THE RELATIONSHIP BETWEEN INTELLECTUAL CAPITAL WITH HUMAN RESOURCES DEVELOPMENT (HRD) AMONG STAFF DIRECTORATE GENERAL OF EDUCATION

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Abstract
Purpose of Present study was relationship between intellectual capital with human resources development among staff of the Department Education was descriptive correlation. The population of the staff of Directorate General of Education of 519 people has formed. The number of formula samples Cochran (1994) using a random sample of 219 people was selected to participate in the study. The research instrument was a questionnaire intellectual capital was Bonthis (1996) and HRD from Beigy (2012). That Based on a 5-point Likert scale were developed. The reliability of the questionnaire using Cronbach's alpha coefficient was respectively for the scale of intellectual capital 0.80 and human resources development 0.85 questionnaires. In order to analyze the findings of descriptive statistics, including mean, percentage, standard deviation, and frequency and inferential statistics, correlation coefficients, and multi-way analysis of variance was used. The results of the analysis showed that between human capital and human resource development (p <0.01, r =0.643), structural capital and human resources development (p <0.01, r =0.764) and Customer capital human resource development (p <0.01, r =0.671), there was a significant positive correlation.

Keywords: Intellectual Capital, Human Capital, Structural Capital, Customer Capital, Human Resource Development (HRD)

1- Introduction
Today's complex world and organizations have the ability to comply with the ongoing transformation, to achieve success and survival to have ever-increasing science and technology expand to new and diverse ideas discussed, environmental uncertainty and large changes and challenges requires that organizations keep with changes in its methods and sources, consistent with these changes a step away and bringing the community to the development of their intellectual role playing. Today in between various types of intellectual capital from the capital an organization especially is important. Stewart (2001, 1997, 1994, 1991) as an IC package of useful and practical knowledge, and knowledge assets will include the talent, skills, and relationships that can be converted into value [1][2][3]. This concept is based on three main non-financial component receiver is as follows:
**Human capital:**
The various elements of human resources include attitude, experience and competencies, skills, knowledge and talent being surprising new implicit in the minds of the people. Human capital as a source of innovation and strategic restructuring, for the Organization, it is important that a human capital is a higher level often with greater efficiency and a higher salary or wages to be associated. So for the benefit of human resource managers is the best and most effective tool for the realization of the staff as a competitive advantage, attracting and developing the country.

**Structural capital:**
To learn and knowledge of prescribed in everyday activities are said to be. Collection of knowledge in an organization at the end of the day, and after you have left the Organization, people remain, the core of the structural funds shows. Structural funds support infrastructure, human capital and includes all non-human resources knowledge in organizations such as databases, manual processes, strategies, procedures, organizational culture, publishing and copyright are that they create value for the organization.

**Customer capital:**
Official and non-official relations in an organization suitable to their perception of the competent foreign and about the Organization as well as the exchange of information between organizations and specifies them. Customer capital is important to an organization because linking human capital and structural capital with other external, such as a suitable element in enhancing the value of the model for the organization serves. Students, parents, staff, community, Government, organizations, culture and the economy, etc. As clients of the University process. These three components are rated IC interdependence. Intellectual capital of the composition, deployment, integration, interaction and make the interaction between its three components also manages the flow of knowledge between them the best possible value for the organization offers them [4]. In fact, a vast intellectual capital organizational knowledge and wide that is unique and special for every company that allows company to have their conditions constantly is changing the applicability [5].

Obviously the knowledge assets management, while increasing the intellectual capital and human resource staff attitude change is dependent on knowledge. Hence the importance of the development of human resources in the organizations is outlined. Boost factors such as duty, staff personnel, ties, promote the seriousness of the merits of the Organization's human resources, as well as create a change in the culture of the organization can be used as a catalyst for the implementation of a management system, including changes to the Act region [6].

Although, the definition of universality of human resources development does not exist but can be found in the literature relating to some of the definitions posed pointed out.

McGuire field et al (2001) aerodrome the development of human resources is a collection of activities on the organization know that over a period of time determined by the goal of behavioral change is done [7].

Swanson (2001) human resources development process or triggering expertise through enterprise development and staff training with the goal of improving performance Knows [8]. Armstrong (2006) as well as the development of human resources to create, delete, modify and guiding the process knows that individuals and groups have the skills, knowledge and capabilities for current and future tasks in need organization, equipped with track [9]. Gilley et al (2003) suggests that Brown gave human resources in development can be found in the templates because the process facilitates organizational learning, performance, and change through organized activities and interventions and management measures in order to upgrade
the performance competitive ability organizational renewal, and preparedness can be observed [10].

On the other hand, competitive excellence, value creation and long-term growth to guarantee increasingly has been dependent on the role of human capital organizations. In today's knowledge-based global economy, human resources, quality, valuable asset that creates competitive advantage for enterprises so that life and the survival of any organization to a large extent the ability, skill, knowledge, the knowledge and expertise will depend on a variety of human resources.

