



Investigating social capital relationship and institutional identity in among high school student of Kohpayeh

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Abstract. Current research investigated relationship between social capital relationship and institutional identity in among students of high school of Kohpayeh. Method of research was descriptive and statistics. Statistical sample included 46 students of high school in Kohpayeh. We used two questionnaires of Nahapit and Goshal (1998) and Institutional identity of Ant (2006). Validity of research was tested by experts and professors. Reliability of test was tested by Alpha-Cronbach for social capital (0.82) and questionnaire of institutional identity 0.85. We used descriptive and inferential statistics. Results of research indicated that significant relationship exists between social capital and institutional identity. Following, amount of social capital and institutional identity is higher for high school. There was not significant relationship between social capital and institutional identity based on demographic factors.

Keywords: Social capital, Institutional identity, Teachers, Education and training

1. INTRODUCTION

These days, we believe that not only physical and human capital used as productive factor and leads growing business and development; of course social capital (Internal communication and solidarity among community members and groups) and also one of important and effective factors of development and leads to productivity of society. Some of experts believe that if there is not social capital all of investors based on physical and human capital, would be inefficient and suboptimal. According to Putnam, social capital, various aspects of social organization such as trust, norms and networks that can facilitate a coordinated response, improve the efficiency of society (Hossein Pour and Motamed Nezhad, 2011). Performance of of society is hidden in different layers. On the other hand, with respect to certain social characteristics and social roles in different social layers are member in different groups of voluntary and involuntary and member of each group creates different identical groups. The identity is process that people feel they are a whole group or individual member. A process in which a sense of belonging and solidarity is formed. Membership in various groups to identify and achieve various collective identity. Identity of age, gender, job role is ethnic and collective identity. One of the variables affects relationship between the individual and the collective social capital, collective identity and the identity of job that is related to work and career (Hezarjaribi and Lohrasbi, 2011). Traditionally, three capitals (natural, physical and human) together basis for the development and economic performance is assumed. In according to evolutionary technology, information Society and the network and the rapid development of technology has fundamental economic growth since 1990.

The concept of social capital has become increasingly popular in a wide range of social science disciplines. A growing number of sociologists, political scientists, and economists have invoked the concept of social capital in the search for answers to a broadening range of questions being confronted in their own fields. Social capital--understood roughly as the good-will that is engendered by the fabric of social relations and that can be mobilized to facilitate action--has informed the study of families, youth behavior problems, schooling and education, public

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health, community life, democracy and governance, economic development, and general problems of collective action (for over-views, see Jackman & Miller, 1998; Portes & Sensenbrenner, 1993; and Woolcock, 1998; see also special issues of *American Behavioral Scientist*, 40[6], 1997, and 42[11], 1998; *Housing Policy Debate*, 9[1], 1998; *Administrative Theory and Praxis*, 21[1], 1999; *National Civic Review*, 86[2], 1999; and the World Bank's "Let's Talk Social Capital" internet discussion group and its social capital website at <http://www.worldbank.org/poverty/scapital/index.htm>).

Until recent decades, scientists and economic development of a country's economic growth was due to natural sources. Afterward, during half of century with emerging Neoclassic has paid attention about human capital; however, less social interaction and the role of values and culture, in general, formal and informal institutions in the economy. In according to new institutionalisms and especially social capital has more paid attention to economical development. Generally, World Bank called social capital as invisible wealth (Safdari and et al, 2008). Today, knowledge is the most important physical and financial capital of alternative investments. Knowledge-based business environment requires new organizational approach that intangible assets such as knowledge and competence of human resources, innovation, customer relationships, organizational culture, systems, and organizational structure. On the other hand, one of the most important organizational capabilities that can help organizations in the creation and making of it, and for them in comparison to other agencies individuality sustainable organization to create social capital (Nahapiet& Ghoshal, 1998). In short, we can say that social capital means the norms and networks that enable people's participation in collective action in order to provide mutual benefit. The concept of social capital is a combination of norms and networks in a given time period explains

1.1. Methodology

Method of research was descriptive and statistics. Statistical sample included 46 students of high school in Kohpayeh. We used two questionnaires of Nahapit and Goshal (1998) and Institutional identity of Ant (2006). Validity of research was tested by experts and professors. Reliability of test was tested by Alpha-Cronbach for social capital (0.82) and questionnaire of institutional identity 0.85. We used descriptive and inferential statistics.

1.2. Hypotheses

H1: Significant relationship exists between human capital and institutional identities

H2: Significant relationship exists between components of structural capital from social culture and institutional identity

H3: Significant relationship exists between identifying capital from social structure and institutional identity

H4: Significant relationship exists between bonding capital and institutional identity

H5: Dimension of social capital has ability predicting institutional identity

H6: Significant relationship exists between respondents' social capital and demographic variables

H7: Significant relationship exists between respondents' views of institutional identity and demographic variables.

