REVIEW OF SOCIAL CAPITAL MODELS

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Abstract
Social capital is new concepts that plays very important role compared to physical and human capital in organizations and communities. Social capital is the sum of resources and value that is within the network of personal and organizational relationships. Social capital plays a crucial role in modern management of societies so that the effectiveness of other assets will be subject to this capital. Therefore, the issue of social capital is as a core principle to achieve development. Various models and tools presented to measure social capital in a general can divided into qualitative and quantitative dimensions. This paper attempts to review models of social capital.

Keywords: Social Capital, Social Capital Models, Organization

1. Introduction
Efficient use of financial capital, human and physical in organization to achieve the goals would not be possible without network of mutual relations between organizational members that comes with trust and affection, commitment and understanding and is lead to maintain organizational norms. Such a phenomenon is called social capital (Sadeghi & Bahamirian, 2015). Social capital is new concepts that plays very important role compared to physical and human capital in organizations and communities. Nowadays in sociology and economics and more recently in management and organization concept of social capital is widely used. The concept of social capital refers to links and connections between members of a network as a valuable source and by creating norms and mutual trust is lead to the realization of the members’ goals (Gilaninia & Gholami Ghashlagh, 2012).

In the absence of social capital, other capital lost their effectiveness and achieving to the way of cultural and economic development is difficult. Social capital, both at the macro management and at the management of organizations and firms can create new cognition of socio-economic systems and help to managers in better guidance of system (Honari, 2011). Social capital is the sum of resources and value that is within the network of personal and organizational relationships (Shah Tahmasbi & et al, 2016). Social capital can reduce cost of exchange and interaction in various organizations (Khodad Kasha & Goodarzi, 2014). Given the diversity of existing models as well as the diversity of the underlying structure of social capital, this paper attempts to review models of social capital.

2. Definition of Social Capital
Social capital is a relatively new concept and its related research is at an early stage, but overall, it is a concept in wide use (Mostafazadeh & Sadeghi, 2014). Hanifan introduced the term of social capital for the first time in an article from West Virginia University before 1916 but was used the first time in classic work of Jane Jacobs (1961) entitled Death and Life.
of Great American Cities (Alguezaui & Filieri, 2010). In 1970, Glenn Loury (economist) and Lighte (sociologist) used the term of social capital in order to resolve the problem of economic development within the city (Taylor, 2011).

The concept of social capital refers to links and connections between members of a network as a valuable source and by creating norms and mutual trust is lead to the realization of the members' goals (Honari, 2011). Social capital is composed two words social and capital. Capital applies to accumulated wealth, especially what used to produce more wealth (Gilaninia & Abbaszadeh, 2011). All capitals produced by human require time and effort to turn and run their activities, because today produce tools and assets that increase future income. Social capital is knowledge, perceptions, norms, rules and shared expectations of the interaction patterns that group of people to perform repetitive tasks take advantage from it (Faghihi & Feizi, 2005). Social capital through components such as trust, partnership and cooperation among members is led to the sharing of knowledge and development of organizational learning and will bring innovative performance for organizations through upgrade and improve (Turkina & et al, 2013).

3. Social Capital Models

3.1. Model of Nahapiet & et al

In research conducted by Nahapiet et al (1998) that conceptually is very similar to Sugoan framework (2009) et al, the following three components of social capital has been introduced (Bitaab & et al, 2012) Cognitive element: The most important aspect of this dimension of social capital include: language and common rules, shared anecdotes (experiences and shared memories) (Diani & et al, 2014). Relational capital: most important dimensions of relational capital include trust, norms, requirements and expectations of the role, identity (Wickramasinghe & Weliwitigoda, 2011, Harandi, 2014). Structural dimension refers to the overall pattern of contacts between individuals (Andishmand, 2009; Esmaeili Ghalat, 2011). This dimension includes network links, network configuration and network adaptability among people (Faghihi & Feizi, 2005).

3.2. Model of CRLRA

Different quality model has proposed to measure social capital. CRLRA model provided by Falk & Kiplaltric in 2000 and is used by many researchers (Royaei & Kvoosi, 2008). Layer model of Falk & Kiplaltric provided in levels of micro, meso and macro (Etesami & Kebric, 2014). According to figure, all levels link together and strengthen or decline each other (Falk & Kiplaltric, 2000)

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3.3. Model of Stone

In this model, social capital consists of both the quality and structure of social relations and each of these dimensions encompasses a number of indicators. Stone model is as follows:

Structural dimension is about the structure and management processes, such as the accountability of managers and leaders based on their performance, transparency in decision-making, the decision-making and take action based on teamwork and quality is in relation to phenomena such as values, attitudes, commitment, participation and trust in the system (Asadi & Moradi, 2013).
3.4. Model of Krishna & Shrader

This model considers social capital in dimensions of cognitive and structural. In the cognitive dimension has considered components such as values, norms, commitments, partnership and trust in the social system of organization and in structural dimension has considered structures and management processes, such as the accountability of managers and leaders for their performance, transparency in decision-making and group collaboration (Krishna & Shrader, 1999).

![Diagram](image-url)

Figure 3: Model of Krishna & Shrader
3.5. Model of Scat\textsuperscript{2}

It is relatively comprehensive qualitative model that has trend to analyze of social capital in organizational level. First time Bain and Hicks introduced Scat model in 1998 and then was developed by other researchers, including Krishna and Shrader in 1999 (Bain & Hickes, 1998).

![Figure 4: Social Capital assessment tool (Krishna & Shrader)](image)

4. Discussion and Conclusion

Social capital is new concepts that plays very important role compared to physical and human capital in organizations and communities. In the traditional view, development management, economic capital, human, physical played the most important role but in the current era, managers for development will must focused their comments more on social capital in addition to the economic capital, physical and human. Various Models and tools presented to measure social capital in a general can divided into qualitative and quantitative

\textsuperscript{2} Social Capital assessment tool
dimensions. In this paper has mentioned the most important models and paradigms introduced by the researchers. According to studies, major of social capital models related to the organization and management investigate in three organizational levels (micro, middle and macro).

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