All organizations are affected by some form of rapid progress in technology and to maintain and continue the transformation of his life is inevitable, and with this progress in all aspects of their organization to create. Infrastructure and the starting point of all these developments and use of human resources is it correct [11]. The relationship between intellectual capital and human resources development, several studies have been conducted that such research.


2- Research Objectives
1- Determine the relationship between the intellectual capital of its dimensions (customer capital, structural capital, human capital) with resource development Humanities.

2- Human resource development can be predicted by determining the dimensions of intellectual capital.

3- Methodology
Methodology of the study is descriptive and correlation. The study sample included all staff of the Department of Education in 2013-2014 the number of 511 persons. According to Cochran's sample size of 219 people were selected to participate. The questionnaire used two questionnaires intellectual capital Bonthis (1996) contains 25 closed questions answered by a five-point Likert scale and a range of human resource development Beagi (2012) with 29 questions. Questions the reliability coefficients using Cronbach's alpha coefficient questionnaire in order for intellectual Capital (0.80) and human resource development (0.85) was calculated. Pearson correlation to subsequent data analysis, multiple regression and multi-way was used.

4- Results of research
First hypothesis:

There is significant relationship between dimensions of intellectual capital (human capital, structural capital and customer capital) and human resource development.

<table>
<thead>
<tr>
<th>Criterion variable</th>
<th>Development of Human Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistical Indicators</td>
<td>Correlation coefficient</td>
</tr>
<tr>
<td>Predictive variable</td>
<td>0.816</td>
</tr>
<tr>
<td>Intellectual Capital</td>
<td></td>
</tr>
</tbody>
</table>
Results Table 1 shows the correlation coefficients between dimensions of intellectual capital (human capital, structural capital and customer capital) development of human resources is significant. The dimensions of intellectual capital (human capital, structural capital and customer capital) there was a significant relationship with the development of human resources. Based on the coefficient of determination ($r^2$) 66.6% of the variance was shared intellectual capital and human resources development. Therefore, the first hypothesis is that the dimensions of intellectual capital (human capital, structural capital and customer capital) with respect to human resource development there will be affirmed.

**Second hypothesis:**
*Dimensions of intellectual capital are able to be predicted organizational human resource development.*

**Table 2 - Table of multiple correlation coefficients with human development dimensions of intellectual capital**

<table>
<thead>
<tr>
<th>Statistical indicators</th>
<th>Predictor variation</th>
<th>Multiple correlation coefficient</th>
<th>Squared multiple correlation coefficient</th>
<th>Adjusted coefficient squared multiple correlation</th>
<th>F coefficient</th>
<th>sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criterion variable</td>
<td>First step</td>
<td>Structural capital</td>
<td>0.764</td>
<td>0.584</td>
<td>294.677</td>
<td>0.001</td>
</tr>
<tr>
<td></td>
<td>Second Step</td>
<td>Structural capital</td>
<td>0.769</td>
<td>0.633</td>
<td>180.332</td>
<td>0.001</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Customer capital</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Structural capital</td>
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<td>Customer capital</td>
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<tr>
<td></td>
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<td>Structural capital</td>
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<tr>
<td></td>
<td></td>
<td>Customer capital</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Human Capital</td>
<td>0.817</td>
<td>0.667</td>
<td>138.793</td>
<td>0.001</td>
</tr>
</tbody>
</table>

So that the findings of Table 2 shows the variables in the regression The best predictor of human resource development in the first structural capital. In the second step the structural capital, customer capital and human capital is the third step. Based on stepwise regression relationship between structural capital, customer capital, human capital and human resource development was significant. Accordingly, the first step of structural capital ratio 54.8% of the variance in human resource development, in the second step, structural capital and customer capital 3/63% of the variance in human resource development and in the third step, structural capital, customer capital and human capital 66.7 percent to explain the variance in human resource development. F observed in the p <0.001 is significant so the regression is statistically generalizable to the population.

**Table 3: TABLE beta coefficient predictor of human development dimensions of intellectual capital**

<table>
<thead>
<tr>
<th>Statistical indicators</th>
<th>Predictor variation</th>
<th>Beta coefficients measure error</th>
<th>Standard of Beta coefficients</th>
<th>Coefficient</th>
<th>sig</th>
</tr>
</thead>
<tbody>
<tr>
<td>Criterion variable</td>
<td>First step</td>
<td>Structural capital</td>
<td>2.004</td>
<td>0.764</td>
<td>17.166</td>
</tr>
<tr>
<td></td>
<td>Second Step</td>
<td>Structural capital</td>
<td>1.492</td>
<td>0.569</td>
<td>10.197</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Customer capital</td>
<td>0.146</td>
<td>0.295</td>
<td>5.295</td>
</tr>
</tbody>
</table>
Results in Table 3 indicate that the beta coefficient per unit increase in structural capital, human resource development, the 0.414 unit increase per unit increase in customer capital, human resource development, the 289/0 unit increase for every one unit increase in human capital, human resource development 0.243 unit increases. The equation predicts a second research hypothesis is presented as follows:

$$HRD = \text{Constant Factor (10.355)} + \text{Structural Capital (1.086)} + \text{Customer Capital (1.032)} + \text{Human Capital (0.921)}$$

