynamic Capabilities on Organizational Resilience
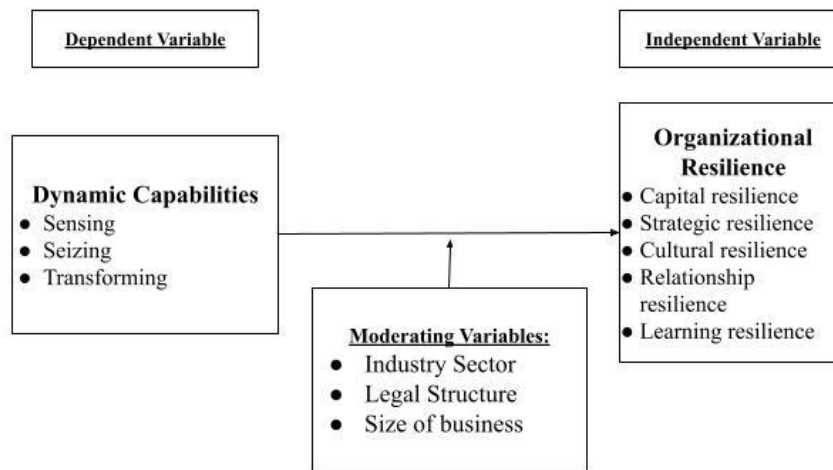
The research aimed to answer several key questions. Firstly, it investigated the extent of Dynamic Capabilities within business organizations in Cavite, focusing on three specific aspects: sensing, seizing, and transforming. Secondly, it examined the degree of Organizational Resilience exhibited by these organizations, considering five dimensions: capital, strategic, cultural, relationship, and learning. The third question explored whether there is a significant relationship between Dynamic Capabilities and Organizational Resilience. Additionally, the research sought to determine if there are significant differences in the degree of Organizational Resilience among businesses in the Philippines, based on attributes such as industry sector, legal structure (sole proprietorship, partnership, or corporation), and business size (micro, small, medium, or large). Finally, it assessed whether Dynamic Capabilities significantly predict Organizational Resilience.

The researcher formulated several hypotheses in response to these questions. The first hypothesis posited that there is no significant relationship between Dynamic Capabilities and Organizational Resilience. The second hypothesis suggested no significant difference in Organizational Resilience when moderated by industry, business form or legal structure, and size of business. The third hypothesis proposed that Dynamic Capabilities do not predict Organizational Resilience.

Significance of the Study

The findings of this study can benefit business leaders and managers in the province of Cavite by providing a framework for enhancing their organizations' resilience. They can leverage insights into dynamic capabilities of MSEs to make informed decisions, develop strategies, and navigate uncertain business environments effectively. Next, policymakers of the town can use the study's results to inform the development of policies and support initiatives aimed at promoting business resilience. Thirdly, the study contributes to the body of knowledge in the fields of business management, innovation, and resilience by offering empirical evidence. It provides a foundation for further research and exploration of these dynamics in diverse contexts. And lastly, investors and stakeholders, both within and outside the municipality, can benefit from a better understanding of the factors that contribute to the resilience of MSEs in town. This knowledge can inform investment decisions and risk assessments.

Scope and Limitations

The study employed a combination of purposive and convenience sampling to select Micro and Small Enterprises (MSEs) in Cavite. The target was to include businesses from all 18 industry classifications according to the Department of Trade and Industry (DTI) sector categorization. The researcher utilized Google Maps to identify and contact over 200 businesses, but only 66 businesses volunteered to participate due to the limited time frame for data collection. The study also used social media, specifically Facebook business groups, to encourage participation. However, the sampling was limited by the available time and the willingness of businesses to participate, which may introduce potential biases, such as an overrepresentation of businesses with an online presence or those more engaged in digital platforms. The sample size of 66, though limited, was sorted according to business size to focus on Micro and Small Enterprises, ensuring that the study concentrated on the intended scope. The constraints of the sampling method were acknowledged, and the study recognized the need for caution in generalizing the findings due to the potential biases inherent in the sampling process.