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2. FINDINGS

2.1. We used inferential findings based on hypotheses of research

H1: Significant relationship exists between human capital and institutional identities

Table 1. Coefficient regression between social capital and institutional identity.

Institutional identity			
Variable	Coefficient regression	square of the correlation coefficient	P-value
Social capital	0.677	0.458	0.001

Findings of first table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between social capital and institutional identity ($r= 0.667$). Based on determined coefficient (r^2) 45.8% variances of social capital and institutional identity is common. Therefore, main hypothesis of “significant relationship exists between social capital and institutional identity” is approved

H2: Significant relationship exists between components of structural capital from social culture and institutional identity

Table 2. Coefficient regression between components of structural capital from social capital and institutional identity.

Institutional identity			
Variable	Coefficient regression	square of the correlation coefficient	P-value
Structural capital	0.416	0.654	0.001

Findings of second table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between structural capital from social capital and institutional identity ($r= 0.654$). Based on determined coefficient (r^2) 41.6 % variances of social capital and institutional identity is common. Therefore, the hypothesis of “significant relationship exists between structural capital from social capital social capital and institutional identity” is approved

H3: Significant relationship exists between identifying capital from social structure and institutional identity

Table 3: Coefficient regression between identifying capital from social capital and institutional identity.

Institutional identity			
Variable	Coefficient regression	square of the correlation coefficient	P-value
Identifying capital	0.001	0.501	0.708

Findings of third table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between structural capital from social capital and institutional identity ($r= 708$). Based on determined coefficient (r^2) 50.1% variances of identifying capital and social capital are common. Therefore, the hypothesis of “significant relationship exists between identifying capital from social capital and institutional identity” is approved

H4: Significant relationship exists between bridging capital and institutional identity

Table 4. Coefficient regression between bridging capital and institutional identity.

Institutional identity			
Variable	Coefficient regression	square of the correlation coefficient	P-value
Bridging capital	0.392	0.154	0.010

Findings of fourth table showed that significant relationship exists between bridging capital and institutional identity. It means significant relationship exists between bridging capital and institutional identity ($r = 0.392$). Based on determined coefficient (r^2) 15.4% variances of bridging capital and institutional identity are common. Therefore, the hypothesis of “significant relationship exists between bridging capital from social capital and institutional identity” is approved

H5: Dimension of social capital has ability predicting institutional identity

Table 5. Correlation of multiple dimensions of social capital and institutional identity.

Indexes	Predicting variable	Multiple coefficient regression	Multiple square of the correlation coefficient	Adjusted Square multiple correlation coefficient	F	P-value
First step	Identifying capital	0.708	0.501	0.459	40.166	0.001
Second step	Identifying capital	0.810	0.656	0.638	37.106	0.001
	Structural capital					
Third Step	Identifying capital	0.708	0.501	0.459	40.166	0.001
	Structural capital					
	Bridging capital					

In according to fifth table showed that significant relationship exists between institutional identity, in first step is identifying capital, structural capital in second step and bridging capital in third steps. In according to result of stepwise regression analysis, significant relationship exists between identifying capital, structural capital, bridging capital and institutional identity. Therefore, coefficient of identifying capital is 50.1 % variance of institutional identity, in second step coefficient of identifying and structural capital’s dimension 65.6% variance of institutional identity and third step, coefficient dimensions of identifying, structural and bridging capital is 70.4% variance of institutional identity. Therefore, regression can be generalized to the population.

Table 6. Correlation of multiple dimensions of social capital and institutional identity.

Indexes	Predicting variable	Multiple coefficient regression	Multiple square of the correlation coefficient	Adjusted Square multiple correlation coefficient	F	P-value
First step	Identifying capital	3.916	0.618	0.708	6.338	0.001
Second step	Identifying capital	2.958	0.568	0.535	5.208	0.001
	Structural capital	2.904	0.694	0.429	4.182	0.001
Third Step	Identifying capital	4.064	0.693	0.735	5.866	0.001
	Structural capital	3.222	0.664	0.476	4.851	0.001
	Bridging capital	1.367	0.547	0.314	2.5	0.017

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Findings of sixth table indicated that beta coefficient if one point increase in dimension of identifying capital, raise institutional identity as much as 0.735. If coefficient beta increases one point leads to raise institutional identity 0.476 point. If coefficient of beta increases one point can lead to dimension of bridging relationship as much as 0.314

Therefore, the regression can be generalized to the population as following: ...

$$\text{Institutional identity} = - 7.869 \text{ intercept} + 4.064 \text{ dimensions of identifying capital} + 3.222 \text{ Structural capital} + 1.367 \text{ Bridging capita};$$

H6: Significant relationship exists between comments respondents' social capital and demographic variables

Table 7. Multi-way analysis of variance between social capital with respect to demographic variables.

Variable	R square	Df	Mean square	F	P-value
Age	126.417	2	108.209	2.469	0.107
Education	372.508	2	124.169	2.833	0.061
Experience	411.146	2	102.786	2.345	0.085

In according to seven table showed that significant relationship exists between social capital and age, experience, education

H7: Significant relationship exists between respondents' views of institutional identity and demographic variables.