5- Discussion and Conclusions

Findings table 1 showed the correlation between the dimensions of the intellectual capital (human capital, structural capital and client capital) with the development of human resources is significant. I.e. between the IC dimensions (human capital, structural capital and client capital) with the development of human resources, there is a significant relationship. Based on the coefficient of determination (r2) 66.6% of the variance of human resources development and intellectual capital has been shared. Therefore, the first based on the hypothesis that between its dimensions and intellectual capital (human capital, structural capital and client capital) with human resources development the relationship there will be affirmed. As mentioned in the second chapter is a collection of knowledge-based assets that are assigned to an organization and among its features are considered. These assets through the suitable key in add value to the Organization, to significantly improve the competitive situation of lead organization. It can be noted that in the topics related to knowledge and intellectual capital to speak of the existence of detailed information, and organized, providing transmission and exchange of information, combining new concepts and knowledge production again, the transfer experiences to each other and the emphasis on creativity and innovation is a new knowledge. These types of capital in terms of its constituent components, consisting of structural capital human capital, customer capital and relational/is. In the meantime, according to three dimensions is an important investment.

In today's human capital organizations is of great importance because it is the source of creativity, and the renewal of strategic human resources organization. The basis of the existence of human capital, talent and intelligence people organization.

Human capital is the knowledge that range in the minds of its employees there will be limited. The essence of the pure intelligence human capital constitutes the members of the organization. Human capital intellectual capital Foundation gives viruses

In other words, the main component of the human capital and intellectual capital for the initial implementation of the activity comes into account. Human capital in the organization structure consists of all persons involved in the activities of the enterprise is the concept of human capital. contains a decent people, empowered, a provider and host of new ideas, be aware of the goals and values of the Organization, aware of the responsibility and duties, are willing to exchange knowledge, information and experiences with colleagues in order to
empower each other, has a passion and interest in the Organization's activities and to work with our customers.

Organizational development as a basic pillar of human beings within the framework of the activities of the Group and played an important role in their organization. With the recognition of the human being as the most important element is wrapped in a variety of organizations and individuals from the consequences of the Organization as well.

Regardless of the human capital cannot be energy and resources in a direction forward that to achieve important goals. Hence the relationship between human capital and the development of human resources will be clarified.

The structural funds can be applied to anything that exists in the Organization and the staff (human capital) in their support, calling for this add-on. The structural funds under the Organization's appropriation and even when employees leave the Organization, the organization there.

If an organization has a poor working procedures and systems is to maximize his potential IC will not miss.

While a strong structural capital in organizations with some sort of supportive culture formed that allows people to throw a new work, collapsed, and learn. The second dimension of structural funds is a function of human capital, because human capital is an organizational form is the determining factor. But the structural funds once placed under the influence of human capital, the manifest of human capital and the impact of accept. Therefore, structural capital and human capital in interact with one another to help organization that is co-ordinate and developed capital form customers and to operate. The organizational structure is ready and flexible and receptive to the changes caused by human resources development. With regard to the structural funds because the component reducing the administrative bureaucracy, development equipped research and Development Center to organizational techniques of the day, enough funds for research, etc.. On the one hand the role of these changes in human resources development, the relationship between these two variables could be clarified.

The third part of the capital investment in the client's organization. Customer capital, formal and informal relationships with external organizations in a suitable and its perceptions about the Organization as well as the exchange of information between the Organization and specifies them.

Customer capital is important to an organization because linking human capital and structural capital with other competent foreign suitable, such as create value-enhancing ingredient for a works organization. Employees' recipients of services, the community, Government, organization, culture, economy, etc. As clients organizations to the process.

Customers of an organization are the ones who most attention has been shifted to them, they will receive the Organization's services and taking a crowd, in fact clients. Purpose of the organization. Hence how attitude, expectations and requests of this group is of particular importance.

In terms of the present variables and transform this bunch of people can express their needs and expectations with the compliance criteria changed organizational structure built into the side and pushed up by the transformation. Hence pay attention to this part of the capital can be employees familiar with the growing needs of their customers made the propel HR promotion.

Resources
[2] Stewart, T.A. (19991). Brain power: Intellectual capital is becoming corporate Americas most valuable asset and can be its sharpest competitive weapon, the challenge is to find what you have and use it. Fortune, 123(11), 44.


