

Navigating the Next Wave: The Impact of Agentic AI on Organizational Resilience in Volatile Markets

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Abstract: This paper has studied the role of an Agentic implementation of Artificial Intelligence (AI) on organizational adaptive resilience in unstable market settings. Data was gathered on 30 professionals in diverse industries who were exposed to dynamic environment of the market using a quantitative descriptive-correlational design. Findings indicated that the ratings of the Agentic AI deployment and organizational adaptive resilience are moderate to high, with both rated at an agree level. Moreover, the results revealed that the correlation between the use of Agentic AI and organizational adaptive resilience ($r = .993$, $p = .01$) is very strong and significant, which means that the greater the AI implementation, the greater the adaptability, responsiveness, and recovery capacity. The research confirms the available hypotheses that highlight the importance of adaptive technologies in making organizations more resilient. It finds that Agentic AI is a strategic enabler that enhances the organization capacity to survive in situations of uncertainty and remain in operation in turbulent environments.

Keywords: Agentic Artificial Intelligence, Organizational Adaptive Resilience, Volatile Markets, Dynamic Capabilities, AI Deployment

1. Introduction

The growing rate of technological discontinuity has transformed the way organizations are run in the ever-changing and unpredictable market conditions (Khaw et al. 2022). One such innovation is Agentic Artificial Intelligence (Agentic AI), which refers to AI systems that can make autonomous decisions, set goals, and learn adaptively. It has become a revolution in the organizational processes. In comparison to conventional AI, where the instructions are predefined, Agentic AI does not show passive behavior, and as such, organizations are able to proactively predict and respond to disturbances, optimize their operations, and respond dynamically to environmental shifts (Bandi et al. 2025). Therefore, its assimilation into organizational systems is becoming more commonly considered as a strategic tool to improve resilience, especially in an environment where economic turmoil, quick transformation of digital form, and uncertainty of the world are involved.

Organizational adaptive resilience, which is seen as the ability of firms to foresee, absorb, and adjust to the disruption without a decline in the key functions, has become a determinant in long-term sustainability (Toro-Gallego et al. 2025). In volatile markets, resilience is not confined to recovery anymore but goes further to ongoing adaptation and transformation. Implementation of Agentic AI opens up new possibilities that can enhance resilience through enhanced real-time decision-making, predictive analytics, and operational agility (Ivanov, 2026). Nonetheless, even though it has been increasingly adopted, the connection between the deployment of Agentic AI and adaptive resilience in an organization has not been fully researched, especially in the emerging economies. The proposed study aims to fill this gap by discussing the way in which Agentic AI can help to build resilience in turbulent market situations.

Additionally, literature focuses on the transition between reactive and proactive resilience strategies with the aid of intelligent technologies. Research suggests that AI-based analytics can enable organizations to work ahead of threats, streamline resource distribution, and keep the operations going during a crisis (Kalogiannidis et al. 2024). Moreover, the study of enterprise innovation points out the importance of adaptive AI models, including reinforcement



learning and fuzzy control systems, in helping organizations to respond to the dynamics of the market (Aldoseri et al. 2024). All these insights across the world show that AI, especially in its more autonomous and agentic variations, is an important tool in creating resilience by increasing adaptability, foresight, and making decisions in the face of uncertainty.

Philippine adoption of artificial intelligence is still at an entry-level, as the adoption varies across the sectors (PIDS, 2025). Although big business and technologically oriented businesses have already started integrating AI into their business, there are still numerous issues concerning infrastructure, staff preparedness, and digitalization. The sources related to the application of AI in the Philippines imply that most of the applications of AI are typically hindered by the lack of technical expertise, insufficient investments, and the fear of information and control privacy (Co, 2025). This has led to the fact that the potential of AI in enhancing the resilience of organizations has not been fully realised, particularly in the small and medium-sized enterprises that are operating in an extremely hostile environment.