Cavite was chosen as the study's location due to its diverse and dynamic business environment, which includes a wide range of industries and business forms, such as sole proprietorships, partnerships, and corporations. As a rapidly industrializing province near Metro Manila, Cavite presents a unique context for studying the interplay between dynamic capabilities and organizational resilience in MSEs. The region's economic significance and the presence of various

685

industry sectors make it a relevant setting for this research. However, the study focused specifically on the municipality of Silang within Cavite, which may have unique characteristics not fully representative of the entire province. The choice of Silang was influenced by the researcher's access to business information in this area, facilitated by tools like Google Maps and local business networks on social media. While the findings provide valuable insights into the MSEs in Silang, the study acknowledges the limitations in generalizing these results to other regions within Cavite or the Philippines. Future research could expand to different areas to enhance the generalizability and robustness of the conclusions.

The results of the study will not be used to prescribe a program for any institution. It was limited to understanding the influence of Dynamic Capabilities on Organizational Resilience. The study was also limited to the number of businesses who consented to provide their responses.

This study further recognizes that there is limited existing literature pertaining to the intricate relationships between the variables under examination. Literature sources were limited to searches from the John Lawrence Detwiler Library's online platform and Google Scholar site. More comprehensive studies are needed to clarify how dynamic capabilities affect organizational resilience, particularly within the unique context of micro and small enterprises (MSEs) in Silang, Cavite.

METHODS

Research Design

A correlational research design investigated the influence of Dynamic Capabilities on Organizational Resilience in this study. This strategy will reveal the intensity of the connection between the variables being examined (Bhandari, 2021).

Population and Sampling Techniques

The survey gathered the business attribute data such as the industry where the enterprise belongs, legal structure or business form (sole proprietorship, partnership, or corporation), and their size (Micro, Small, Medium, and Large) to understand its relationship with the dependent variable, Organizational Resilience. A total of 66 businesses responded to the call to participate in the study. This number formed the result of the statistical analysis.

Instrumentation

A questionnaire adopted studies of Kump et al. (2019) and Teece (2007) to understand Dynamic Capabilities of businesses in Cavite. Chen et al. (2021) developed a questionnaire to measure the Organizational Resilience of firms. The researcher used this instrument to help achieve the goal of finding the level of OR of the target respondents. There were four parts in the questionnaire namely as follows:

Consent Form

Following the concept of ethical responsibility on research, the researcher asked for consent from participants to gather information from them. This section portrayed the need for participant anonymity, confidentiality, and data protection as the researcher conducts the study.

Business Attributes

The respondent's business attributes such as industry, legal structure, and size determined the moderating variables of the study. It is the objective of the research to understand if there are significant relationships between these data to the subject Organizational Resilience.

Dynamic Capabilities

The Dynamic Capabilities scale by Kump et al. (2019) which they adapted from Teece (2007) formed part two of the instrument. They have developed fourteen questions answered in Likert-type scale to determine the DC of sensing, seizing, and transforming. Table 1 presented the verbal interpretation used for this variable.

Table 1
Scoring and Interpretation for Dynamic Capabilities

Numeric Scale	Mean Interval	Scaled Response	Verbal Interpretation
1	1.00 – 1.50	Strongly Disagree	Limited
2	1.51 – 2.50	Disagree	Basic
3	2.51 – 3.50	Moderately Agree	Moderate
4	3.51 – 4.50	Agree	Advanced
5	4.51 – 5.00	Strongly Agree	Exceptional

Organizational Resilience

The study assessed organizational resilience under the aspects of capital, strategic, cultural, relationship, and learning resilience. Chen et al. (2021) developed the scale to understand the variable. Table 2 presented the verbal interpretation used for this variable.

Table 2
Scoring and Interpretation for Organizational Resilience

Numeric Scale	Mean Interval	Scaled Response	Verbal Interpretation
1	1.00 – 1.50	Strongly Disagree	Struggling
2	1.51 – 2.50	Disagree	Coping
3	2.51 – 3.50	Moderately Agree	Adapting
4	3.51 – 4.50	Agree	Thriving
5	4.51 – 5.00	Strongly Agree	Mastery

Data Analysis

Statistical methods interpreted the data from the survey using Jamovi version 2.3 (The jamovi project, 2022). Mean and standard deviation assessed the research questions pertaining to the level of DC and OR. Pearson correlation assessed the influence of the independent variable to the dependent variable. One-way ANOVA measured the significant difference on the degrees of DC and OR considering the organizational attributes. The linear regression test determined which among the variables predict OR. The tables introduce the summary of the results.

