

THE RELATIONSHIP BETWEEN SOCIAL CAPITAL AND ORGANIZATIONAL PERFORMANCE OF SPORT AND YOUTH MINISTRY STAFF

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Abstract: The aim of this study was to determine the relationship between social capital and organizational performance of Sports and Youth Ministry staff. Given the apparent size of population (666 individuals), 180 individuals were participated as sample of this study. Data was collected using standard questionnaire of social capital and organizational performance with Cronbach's alpha of 0.93 and 0.86. Data was analyzed using Pearson correlation. The findings revealed that the social capital had a significant positive effect on organizational performance of the Sports and Youth ministry staff, also there was a significant and positive relationship between the components of intellectual capital and organizational performance (trust (0.45), net (0.48), cooperation (0.46), relationships (0.43), values (0.49), mutual understanding (0.47), commitment (0.45). The increasing of social capital that can be considered as one of the assets and liabilities of the organization helped to increase the organizational performance.

Key words: Sports, Social capital, Organizational performance.

INTRODUCTION

Social capital is the norm of the social system that helps its members to promote cooperation and exchanges. Also, leads to decrease the costs of social capital and defined as the ability of individuals to work together toward the common goals in groups and organizations. The concept of social capital focuses on the relationships between human beings. The relations affected the human being, behaviors and attitudes at all moments of daily life (Renani, 2002). In general, the concept of social capital can be defined as: communications are important, communicating of people with each other led to do things they could not do alone and had problems in doing them (Mohammadi, 2005). One of the signs of the theory of evolution was social capital. Leaving the circle conceived by the dimensions of economic and non-economic, orientation towards social relations rather than looking at individual and step on a qualitative rather than quantitative measurements considered as the reason of the social capital theorists (Goudarzi, 2013). Social capital of staff enables them to improve their performance by facilitating the transfer and sharing of knowledge, (Moghimi et al, 2011). Regarding to the Sports and Youth Ministry, a large number of the population linked to the

cultural, sporting, social, economic, physical education, physical and mental health. In order to overcome the defects occurring in the context of the above differences, there were provided a variety of solutions and strategies for Sport and Youth Ministry. Sports Ministry is one of the most influential factors in the social, cultural, sports era and etc, which would be deficient without the knowledge of social capital of Sports and Youth Ministry and its impact on its function. The main task of the staff was providing advice and consultation, evaluation and research, advice and guidance to managers and operation to which facilitated the possibility of implementing, the activities and progress of the mission of the organization and affairs (Kashef, 2012). Staff specialized units were helped by providing the specialized advisory services and the organizations managers also, led to be better and be more efficiently (Seyed Javadeyn, 2013). Sports organizations like other organizations, manufacturing, industrial, educational and social have numerous structural complexity and the identification, determination of the powers and responsibilities of the various classes are essential in making decisions and carry out the necessary operations (Kashef, 2012). Hence, the aim of this study was to determine the relationship between social

capital and organizational performance in the

Sports and Youth Ministry.

MATERIALS AND METHODS

The present study was descriptive-correlation and was practical in purpose. The statistical populations of this study were the managers and professionals, employees and officials of the with high school diploma. According to statistics of Sports and Youth Ministry in 2011, the electronic port was included 666 individuals (conventional and formal forces). 180 individuals were participated in the research sampling. Social capital was the independent variable and the dependent variable was organizational performance. The study was performed on the stage after the introductory remarks about the purpose of the test and measurement instruments, how to respond to the test were described in detail for the participants. Obtaining the consent of the ethical considerations and the awareness was assured them that the information received would use only in this research and would be protected from all forms of abuse. Questionnaires were used to measure variables as follows.

Social Capital Standard Questionnaire: Onagh social capital questionnaire (2005) was used

which had 28 questions and the components of trust, net, partnerships, relationships, values, mutual understanding and commitment were measured based on a five-point Likert scale. The reliability of this questionnaire in Onagh survey (2005) using Cronbach's alpha was reported 0.93.

Organizational Performance Questionnaire: The 42-items questionnaire of Hersey and Goldsmith was used in this research. The five-point Likert scale was used to answer the questions of the spectrum. Previous studies of Cronbach's alpha reported 0.86 (Assadi et al, 2009). Content validity of the questionnaire survey was presented using the questionnaire to several professors of physical education and sports management and planning orientation was presented and after the necessary reforms to consider the masters, the final questionnaire was used to investigate the preparation. The reliability of the test was measured using Cronbach's alpha, for this purpose, a sample of 20 individuals were asked to complete the questionnaires. The results were shown in Table 1. Regarding to the coefficients, it can be concluded that the questionnaire was reliable.