Moreover, the Philippines is typified by high levels of exposure to economic shocks, natural catastrophes, and reliance on the global markets, and organizational resiliency is a very important issue (International Monetary Fund, Asia and Pacific Dept., 2025). Nonetheless, local studies are more likely to be on the adoption of digital technologies and readiness to innovate, instead of how advanced AI systems contribute to resilience-building. Empirical data on the way autonomous or agentic AI systems could help organizations to adapt to disruptions is scarce. This gap highlights the importance of local research that can address the interconnection between AI implementation and resilience in the Philippine context, where contextual factors could play a role in both implementation and outcomes.

Although AI as a facilitator of resilience is becoming more accepted, the knowledge of how Agentic AI can specifically contribute to organizations attaining adaptive resilience is still lacking, particularly in turbulent markets. There is a general tendency to consider general AI applications or human-in-the-loop systems, rather than to fully or semi-autonomous AI agents that can make independent decisions. Besides this, the mechanisms through which the Agentic AI will enhance adaptability, learning and responsiveness to organizations are not clearly established especially in the developing economies where contextual considerations will perhaps play a role (Mondal et al., 2025). This type of uncertainty limits the ability of the organizations to strategically apply the Agentic AI in establishing resilience.

The paper addresses the gap by discussing the potential of using the Agentic AI to impact the adaptive resilience of organizations to volatile markets. In particular, it examines how organizational adaptability and responsiveness can enhance organizational capabilities of Agentic AI, such as autonomy, real-time learning, and decision-making. Combining both theoretical and empirical insights, the study will attempt to offer an orderly perception of the connection between the implementation of AI and resilience outcomes. The findings will offer helpful concepts that can be applied to companies intending to leverage sophisticated AI technology as a strategic tool to stay afloat amid uncertainty and continue to perform in a dynamic environment.

The main theoretical basis of the research will be the Dynamic Capabilities Theory, which states that the ability of organizations to integrate, develop, and reorganize internal and external competencies in accordance with the changing environments allows achieving a competitive advantage (Cyfert et al. 2021). The theory would be of great relevance since it describes the ways in which organizations could use Agentic AI to improve sensing (opportunities and threats identification), seizing (strategy-making), and transforming (operation adaptation). The capabilities of agentic AI, its autonomous and adaptive capabilities, match these abilities due to constant learning and quick reaction, which increases organizational resiliency.

In line with this framework is Complex Adaptive Systems Theory, which considers an organization as a dynamic system that changes with interactions with the environment (Liu et al. 2021). According to this viewpoint, it is crucial to be adaptable, have feedback loops, and decentralized decision-making, which are features of Agentic AI systems. Creating the opportunity to respond in real-time and self-adjust, Agentic AI will help the organization become a complex adaptive system to the volatile conditions, thus increasing its resilience.

The other theory that supports it is the Resilience Theory, which focuses on the ability of systems to absorb shock, recuperate, and adjust to change (Kantabutra & Ketprapakorn, 2021). This theory directly connects to the dependent variable, organizational adaptive resilience, in that resilience is a multidimensional construct in the sense of robustness, flexibility, and learning. The agentic AI is relevant to these dimensions as it enhances predictive abilities and allows responding to disruption.

Collectively, the theories offer an all-encompassing structure of understanding the role of Agentic AI in organizational resilience. The theory of Dynamic Capabilities explains how AI improves strategic flexibility, the Complex Adaptive Systems Theory is the way organizations adapt with the help of AI interaction, and the Resilience Theory determines the consequences of such interaction. They all reinforce the premise of the study that the implementation of Agentic AI enhances organizational adaptive resilience through continuous sensing, learning, and transformation of volatile markets.

Given the information from the reviewed studies and the support of the anchored theories, the primary objective of this article is to examine the impact of Agentic AI deployment on organizational adaptive resilience in volatile market environments. Specifically, this article aims to:

1. To determine the level of Agentic AI deployment among organizations in volatile market environments.
2. To assess the level of organizational adaptive resilience in terms of adaptability, responsiveness, and recovery capacity.
3. To analyze the relationship between Agentic AI deployment and organizational adaptive resilience.

Methods

In this section, the methodological approach used to study the effect of the implementation of Agentic AI on organizational adaptive resilience in fluid markets is presented. It contains the research design, respondents, the instrumentation, data collection procedures, the analytical methods, and the ethical considerations to be followed in the study.