Data Gathering Procedures

An online document using Google Forms as well as in paper form constituted the questionnaire. The primary mode to collect survey was through the online form but those who will prefer to answer it in person will receive the questionnaire in paper. The researcher listed down business establishments from key cities and towns in Cavite using Google Maps. The Google Map search "businesses in Cavite" listed down all existing enterprises with their contact details. The researcher sent inquiries through text message, email, or chat using the information. He called them through the telephone numbers and or visited the businesses as necessary.

Ethical Considerations

The study complied with the Data Privacy Act of 2012 of the Philippines to assure anonymity, confidentiality, and data protection of shared information. The researcher asked for target respondents' consent. All responders knew they have full rights to engage or disengage in the research.

Anonymity

No duplication of responses as the Google form captured the contact details of target respondents. The researcher kept a setting in the online form so that only data relevant to the research' objectives were taken. The paper form gathered their contact details which the researcher used to monitor and prevent repeat replies. The researcher made sure that no duplication happened on the analysis from collected contact details. The study did not divulge any names together with any information of organizations or individuals in any part of the paper.

Confidentiality and Data Protection

The study kept information of the respondents strictly confidential. The researcher saved the collected information safe in his personal Google cloud account and personal computer protected by the accepted information security and protection guidelines. Only the researcher has access to his school-provided email account.

RESULTS AND DISCUSSION

Level of Dynamic Capabilities of Businesses

The dynamic capabilities of businesses are high signifying that they are advanced presenting high adaptability to change in the business landscape. They are particularly proactive and advanced in sensing with a mean of 4.05 (SD = 0.72) by keeping track of what is happening in the market. The subject of the study showed, too, an advanced capability of seizing showing a mean level of 4.11 (SD = 0.69) by knowing how to use new information for their benefit and by creating new products with it. And lastly, they demonstrated strong transforming capability garnering a mean level of 4.04 (SD = 0.67) especially by handling change while keeping the business running. Table 3 presented the dynamic capabilities of the subject businesses of the research.

Table 3

Dynamic Capabilities Manifested by Businesses

Dynamic Capabilities	N	Mean	SD	Verbal Interpretation
Sensing	66	4.05	0.72	Advanced
Seizing	66	4.11	0.69	Advanced
Transforming	66	4.04	0.67	Advanced
Overall Dynamic Capabilities	66	4.06	0.60	Advanced

Legend: Exceptional (4.51-5.00), Advanced (3.51-4.50), Moderate (2.51-3.50), Basic (1.51-2.50), Limited (1.00-1.50)
Source: The jamovi project, 2022

Level of Organizational Resilience of Businesses

Statistics showed that businesses in Cavite are thriving in the face of challenges and opportunities. Particularly, relationship resilience scored highest among the five aspects of Organizational Resilience with a mean value of 4.39 (SD = 0.65) coping with adversity by aiming for success of partners and having good interactions with employees. The least among the resilience aspects is capital with a mean value of 4.06 (SD = 0.71) pointing out that they have an agreeable way to get money or thriving with their finances. Overall, Organizational Resilience has a mean score of 4.26 (SD = 0.56) which means businesses who participated in the research are thriving. Table 4 presented the Organizational Resilience level manifested by the subject businesses of the research.

Table 4

Organizational Resilience Manifested by Businesses

Organizational Resilience	N	Mean	SD	Verbal Interpretation
Capital	66	4.06	0.70	Thriving
Strategic	66	4.19	0.66	Thriving
Cultural	66	4.35	0.64	Thriving
Relationship	66	4.39	0.65	Thriving
Learning	66	4.33	0.64	Thriving

Overall Organizational Resilience	66	4.26	0.56	Thriving

Legend: Mastery (4.51-5.00), Thriving (3.51-4.50), Adapting (2.51-3.50), Coping (1.51-2.50), Struggling (1.00-1.50)
Source: The jamovi project, 2022

Relationship Between Dynamic Capabilities and Organizational Resilience

The result of the statistical test comparing Dynamic Capabilities and Organizational Resilience showed a strong positive relationship between the two variables. Based on this, the Pearson correlation of Dynamic Capabilities was at 0.640 (p < .001) with sensing capability, 0.771 (p < .001) with seizing capability, and 0.763 (p < .001) with transforming capability. The null hypothesis that states that there is no significant relationship between Dynamic Capabilities and Organizational Resilience was rejected. This means that as the level of Dynamic Capabilities increases, the level of Organizational Resilience also inclines to increase. The result supported the studies of Kurtz and Varvakis (2016) and Martinelli et al. (2018) which emphasized both variables' positive relationship. Table 5 summarized the statistical data.

