INVESTIGATE THE EFFECT OF SOCIAL CAPITAL INTELLECTUAL CAPITAL AND KNOWLEDGE MANAGEMENT; (CASE STUDY: JUSTICE ZANJAN PROVINCE)

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Abstract
Knowledge-based economy, knowledge-based products and organizations live and die, and the most successful organizations are those that intangible assets better and faster use. Studies have shown that unlike traditional sources of yield loss (such as money, land, machinery, etc.), knowledge is truly a resource to improve business performance. The response to today’s business environment, organizations have indicated that they must rely on intangible resources who have previously received less attention. Intellectual capital is often described as intangible assets that can was used as a source of sustainable competitive advantage. In this study the effect of social capital intellectual capital and knowledge management on the Department of Justice has been Zanjan. Beginning with a review of literature and the studies of other researchers in this field, a questionnaire was designed and distributed. The research organization Attorney Rakarknan 700 people in Zanjan form of 248 questionnaires were randomly distributed and collected according to Morgan. Using the collected data were analyzed using the software spss 20 and Amos 20. Results indicate that of social capital has a significant positive effect on intellectual capital and knowledge management.

Keywords: social capital, knowledge management, intellectual capital, organization, non-tangible assets.

1. Introduction
The advent of the information age and the knowledge-based economy, organizations has emphasized the monetary and financial resources to intangible assets are taken. In contrast, the strategic objective, it is profitable sector managers, service managers tend to have multiple objectives and non-financial nature (Cinca, CS, Molinero, CM, Queiroz AB, 2003). Even if the manufacturing and services sector inputs the same thing (such as human resources, knowledge, money, materials, and manufacturing) to take the service sector increased use of the first two sources that are invisible to the first two sources. Finally, the final product, service organizations, is intangible (Kang, 2007). In some studies of human and structural capital is the most important factor in explaining performance (Bontis N, Keow WC, Richardson S., 2000; Brennan, Connell, 2000). Therefore, factors affecting intellectual capital are important. Some studies have shown that the effect of social capital on the development of organizational knowledge and organizational learning, organizations and their transformation into a knowledge-based organization towards becoming a learning organization approach to (Amin Beidokhti, Nazari 2009). Therefore, this study sought to examine the influence of social capital intellectual capital is directly and indirectly through knowledge management. Then, after a review of the concepts
of social and intellectual capital and knowledge management research methods and results are discussed.

2.1. Social Capital
To understand the concept of Social Capital is necessary to review the definition of social capital. Marx's concept of capital can vote. On the one hand, according to Marx's Capital is part of the surplus value produced by workers and capital, but the benefit is. On the other hand, represents an investment capital from investors (in the production and circulation of commodities) and hope to return to profit in the market. Capital as part of the surplus value is the product of a process. Thus, Marx's concept of capital (classical) theories about social relations of exploitation between the two classes (Lin, 1999). According to the concept of community and belonging is included, the correlation factor is its members. Community can be formed spontaneously or intentionally. Communities can have goals and strategies to achieve them, or only one issue or a sense of place and identity are formed based on. The study of communities in an attempt to think about the two issues are separate and yet interdependent. Just makes what a community and other community members what they gain from it (Bell, 2001).

In the early nineties, the concept of Social Capital was the main topic of discussion in social sciences. In 1993, Putnam, Leonard and Nantes famous research on local government in Italy did the result was based on the practice of social and political institutions greatly affect citizen participation in public affairs, or what is called Social Capital, it is (Aspin, L., 2004). Due to the continuous improvement of organizational performance in the light of social capital, to create a synergistic force that these forces can backup program development and create opportunities for Organizational Excellence to. Governments, organizations and institutions exert much effort in it (Fukuyama, 2007). Social capital can be the phenomenon of mutual trust, reciprocal social interaction, social groups, a sense of collective identity, sense of shared image of the future work of the group as a social system (Milinese, 2007). Field (2003) argues that the more people get to know and share their insight and perspective will be richer in Social Capital. Different investigators, different dimensions of Social Capital have been considered. In this study, the dimensions of Social Capital have been studied from the viewpoint of Nahapit and Ghoshal. Nahapit and Ghoshal with organizational approach, different aspects of Social Capital in the three-story structure, rather than their cognitive and communication (Rhodes, J., Lok, P., Hung, R. Y. Y., & Fang, S. C).

