

# Social Capital Management



Vol. 3, No. 1  
Spring, 2016

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**Print ISSN: 2423-6071**

**Online ISSN: 2423-608X**

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## A Model of Spin off Companies to Develop Social Capital in Universities

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(Received: 8 November, 2015; Accepted: 9 April, 2016)

### Abstract

One of the element universities in research that not much attention is the development of social capital in research centers) incubators and spin-off companies (can lead to knowledge sharing and new creation of knowledge. in the study of social capital development at universities and research spin-off companies is to provide a model. The study involved the administration of faculty universities and incubators and science and technology parks is the province, in this paper, the key indicators of social development of spin-off companies examined. To achieve this purpose, we used the expert's idea professional educational organizations. With using fuzzy TOPSIS in the ranking indices and the most important factors affecting indices development of social capital in order of priority specified. First priority: academic working teams with the purpose of social partnership; the second priority: research and development with the goal of academic excellence, the third priority: supporting institutions to promote cultural diversity at the university. Then, using qualitative research through interviews narrative and deep interview fifteen academic experts that at least ten years in the field of entrepreneurship, incubators and Science and Technology have executive experience final model through content analysis was presented.

### Keywords

Entrepreneurship, Research & Development, Research spin-off companies, Social capital, University.

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## Identifying the Outcomes of Employees' Vigor as an Affecting Factor on Social Capital

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(Received: 3 July, 2015; Accepted: 22 January, 2016)

### Abstract

The aim of this qualitative research is to identify the outcomes of vigor. Since 2000, in UN's view, such variables as vigor, life expectancy, gratification and satisfaction are computed as key variables in determining nations' development level which shows the importance of studying vigor. The methodology is an Exploratory Study in terms of purpose and it is a Qualitative survey in terms of data collection method. Identified outcomes include personal outcomes, family outcomes, organizational outcomes and social outcomes. Personal outcomes include such concepts as personal success improvement, life working quality improvement, receiving more social supports and health enhancement. Family outcomes include calmness increase in family, vigor increase in family environment, family members' health improvement, family satisfaction enhancement and family success improvement. Identified organizational outcomes include such concepts as social capital development, citizenship behavior improvement, productivity enhancement and customer satisfaction improvement. Ultimately, social outcomes include a happy society and a happy generation.

### Keywords

Affective energy, Cognitive vitality, Job Engagement, Physical capability, Vigor.

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## The Effect of Social Capital on Organizational Entrepreneurship with Studying the Moderating Role of job Motivation

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(Received: 4 November, 2015; Accepted: 10 April, 2016)

### Abstract

Identifying the factors affecting entrepreneurship has always been one of the concerns of scientists. The emphasis has been changed from external and hard factors to internal and hard drives. Accordingly, the present paper will investigate the effect of social capital on organizational entrepreneurship with the moderating role of job motivation. This paper, from objective point of view and type of use is applied and correlation- descriptive. The Statistical Population of this paper includes 460 people working in different branches of Parsian Bank in 13 districts of Tehran in which the questionnaire instrument was used for collecting data. The sample of 210 clerks based upon Morgan Table and Stratified Random Sampling method were selected. The Questionnaires have been validated by the experts of this field. Furthermore, Cronbach's alpha was employed to confirm the reliability of the study instruments. The results obtained by Structural Equation Modeling have revealed that social capital affects both organizational entrepreneurship and job motivation. Also, job motivation has positive effects on organizational entrepreneurship. Additionally, social capital directly (.56) and indirectly (as a result of moderating role of job motivation) (.28) impacts entrepreneurship. Hence, Statistical Population managers can upgrade organizational entrepreneurship by providing trust-based relationships and employees' motivation.

### Keywords

Capital, Entrepreneurship, Motivation, Social Capital.