Table 5
Relationship Between Dynamic Capabilities and Organizational Resilience

	Overall Organizational Resilience		
	r	sig	VI
Sensing Capability	0.640***	<.001	S
Seizing Capability	0.771***	<.001	S
Transforming Capability	0.763***	<.001	S

r = Pearson correlation coefficient, sig = significant, VI = Verbal Interpretation
***. Correlation is significant at <0.001 level (2-tailed)
Source: The jamovi project, 2022

Comparison of Organizational Resilience by Industry Sector

Retail and wholesaling enterprises dominated the industry that participated in the survey followed by businesses who provide accommodation and food services. Hospital and medical

establishments have mastery (M = 4.95, *SD* = .07) in organizational resilience while the retail and wholesaling firms have the least mean level at 4.11 (*SD* = .74). A one-way ANOVA (Fisher's) compared the OR and the respondent's industry sector to understand if there is significant difference among them. The result showed that the level of OR does not vary in terms of the industry sector, *F = 0.665, p = 0.751*. Based on this, the null hypothesis that says that there is no significant difference in OR when moderated by industry is accepted. This means that whatever industry the firms are in, the effect on OR is not substantial. The result may be in congruence with the number of participants in the survey. A larger number of these may change the outcome of the statistics. Table 6 compares the OR according to industry sector.

Table 6
Comparison of Organizational Resilience Based on Industry Sector

	Industry Sector	*N*	Mean	*SD*	*F*	Sig	VI
Organizational Resilience	Retail & Wholesaling	19	4.11	0.74	0.665	0.751	NS
	Hospital & Medical	2	4.95	0.07			
	Real Estate	2	4.53	0.32			
	Domestic services	8	4.22	0.40			
	Manufacturing	7	4.33	0.56			
	Accom & Food	18	4.27	0.49			
	Water & Waste Management	2	4.25	0.00			
	Creative and Arts	2	4.15	0.92			
	Transport	2	4.28	0.32			
	Construction	2	4.20	0.42			
	Professional Services	2	4.83	0.18			

Sig. = Significant, VI = Verbal Interpretation
Source: The jamovi project, 2022

Comparison of Organizational Resilience by Business Form or Legal Structure

Among the attributes of business form, sole proprietorship presented the highest mean value at 4.32 (SD = 0.54) verbally interpreted as thriving showing resilience by actively seeking opportunities and maintaining a positive outlook. Corporations have the least number of respondents and mean value at 4.08 (SD = 0.74). The ANOVA (Welch's) resulted in a non-significant value of F = 0.510, p = 0.619. The null hypothesis that says that there is no significant difference in OR when moderated by legal structure or business form is accepted. Nguyen & Canh (2020) and Waltower (2023) supported this notion that smaller forms of business such as sole proprietorships or partnerships are better able to cope up with dynamism, a form of organizational resilience, due to its lack of more stringent rules and regulations compared with a corporate structure. Table 7 presented the result of the statistical calculation.

Table 7
Comparison of Organizational Resilience Based on Business Form or Legal Structure

	Business Form	*N*	Mean	*SD*	*F*	Sig	VI
					ANOVA		
Organizational Resilience	Sole Proprietorship	42	4.32	0.54	0.510	0.619	NS
	Partnership	20	4.18	0.59			
	Corporation	4	4.08	0.74			

Sig. = Significant, VI = Verbal Interpretation
Source: The jamovi project, 2022

Comparison of Organizational Resilience by Business Size

The study measured the OR of micro and small enterprises and resulted in a non-significant statistic of F = 0.005, p = 0.946. The null hypothesis that says that there is no significant difference in OR as moderated by size of business was accepted. This means that business size does not affect Organizational Resilience as firms grow their employees and asset size. Studies showed that bigger businesses have the capacity, in terms of finance and people, to acquire more resources (Miller, 2019; Kurtz & Varvakis, 2016) to become better prepared for

opportunities and challenges. The result may have been different due to the limited number of participants. Table 8 presented the comparison between micro and small enterprises' OR.