Nowadays knowledge management is of great importance in a knowledge-based economy. Knowledge as a commodity to create valuable products or services (Sundiman et al., 2013) and is in the minds of employees) Kovacic et al., 2006). So, look for a good knowledge of the interpretation has changed to an intellectual property (Sundiman et al, 2013). It is clear that knowledge is slowly becoming the most important factor of production, along with labor; land and capital are (Sher and Lee, 2004). Even if some kind of intellectual capital are transferable, internal knowledge that is not easily imitated. This means that knowledge workers in mind, and if they decide to leave their capital disappears. Therefore, the task of transforming individual knowledge into organizational knowledge management (Kiessling, 2006; Rasula et al, 2012) for the effective conversion of knowledge management and knowledge management is needed.

Studies in Europe show that in 2000, 80 percent of the largest companies in the world by knowledge management are applied (KPMG, 2000). One of the major benefits of knowledge management in an organization is its positive impact on organizational performance (Kiessling et al, 2009). In recent years the role of knowledge as the key source for competitive advantage in organizations, has become a very important issue, and the idea of "substantial management
knowledge”, in many business and knowledge-based businesses, institutions of learning and intellectual capital management, has opened here. Thus, organizations are seeking new ways to survive and compete in the business arena are effective. One method of achieving effectiveness, explore and develop assets for organizations that have a very high efficiency, but they are not used correctly (Ndlela & Du Toit, 2001). King et al (2008) and Teresa et al (2006) Knowledge management in a structured process for creating, acquiring, sharing, transfer and application of implicit and explicit knowledge as a corporate asset has been defined to encourage innovation (King et al. 2008; Teresa et al, 2006).

2.2. Intellectual capital
Nowadays, with the development of information technology and the global knowledge economy, organizations are located in an environment that is inevitably driven to survive and win in the competitive world of knowledge, his dedication to those intangible assets. The new economy has had a major role in the dramatic increase in the importance of intellectual capital (Beik Zadeh and pour Mahdi, 2010). Main causes of intellectual capital on firm value and companies are moving towards creating value from intellectual capital within the organization are in fact the views of managers on firm value by the physical assets have changed (Ndlela & Du Toitl, 2011) intellectual capital in the 1990s. Extensively studied and investigated (Cheng et al, 2010). It is in response to the interest and extensive review of intellectual capital and intangible assets and values of the organization (Roos et al, 2005; Cheng et al, 2010).

Asoibi in 1997 was the first intellectual capital into three broad areas which is classified as follow:

* Human capital (in the realm of individual competencies): Human capital represents the knowledge stock of an organization (Bontis, 1998)
* Capital Structure (in the area of internal structure): Includes all non-human resources of the organization that includes the database diagrams, organizational, administrative procedures, processes, strategies, implementation plans, and generally whatever the value the organization has more than its material value is (Bontis et al, 2002)
* Relational capital (in the area of the outer structure), including the organization of knowledge in all relationships with customers, competitors, suppliers, trade associations or government establishes (Hemmati and Kia, 2013).

2.3. Research purposes:
* The effect of social capital on intellectual capital.
* The effect of social capital on knowledge management.
* The effect of knowledge on intellectual capital.

Research hypotheses:
* Social Capital intellectual capital has a significant positive effect.
* Social Capital has a significant positive effect on knowledge management.
* Knowledge management is a significant positive effect on intellectual capital.
Given the above assumptions of the conceptual model in Figure 1:

![Conceptual Model of Research](image)

Figure 1: Conceptual Model of Research

3. Research Methodology
3.1. Research Population and Sample
The study in term of objectives is applied and in term of methods for data collection is descriptive survey. The study population consisted of 700 employees Justice Zanjan form. In this study, random sampling is used. Based on 248 questionnaires were distributed and analyzed. The questionnaire used in this study has two parts. The first part included demographic variables and the second part was devoted to measure the variables in this study. Rating scale from strongly agree to strongly disagree questions on a score from 1 to 5 were prepared.

3.1. Measurement of Variables
Content validity of the questionnaire was confirmed by experts and academic experts. Cronbach's alpha was used to determine the reliability of the test. In Table 1, Cronbach's alpha for each of the variables exists.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Cronbach's alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social Capital</td>
<td>0.88</td>
</tr>
<tr>
<td>Knowledge Management</td>
<td>0.93</td>
</tr>
<tr>
<td>Intellectual capital</td>
<td>0.90</td>
</tr>
</tbody>
</table>

4. Results of data analysis
4.1 Results of confirmatory factor analysis
The first step is to fit the measured patterns. The fit parameters are given in Table 2 models:
Table 2 Indices of overall fit of the measurement model