Research Design

The research design used in this study was a quantitative descriptive-correlational. Determination of the levels of the Agentic AI implementation and the adaptive resilience of the organization was carried out by the descriptive component, and the correlation between the variables was analyzed by the correlational component. This design is suitable because it enables the collection and analysis of numerical data in an organized way and can be applied to the identification of patterns, trends, and associations without manipulating variables. It is especially appropriate in the context of the studies, which are intended to examine the correlations between technological adoption and organizational outcomes, in a real-world context.

Respondents

The study respondents were 30 people who are professionals who are employed in the organization that functions in a volatile or fast changing market environment. These can involve employees working in technologies, finance, logistics, retail, and business process outsourcing industries where the risks of the digital transformation and market uncertainty are common. They were chosen through purposive sampling and ensured that the participants have the relevant experience or knowledge of the organizational processes and upcoming technologies, especially artificial intelligence.

The sample size of 30 respondents was considered sufficient to conduct preliminary quantitative analysis since it is the minimum sample size to use in the application of simple statistical tools like correlation analysis. Also, such a size enables data collection that is manageable at the same time, ensuring that there is enough variability to see patterns among variables. The identified respondents should be able to offer knowledgeable information on both the level of AI implementation and the ability of the organization to adjust to the evolving circumstances.

Research Instrument

The research adopted a self-constructed questionnaire to assess the two main variables: Agentic AI implementation and adaptive resilience of the organization. The tool was themed into two key sections, namely (1) items that measured the level of Agentic AI deployment and (3) items that measured organizational adaptive resilience in terms of adaptability, responsiveness, and recovery capacity. Measurement was done on all items on a five-point Likert scale, which had a range of 1 (strongly disagree) to 5 (strongly agree). The instrument was constructed using the appropriate literature and in accordance with the conceptual framework of the study. The questionnaire was content validated by experts before the actual data collection to be sure that it was clear, relevant, and aligned with the objectives of the research. Reliability was also tested to determine the internal consistency of the instrument; a pilot test was conducted.

Data Gathering Procedure

The process of data collection started with the creation and testing of the research tool. After consent, the study was given the go-ahead with the permission being obtained by the concerned organizations or participants. The researcher subsequently determined the qualified respondents according to the inclusion criteria and administered the questionnaire either online or face-to-face, depending on its availability and convenience. Respondents also had straightforward instructions with the aim of the study and how to respond to the questionnaire. Enough time was provided to do this and follow-ups were done to ensure high retrieval rate. Following the collection of the responses, data were sorted, coded and ready to undergo statistical analysis. In order to process all answers, all responses were thoroughly scrutinized to ensure that they were complete and accurate.

Data Analysis

Descriptive statistical analysis and inferential statistical analysis were employed to analyze the data. The level of Agentic AI deployment and organizational adaptive resilience indicated by the mean and standard deviation was described. The mean gave a general idea of the central tendency and standard deviation gave a measure of variability of responses. In order to test the relation between the variables, Pearson Product-Moment Correlation Coefficient has been used. This statistical test identified the strength and direction of the relationship between the deployment of Agentic AI and the organizational adaptive resilience. All statistical software were used to conduct all the analyses, and all the results were interpreted at a normal level of significance.

Ethical Considerations

The study followed ethical principles in carrying out its process. Participation was voluntary, and respondents were made aware of the right to pull out any time without consequences. Data collection was made informed before data collection, and participants were made aware of the purpose, procedures and scope of the research. The privacy and anonymity were ensured by not sharing any personal information. Data gathered were utilized in academic, and the information was stored in a safe place to avoid any unauthorized access to the data. Also, the study followed the ethical principles in conducting research as it was conducted with honesty, transparency and respect to all the participants involved.