Table 8

Comparison of Organizational Resilience Based on Business Size

	Business Size	N	Mean	SD	F	Sig	VI
					ANOVA		
Organizational Resilience	Micro	59	4.26	0.56	0.005	0.946	NS
	Small	7	4.28	0.64			

Sig. = Significant, VI = Verbal Interpretation
Source: The jamovi project, 2022

Influence of Dynamic Capabilities on Organizational Resilience

A regression analysis resulted to find significant correlations in Dynamic Capabilities (t = 11.78, p < .001) to Organizational Resilience as shown in Table 9. The null hypothesis that says that Dynamic Capabilities does not predict Organizational Resilience was rejected. Literature supported the relationship between DC and OR as it is one of complementarity and interdependence and while they are distinct concepts, they can work together to enhance an organization's ability to navigate an ever-changing business environment (Akpan et al., 2022; Chih et al., 2022; Eikelenboom & Jong, 2019; Jiang et al., 2019; Khan et al., 2019; Kurtz & Varvakis, 2016; Martinelli et al., 2018). The researcher concluded that Dynamic Capabilities is a factor that influences Organizational Resilience. Table 9 presented the regression analysis of DC on OR.

Table 9

Regression Analysis on Organizational Resilience

Predictor	Estimate	SE	T	p
Intercept	1.126	0.2692	4.18	< .001
Dynamic Capabilities	0.772	0.0655	11.78	< .001

Source: The jamovi project, 2022

CONCLUSION

Respondents showed advanced Dynamic Capabilities according to the result of the survey. The business enterprises showed greatest capability in seizing by knowing new information for their

benefit and creating new products with it. They rated themselves thriving in today's business environment as they showed resilience. Creating relationships especially with partners and employees is a key aspect to staying strong and committed to their goals and objectives. The result of the statistical test comparing Dynamic Capabilities and Organizational Resilience showed a strong positive relationship between the two variables. Business attributes such as industry, business form, and size, according to the results of ANOVA and t-test reflect no significant differences between groups in each category. Findings, using the regression analysis, also supported existing literature about the influence of DC on OR.

Developing Dynamic Capabilities, as empirical evidence from the primary and secondary sources of the study showed, is crucial in achieving resilience mastery. Respondents of the study only showed their thriving prowess in facing the challenges and opportunities of the dynamic business landscape. As such, the researcher recommends the following:

1. Further evolve dynamic capabilities of sensing, seizing, and transforming such as:
   a. Sensing. Enterprises must improve by watching out for their competitors' strategy and actively looking for information about their market.
   b. Seizing. Turn new technology into better products and processes.
   c. Transforming. Stick to plans even when things go wrong and be consistent to follow planned changes.

2. Continuously enhance organizational resilience. Findings showed that capital resilience was rated least among the aspects of OR. Respondents rated various ways to get money lowest in agreement which could mean that business enterprises must find access to financial resources. Improving management of cash flow revealed to be another concern among the business firms. Strategic resilience pertaining to formulating strategic plans was also rated lower than the other aspects of OR. This aspect is crucial to guide and direct operations that will lead to the success in achieving organizational mission and vision.

3. Expanding the geographical scope beyond Silang to other municipalities or cities within the Cavite or even to other provinces, and regions would bring better generalization of findings for the study. This would help enhance the generalizability of the findings and provide a more comprehensive understanding of MSE resilience

across different regions. This can be used to compare geographical and political strengths, weaknesses, opportunities, and challenges that can be useful for analysis by business stakeholders.

4. Diversifying Sampling Methods. To address potential biases from the current sampling methods, future studies could incorporate more diversified sampling techniques, possibly including stratified random sampling. This would help ensure a more representative sample of MSEs, including those less active on digital platforms.

5. Increasing the sample size. Future research should aim for a larger sample size to improve the robustness of the findings. Extending the data collection period or employing additional outreach strategies may help achieve a more representative sample.

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