<table>
<thead>
<tr>
<th>Structures Index</th>
<th>Intellectual capital</th>
<th>Knowledge Management</th>
<th>Social Capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMIN</td>
<td>1.72</td>
<td>2.007</td>
<td>2.07</td>
</tr>
<tr>
<td>P</td>
<td>0.48</td>
<td>0.05</td>
<td>0.10</td>
</tr>
<tr>
<td>GFI</td>
<td>0.99</td>
<td>0.98</td>
<td>0.99</td>
</tr>
<tr>
<td>RMR</td>
<td>0.01</td>
<td>0.02</td>
<td>0.022</td>
</tr>
<tr>
<td>CFI</td>
<td>1.000</td>
<td>0.99</td>
<td>0.99</td>
</tr>
<tr>
<td>RMSEA</td>
<td>0.000</td>
<td>0.05</td>
<td>0.05</td>
</tr>
</tbody>
</table>

Measurement model fit well and are an expression of the general indicators confirm that the data support are good role models. All of the factor loadings higher than 0.5 significance level of 0.000, respectively.

4.2. Structural equation modeling analysis model

After review and approval of the measurement model in the first step, the second step is to test the main hypothesis is analyzed by structural equation model fit. The overall model parameters are presented in Table 3.

Table 3: Indicators of model fitness

<table>
<thead>
<tr>
<th>CMIN/d</th>
<th>RMSEA</th>
<th>GFI</th>
<th>AGFI</th>
<th>NFI</th>
<th>TLI</th>
<th>CFI</th>
<th>IFI</th>
<th>PCFI</th>
<th>RMR</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.07</td>
<td>0.07</td>
<td>0.92</td>
<td>0.89</td>
<td>0.94</td>
<td>0.93</td>
<td>0.95</td>
<td>0.95</td>
<td>0.62</td>
<td>0.04</td>
</tr>
<tr>
<td>Between 1 and 5</td>
<td>Close to zero</td>
<td>0.90&lt;</td>
<td>0.90&lt;</td>
<td>0.90&lt;</td>
<td>0.90&lt;</td>
<td>0.90&lt;</td>
<td>0.50&lt;</td>
<td>Close to zero</td>
<td></td>
</tr>
</tbody>
</table>

The result of information provided in Table 3 is as follows:

Amos output results in the standard model prediction shows that the path analysis model is an appropriate model. Chi-square value is the normal 3.07, which is an acceptable range. RMSEA value model with 0.07 and appropriate, the value of GFI and AGFI and NFI and CFI and TLI and IFI indices are all close to or higher than 90 percent. Finally RMR value is near zero. The values of the fitted parameters of the model are all at the reception area and these indices indicate a good fit of the data to the model by the data collected are well supported in the model. The main hypothesis with partial regression coefficient and its corresponding index values in Table 4 and the structural equation model is shown in Figure 2.

Table 4: Results of hypothesis testing

<table>
<thead>
<tr>
<th>Test</th>
<th>correlation coefficient</th>
<th>Critical value</th>
<th>significant number</th>
<th>Sample</th>
<th>Hypotheses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confirm</td>
<td>0.29</td>
<td>4.97</td>
<td>0.000</td>
<td>248</td>
<td>Intellectual capital ← Social Capital</td>
</tr>
<tr>
<td>Confirm</td>
<td>0.53</td>
<td>7.87</td>
<td>0.000</td>
<td>248</td>
<td>Intellectual capital ← Knowledge Management</td>
</tr>
</tbody>
</table>
5. Discussion and conclusions
The results of our analysis of the data suggests that social capital regression coefficient of 0.36 and a significance level of 0.000 KM direct effect is positive and significant, the results show that social capital regression coefficient .30 between 0 and 0.000 of the intellectual capital of the organization's direct effect and significant Mbt is the result obtained with Moshabaki and Qlichli study in 1386, Sam and Aram et al, Jajarm et al in 2009 and in 2010, the Seljuq and Mollahzadeh 2011 Mohseni Fard et al, 2013 corresponded. Since, there is a significant role in the development of social capital, knowledge management and intellectual capital in the organization. Therefore, it is recommended that the authorities:
Convenient facilities provide social capital to flourish and provide background knowledge in the organization. Also, to improve knowledge management in an organization must be:
The authorities should set up a forum, think tank exchange of information among staff to create and record their knowledge and their applications. Take advantage of the knowledge of retiring employees and create a bank of knowledge from internal and external sources and identify the knowledge required of staff in accordance with environmental changes and training courses for employees and design and planning in the areas of interpersonal communication, internal communication, communication between organizational units and communication between managers and employees. Effort builds confidence, team building, organizational commitment and sense of corporation identities creation in your company. The researchers suggest in their study of social capital within the group and out-group separately to examine the knowledge management.
References:
Moshabaki, A., And Zare, Azim. (1382). Knowledge management with a focus on innovation, Journal of Management Development, No. 16.