Table 1.Cronbach's alpha coefficients

Research variables	Number of questions Questionnaire(Items)	Alpha coefficients
Social Capital	28Questions	0.94
Organizational Performance	42Questions	0.87

Pearson's correlation coefficient was used to analyze the data. At all levels of analysis $p \leq 0.05$ was considered as significant level.

RESULTS

Table 2.Central indicators and distribution of social capital components

Statistics	Trust	Net	Cooperation	Relationships	Values	Mutual understanding	Commitment	Social Capital
Number of questions	5	4	4	4	3	4	4	28
Mean	13.4167	10.3500	11.0111	11.4222	8.3167	10.8889	10.6389	76.0444
Weighted Mean	2.68	2.58	2.75	2.85	2.77	2.72	2.65	2.71
Standard deviation	4.76589	3.30984	3.45438	3.62017	.54891	3.40208	3.50541	21.86649
Scores minimum	5.00	4.00	4.00	4.00	3.00	4.00	4.00	28.00
Scores maximum	25.00	20.00	20.00	20.00	15.00	20.00	20.00	14.00

Tables 3. Central indicators and distribution of organizational performance

Statistic	Organizational performance
Number of questions	42
average	122.9389
Weighted average	2.92
Standard deviation	24.09366
Minimum scores	62.00
Maximum scores	202.00

Descriptive statistics for the variables of participants' social capital and organizational performance were shown in Tables 2 and 3.

Table 4. The result of the correlation coefficient between social capital and organizational performance

	Statistics	Performance
Social capital	Pearson correlation coefficient	0.525**
	Significance level	0.001
	Number of sample	180

** Significance level of the test 0.01

Kolmogorov-Smirnov test showed the normal distribution of data ($p \leq 0.05$). Pearson's correlation coefficient was used to examine the relationship between variables. The results

revealed a significant relationship between social capital and organizational performance (Table 4, $p \leq 0.05$).

Table 5. Standard and non-standard coefficients regression

Predictor variables	Non-standard coefficients		Standard coefficients	T	P
	B	SE	BETA		
Fixed amount	59.709	9.91		6.496	0.000
Social capital	0.370	0.106	0.336	2.51	0.001

The relationship between social capital and organizational performance measures, participants were examined. The results indicated a significant positive correlation between all components of social capital with organizational performance ($p \leq 0.05$). So that the correlation between the trust, net, partnerships, relationships, values, mutual understanding, commitment and organizational performance of the participants were 0.457,

0.484, 0.461, 0.439, 0.494, 0.474, 0.454 respectively ($p \leq 0.05$). Regression was used to evaluate the prediction of the dependent variable through the criterion variable. The results of the regression analysis showed a significant model ($p \leq 0.05$). Standard and non-standard model coefficients were shown in Table 5. According to Table 5, we can say that social capital 0.33 was predicted the changes the staff's performance.

DISCUSSION

The aim of this study was to determine the relationship between social capital and organizational performance of the Sports and Youth Ministry. The results indicated the relationship between social capital and its dimension and the organizational performance of the participants. Also, the social capital was

able to predict the performance of the staff. These findings were consistent with the first results of Ray-moghadam (2013), Moradi-Soroush (2010), Ghafourian-pirnia (2011) and Marashi (2014). For example, the findings of Ray-moghadam (2013) showed that the increasing of the performance and efficiency of the organizations within the community was the

most important factor in the emergence of social capital. They also declared that social capital and its dimensions, including structural, relational and cognitive aspects had a significant impact on the Aseman airline employees. Other studies revealed a significant positive relationship between social capital and job performance (Pirnia, 2011). Regarding to the significant relationship between social capital and organizational performance in order to increase the organizational performance it is better to increase the social capital of Sport and Youth Ministry. The results were used as social capital can be considered as one of the organization's capabilities and assets also can increase the creation and sharing of knowledge in their intellectual capital and productivity. Today, the impact of social capital on labor productivity is undeniable. Trust, cooperation and voluntary participation in social activities led to reduce manpower costs of monitoring and controlling the production process, loss adjustment expenses complex contracts and sharing of knowledge and innovation, led to increase the labor productivity (Foroughi, 2009). In addition, social capital and the dissemination of knowledge and information among employees led to increase the productivity and social interaction on motivation and attempt to influence workforce. The identifying of the cause or causes of the human productivity had the great importance, because in this way we can change the direction of the desired in human productivity (Ahmadi, 2011).

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