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## Considering the Causal Relationship of Organizational Justice with Customer Satisfaction through the Mediating Role of Social Capital in Commercial Banks

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(Received: 1 December, 2015; Accepted: 10 April, 2016)

### Abstract

Today, customer satisfaction as a factor of success of companies has a main importance in the marketing literature. This study has been done to identify factors affecting customer satisfaction with an emphasis on the social capital and the organizational justice. The statistical population of the study includes staff and customers of the commercial banks in Tehran, Qom and Markazi provinces. To collect data, cluster sampling and questionnaire were used. Among the questionnaires distributed among employees and customers, 155 and 257 questionnaires were returned, respectively. The reliability and validity of the questionnaires was evaluated and verified by using Cronbach's alpha, composite reliability and average variance extracted (AVE). Structural equation modeling was used to test the conceptual model. The results show that all the paths from the organizational justice and the social capital to the customer satisfaction as well as paths of the social capital to customer satisfaction with the mediator of the justice are meaningful. Thus, the relationship between them is confirmed. It can be concluded that investment in the social capital in the equity can help to improve customer satisfaction.

### Keywords

Customer satisfaction, Organizational justice, Social capital.

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## Designing the Model of Bridging Social Capital Promotion for Football Fans

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(Received: 20 April, 2016; Accepted: 18 September, 2016)

### Abstract

Moving from micro-level of social capital to the macro level is essential for access to the stable benefits of this capital. The aim of this study was to design a model for the promotion of bridging social capital of football fans. This developmental research was done with Mix Methods. 14 experts were interviewed in targeted way and effective categories and sub categories on promotion of bridging social capital were obtained by thematic analysis. By converting the categories of the qualitative phase, the validity of the questionnaire was confirmed by experts and its reliability by using Cronbach's alpha was 0.82. 359 fans of the Premier League complete the questionnaire in random. For analyze the quantitative data AMOS 23 used for Second order confirmatory factor analysis. The result showed the promotion of bridging social capital of football fans by five factors Perception of Justice, building fans Identity, Strengthening social cohesion, Media Polices and Professional training of Player and 18 Sub dimension is accessible.

### Keywords

Bridging Social Capital, Fan Football, Perception of Justice, Social Cohesion.

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## **Influence of Human Resource Maturity and Social Capital on Sustainable Human Resource Management (A Study of the Petrochemical Industry)**

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(Received: 9 May, 2016; Accepted: 15 September, 2016)

### **Abstract**

Importance of human resources and its unique role as a strategic resource, designer and systems executive and organizational systems has found higher position than in the past. As far as the advanced enterprise thinking considers human being as the most important resource and asset for an organization. Today, new approaches to human resource management emphasize that should human resource with sustainable approach to be managed. Therefore, sustainable human resource management is defined as a suitable strategy for human resource management and ways to achieve company's financial, social and environmental goals. The aim of this study is to evaluate the impact of social capital and maturity of human resources on sustainable human resource management. This study in terms of aims is applied research and in terms of data gathering is correlation- descriptive research. The study population consisted of all companies operating in Iran's Petrochemical Industry. In order to test the hypothesis and model is also used Smart PLS software. Research findings show that social capital and human resources maturity have a significant and positive impact on sustainable human resource management, also in sub-hypothesis, Relational capital, Organizational Image, personal health has management a significant and positive impact on sustainable human resource, but structural and cognitive capital, Alignment Personal and Organizational Goals and productivity of human resources and have not significant and positive impact on human resource management.

### **Keyword**

Human resources maturity, Social capital, Sustainable human resource management.

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## A Review of the Mosque's Role in Increasing Social Capital Based on Its Principal Indicators in the Quran and Islamic narratives

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(Received: 1 May, 2016; Accepted: 18 September, 2016)

### Abstract

The present research aims to study the role of mosque in increasing social capital from the viewpoint of the Quran and Islamic narratives. For this reason, specifications of the mosque made in the Quran and narratives have been organized based on social capital indicators in order to identify the role of mosque in increasing production of social capital. The research uses a descriptive-analytic approach based on noble Islamic sources. Specifications of the mosque indicate that it has functions beyond being merely a place of worship (personal worship in its specific meaning). This institution produces and distributes social capital through influencing directly on the elements of common norms, trust, and cooperation. The first two elements create mental links among individuals and consequently their inclination to participate in the mosque-based community and the later element provides the ground for their objective union in institutions made inside the mosque.

### Keyword

Cooperation, Islamic Narratives, Mosque, Quran, Social Capital.

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