2. Results

Table 1. Agentic AI Deployment

Indicators	Mean	SD	Interpretation
Our organization uses AI agents that can independently execute workflows without constant prompting.	3.4667	1.33218	Agree
We have integrated agentic AI into our supply chain management to predict and react to disruptions.	3.4667	1.35782	Agree
The AI systems we deploy have the authority to adjust pricing or inventory in real-time.	3.5667	1.30472	Agree
Our departments use multi-agent systems that communicate with each other to solve complex problems.	3.5000	1.27982	Agree
We allocate a significant portion of the tech budget to autonomous agent research and development.	3.5000	1.25258	Agree
Agentic AI is used to automate high-level customer retention strategies during market dips.	3.5333	1.35782	Agree
Our leadership trusts AI agents to manage routine resource allocation independently.	3.4667	1.30604	Agree
We have established governance frameworks specifically for autonomous AI agent actions.	3.6000	1.30252	Agree
The speed of our operational execution has increased due to AI agent autonomy.	3.6333	1.24522	Agree

We regularly upgrade our "agentic stack" to maintain a competitive edge in automation	3.5333	1.35782	Agree
Agentic AI Deployment Composite Mean	3.5267	1.27196	Agree

Table 2. Organizational Adaptive Resilience

Indicators	Mean	SD	Interpretation
Our firm can pivot strategies within 24 hours of a major market disruption.	3.6000	1.27577	Agree
We maintain operational stability even when external market volatility is at its peak.	3.6333	1.29943	Agree
Our organizational structure is flexible enough to absorb sudden economic shocks.	3.5000	1.30648	Agree
We have a high capacity for "sense-and-respond" logistics during global supply chain crises.	3.5667	1.33089	Agree
Employees are trained to collaborate with autonomous systems to recover from failures.	3.7333	1.22990	Agree
Our financial reserves and strategic plans are optimized for uncertain market environments.	3.5333	1.22428	Agree
We frequently outperform competitors in terms of recovery speed after a market downturn.	3.6333	1.32570	Agree
Our organizational culture embraces technological disruption as a means of survival.	3.7000	1.26355	Agree
The firm uses real-time data to reconfigure internal processes during volatility.	3.6667	1.32179	Agree
Overall, our resilience is directly linked to our capacity for rapid technological adaptation.	3.7000	1.23596	Agree
Organizational Adaptive Resilience Composite Mean	3.6267	1.25064	Agree

Table 3. Relationship between Organizational Adaptive Resilience and Agentic AI Deployment

	Organizational Adaptive Resilience
Agentic AI Deployment	Pearson Correlation
	Sig. (2-tailed)
	N

**. Correlation is significant at the 0.01 level (2-tailed).

3. Discussion

The results show that the level of organizational adaptive resilience, in terms of the ability to switch strategies, operational stability, and structural flexibility amid market disruptions, is moderate to high in organizations ($M \approx 3.503.63$, as Agree). This implies that the respondents view their organizations to have the ability of reacting well to volatility, especially with regard to short term strategic adaptation and continuity in operations. The comparatively

stable values of standard deviation also point towards moderate variability, which means that these resilience abilities are partly common to the respondents, and not one-on-one phenomena.

These findings suggest that the organizations working in unstable surroundings are more and more establishing adaptive systems that enable them to react quickly and remain stable in difficult times. The capability to turn on 24 hours and continue operations even when volatility is at its highest suggests not only the structural flexibility but the efficiency of decision making. This is in line with the assumption that resilience within current organizations is not necessarily about recovery but of perpetual adaptation and change, which supports the developing definition of resilience in dynamic markets.

The results indicate that organizations are shifting to proactive resilience practices, in which flexibility and responsiveness are integrated into business processes. This suggests that despite the different degrees of AI integration, companies are becoming aware of the need to maintain agility and readiness to deal with uncertainties. These resilience indicators help argue that the performance of organizations can be improved in volatile environments by applying technological and strategic innovations, including Agentic AI.

Moreover, the findings emphasize that the role of resilience is not only reliant on external technologies but also on the organizational structure, processes, and decision-making culture. Yet, since the theoretical implication of the use of Agentic AI is to facilitate real-time learning and autonomous reactions, these results suggest that additional implementation of these systems might enhance these already existing functions to a great extent. Consequently, the paper highlights the possibility of Agentic AI being a strategic enabler, but not a technical tool.

