

Social Capital Management



Vol. 2, No. 4
Winter, 2016

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Publisher: University of Tehran

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Print ISSN: 2423-6071

Online ISSN: 2423-608X

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A Survey of Impact Authentic Leadership on Improvement Creativity and Innovation, due to the Mediator Role of Social Capital

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(Received: 22 September, 2015; Accepted: 9 December, 2015)

Abstract

The aim of this study was to evaluate the impact of authentic leadership on creativity and innovation of employees Due to the mediator role of social capital. The research method is descriptive-correlation and was based on Structural equation modeling. Statistical population included all staff of agriculture bank of Hamadan province comprised of 313 people, and the sample size of 204 subjects was determined based on the Cochran formula. Toward data collected used from the four questionnaires with items: authentic leadership, creativity, innovation, and social capital. For appointment of the questionnaires validity used of the Confirmatory Factor Analysis, and to assess the reliability used by Cronbach's Alpha coefficient, was estimated 0.90, 0.87, 0.89 and 0.91 respectively. The data after collecting analyzed by SPSS and LISREL. Results showed that: Direct effect of authentic leadership on social capital, creativity, and innovation is positive and significant. In addition, indirect effect of authentic leadership on creativity and innovation with intermediary of social capital is positive and significant. Accordingly, banks managers can in your leadership style focused on mutual communication, collaboration, trust and employee involvement, and in this way promote creativity and innovation of employees.

Keywords

Authentic leadership, Creativity, Social capital, Innovation.

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Role of Social Capital and Transformational Leadership in Upgrading the Firm Innovation Performance

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(Received: 29 August, 2015; Accepted: 15 December, 2015)

Abstract

Today, identification of necessary infrastructures is very important for creating innovation in organizations. Infrastructures were studied separately in previous studies, but the present study investigated the direct and indirect Effect of Social Capital and Transformational Leadership on Innovation Performance regarding the Mediating Role of Knowledge Management and Organizational Learning through a comprehensive model. This study was done on a sample consisting of 210 participants from Shatel Company personnel in Tehran who were selected through simple random sampling. The method of this study was correlational and a questionnaire was used as the instrument of this study. Structural Equation Modeling through Lisrel 8.8 Software was used for the data analysis. The results of this study showed that exogenous variables (social capital and transformational leadership) could not have a direct positive effect on knowledge management, but could have a direct positive effect on organizational learning and innovation performance. In addition, knowledge management had a direct positive effect on innovation performance and organizational learning. Organizational learning also had a direct significant positive effect on innovation performance.

Keywords

Innovation performance, Knowledge management, Organizational learning, Social capital, Transformational leadership.

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A Comparative Study of Positive Organizational Behavior at Cultural and Industrial Organizations of Qom Province with Emphasis on Social Capital

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(Received: 20 August, 2015; Accepted: 6 December, 2015)

Abstract

Throughout the evolution of organizational behavior Sciences in recent years psychologists have this study has been done the aimed to evaluate the status of positive organizational behavior at cultural and industrial organizations of Qom Province with emphasis on social capital. The Statistical population managers and employees of industrial and cultural organizations located in Qom. The sample was selected by simple random sampling. According to an unlimited number of Statistical population was taken 384 samples. Study the purpose and nature is descriptive survey research. A comparative study of the variables that condition was detected positive organizational behavior in organizations including eligibility (related to human capital) component faith and work ethic and hard (factors related to social capital) and hope, resilience, self-efficacy and optimism is (to component psychological Capital). To check the status of positive organizational behavior and cultural organizations and industrial dimensions was used of the Student's t-test. The results of the analysis showed a significant difference between the positive organizational behavior in organizations and industrial organizations and cultural industries and cultural organizations, there is optimism in the unfavorable condition. And in other aspects of positive organizational behavior, cultural organizations and industries are in good condition.

Keyword

Social capital, Psychological Capital, Positive organizational behavior.

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The Effect of Social Capital on Staff's Organizational Culture Office of Education in Kerman city

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(Received: 25 September, 2015; Accepted: 10 November, 2015)

Abstract

Based on the decreasing of the social trust, participation and quality of original network in majority of governmental organization, in this paper the effect of social capital on the organizational culture is studied. In this paper, survey method and standard questionnaire has used. According to the rate of Cronbach's alpha (%79) Reliability of questionnaire is acceptable. The study population consisted of 9,000 employees in the Educational organization and 370 samples were selected according to the Cochran formula. Respondents selected through random sampling method and were analyzed. The results show that 50 percent of the changes that can improve the organizational culture of happen by social capital. Among the components which are constituting the concept of social capital, "institutional trust" and "network quality" has greatest effect on organizational culture.

Keywords

Organizational culture, Social capital, Social trust, Participation and network quality.

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Development of Social Capital in Overshadow of Islamic Life Style

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(Received: 31 October, 2015; Accepted: 9 December, 2015)

Abstract

The HR professional of the 21st century must manage social capital of the firm. Creating competitive context requires social capital – the ability to find, utilize and combine the skills, knowledge and experience of others, inside and outside of the organization. This study in the form of a causal model looks into the relation between of Islamic life style and social capital in RIPI. This research was carried out by descriptive method of correlation branch is based on Structural Equation Modeling (SEM). The population consisted of all employees in RIPI. The main tool to gather data is by 166 questionnaires. Data was analyzed using LISREL Structural Equation Modeling path Analysis method. Finally, as a result Islamic life style has a positive, direct and significant effect on social capital.

Keyword

Islamic life style, Social capital, RIPI.

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Subject: Social Capital and Its Role in Security (Case Study: Lorestan Province)

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(Received: 29 September, 2015; Accepted: 30 November, 2015)

Abstract

The issue of social capital is a concept which has been emerged in all economic, social, political and cultural aspects in recent years. This concept includes all interactions, relationships, cooperation, commitment and interest which have connected people of the society. Having its role and social importance, it can influence security dimensions including economic, political, juridical and social-mental dimensions. The purpose of this study is the investigation of social capital status and security in Lorestan province, as well as, evolution of correlation rate between Social capital as an independent variable and security as the dependent variable. Descriptive –Correlative method was used for this Survey Research resulting in the role of social capital based on current attitudes, determined on three dimensions – structural , cognitive and communicative , has had effects on four aspect of security. The correlation rate between Social capital and economic, political, social-mental and juridical aspect of security was 0.28, 0.23, 0.21 and 0.51, respectively. Totally, correlative coefficient equal 0.63 indicates high correlation between Social capital and security, and in fact, the considerable role of social capital in security

Keywords

Economic security, Juridical security, Political security, Social capital, Social-mental security, Security.

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Conceptual Model of the Components of Social Capital from the Perspective of the Islamic Republic

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(Received: 17 September, 2015; Accepted: 2 December, 2015)

Abstract

Social capital is an interdisciplinary subject that in recent years, increasingly experts in science, especially in the field of management and economics, has to be considered; and also in the field of religion and value system to study this concept is. In this paper, the history, definitions and characteristics of social capital and its components from the two Western look and value system has been proposed. The purpose of this study is to provide a conceptual model to achieve the components of social capital in the western look and value system. This research is qualitative approach using content analysis was conducted. As a result, the Western and Islamic sources, components and sub-components regarding social capital that includes the structural, relational and cognitive extracted with the introduction of assistance to be provided to interest.

Keywords

Cognitive, Relational dimension, Social capital, Structural dimension, Value system.

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