These findings are in line with the current literature on AI and organizational resilience around the world. The identified capacity of organizations to quickly change and become stable confirms the results of Ivanov (2026), who underlined that AI allows organizations to be more resilient with real-time decision-making and operational agility. Similarly, the results can be compared to the ones proposed by Kalogiannidis et al. (2024), who have stressed that the AI-based systems enable organizations to predict disruptions and proceed with their functioning during the crisis. Adaptability and flexibility in the results also corroborate Toro-Gallego et al. (2025), which underlines that resilience is the ability to accept and react to shocks in an effective manner.

Additionally, the results are similar to those of Bandi et al. (2025) and Aldoseri et al. (2024) indicating that most advanced AI systems, especially those equipped with adaptive and autonomous capabilities, lead to better responsiveness in dynamic settings. The capacity of organizations to re-orient strategies and be stable is an attribute of the systems that are backed by smart and adaptive technologies.

The results, however, are also in part a reflection of the literature on the Philippine context, especially of PIDS (2025) and Co (2025). Although these studies point to the lack of AI acceptance because of the infrastructure and ability discrepancies, the existing findings indicate that organizations can still exhibit resiliency despite the possible lack of AI implementation. This implies that technology is not the only factor that can determine resilience; the organizational practices and the adaptability of the context can also play a role. In this way, the results are not contradictory instead of complementary to the literature, meaning that AI is a resilience enhancer, not its determinant.

The findings are substantial evidence of Dynamic Capabilities Theory (Cyfert et al., 2021) since the organizations have shown that they are able to detect the disruption, take advantage of the situation through quick decision-making, and reorganize operations in reaction to the volatility. The ability to shift strategies in a short period of time implies proper reconfiguration of organizational resources which is one of the major elements of dynamic capabilities.

Equally, the results are consistent with the Complex Adaptive Systems Theory (Liu et al., 2021), whereby organizations are adaptively responsive and indicative of a system, which develops with the interaction with the environment. The stable ability to remain stabilized in the face of disruptions indicates that there is feedback and decentralized flexibility among the organizational processes.

At last, the findings are in line with Resilience Theory (Kantabutra and Ketprapakorn, 2021) and they established that organizations have the capacity to absorb shocks, stay functional, and adjust to change. The moderate to high resilience levels that were recorded support the multidimensional concept of resilience in that resilience can be defined as being flexible, robust, and capable of learning.

4. Conclusion

The author concludes that the adaptive resilience of organizations in volatile markets is generally positive, i.e., organizations can quickly change strategies, remain operational, and have flexible organizational structures. This evidence confirms that the concept of resilience has become a dynamic capability that not only helps organizations to survive the shocks but also actively adapt and evolve with the new circumstances.

Furthermore, the findings indicate that although Agentic AI is poised as a prime facilitator of resilience, the organization adaptability already exists to some degree, even in the case of low technological development. This underscores the need to incorporate technological innovation and development of organizational capability in building resilience. Altogether, the research adds to the existing body of knowledge by elucidating the role of adaptive mechanisms and supporting the possibility of Agentic AI being used to improve the resiliency of organizations in unstable environments.

Recommendations

Based on the conclusions drawn, the following recommendations are proposed:

1. For Organizations. To improve real-time decision-making, predictive abilities, and operational flexibility, organizations may invest in the gradual integration of Agentic AI systems. The focus should also be on matching AI implementation with the current processes in an organization so that it can make the most out of it in terms of resilience.
2. To Management and Decision-Makers. The leaders may develop a culture of flexibility and agility, and the employees must be properly trained to be able to react to sudden changes by having the skills and attitude to do so. It is highly recommendable to train on the use of AI and making decisions based on data.
3. Policy Makers and Industry Stakeholders. Policies, funding, and infrastructure development may be supported to adopt AI, especially in emerging economies, such as the Philippines. Potential obstacles like technical competence and data management should be resolved to improve the usefulness of AI-based resilience measures.
4. For Future Researchers. The research may be extended into the future with bigger samples and more sophisticated statistical techniques that will be useful to directly measure the deployment of Agentic AI and relate it to organizational resilience. The qualitative methods can also be employed to understand the operationalization of AI to build resilience in organizations more profoundly.

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