Table 8. Multi-way ANOVA scores of institutional identity with respect to demographic variables.

Variable	R square	Df	Mean square	F	P-value
Age	1688.131	2	844.605	3.483	0.052
Education	496.304	3	165.435	0.702	0.560
Experience	1507.180	4	367.795	1.600	0.208

In according to table of 8 can be concluded that there is not significant relationship exists between institutional identity based on age, experience, education

3. CONCLUSION AND DISCUSSION

Findings of first table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between social capital and institutional identity. Result of research is consistent with research of Gholipour and et al (2011), Jahangiri and Moini (2010), Navaei (2011), Khodaei and Mobarakeh (2009). Social capital is social norms set in the system that would improve the level of cooperation members of the community and a decrease of the cost of the exchange and communication. Social capital consists of different levels: the individual level, group level, the organizational level, financial and social level and transnational level (international).

Referring to the identity of norms and values. In other words, the source of identity that people value and how Common vision and are able to work with others focuses. The source of recognition and identity in the community and organization to combine and create a source of social capital. According to theoretical research in enterprise-level benefits include: better to share knowledge, build relationships based on trust, creating a spirit of cooperation (within the organization, between organizations, partners and customers), reduced turnover, reduced recruitment costs, help educate, retain institutional knowledge, reducing the work force

changes, increased activities related to corporate stability and customer understanding, creativity and promoting economic growth and social organization. In short, social capital are inextricably improve employee productivity, and as a result is expected behavioral norms that promote social capital in the workplace are carefully.

Findings of second table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between structural capital from social capital and institutional identity. The result is consistent with research of Navaei (1390) research. Since, Navei's research also showed that conformity with the values, norms and attitudes affect a group of corporate identity. In current research also structural dimension of social capital. In current research also structural dimension of social capital shows collective shared values and has significant relationship with institutional identity. After configuring the impersonal structure of social capital refers to connections among individuals or social units. Important aspects of this dimension includes network link, network devices and network stability.

Findings of third table showed that significant relationship exists between social capital and institutional identity. It means significant relationship exists between structural capital from social capital and institutional identity. Result of this research is consistent with research of Gholipour and et al (2011). Since, they believed that participation and communication within the organization as part of social capital has a positive correlation with institutional identity. In current research also this relationship is confirmed. Identifying dimension provides aspects of the representations, interpretations and conceptual system shared between members of the group. It then refers specifically providing manifestations, interpretations and systems shared among groups. The most important aspect of this is the common language. Language is a means through which people communicate with each other and exchange information.

Common language increases the ability to synthesize information, in addition to a common language, shared the story of cognitive other assets. Subscribe tales include stories and metaphors that in a society is to safeguard the meanings set. Another interpretation of goals and common culture of social capital. Common purpose and shared culture knows, shared objectives, level of understanding and shared vision of the social unit of the objectives and results of the activities of the group. culture also includes the behavioral norms shared among members. For example, the amount of interest among members in the activities of the group reflects the common culture among members .

Findings of fourth table showed that significant relationship exists between bridging capital and institutional identity. It means significant relationship exists between bridging capital and institutional identity. Result of research is consistent with research of Gholipour and et al (2011). Dimension of bridging has considered relationship among individuals within the organizational system. The most important dimension is trust, norms and identities. Norms refer to behavioral expectations and common meanings. Identity is a process through which people feel they are a whole group or a member or another person. On the other hand, professional identity like other entity include cognitive, valuable, emotional components. Cognitive element refer to the knowledge that belongs to a group. Valuable components included consequences of a positive or negative value of memberships. In the case of social capital in the communication level is high, it means that trust between employee commitment (should be) and the high expectations of behavior and common sense. In this condition can be expected that institutional identity is notion of a shared community of values and beliefs of the organization and the devotion and loyalty of staff members about the high levels of trust and distrust. Therefore, significant relationship exists between bridging capital from social capital and institutional identity.

Findings of table 5 showed that in predicting regression of institutional identity and identifying capital in first step and structural capital in second step and bridging capital in third steps. Based on analyzing stepwise regression significant relationship exists between dimensions of

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identifying capital, structural capital and bridging capital. Therefore, in first step coefficient dimension of identifying capital 50.1% variance of institutional identity, in second step coefficient dimension of identifying and structural capital 65.6% variance of institutional identity and in third step coefficient of dimension identifying capital, structural and bridging is 70.4% variance of institutional identity.

Based on research coefficient beta as increase one point in dimension of identifying capital can lead to raise of 0.735; following, coefficient beta increase one point can lead to raise of 0.476 unit. Coefficient beta as increase one point in bridging capital can lead to raise 0.314 institutional identity. Furthermore, the most important dimension of social capital is common language and activities. Common language increases ability to combination of information and shared the story of a society is to safeguard the meanings set. On the other hand structural links between individuals or social units refers to the impersonal configuration. Important aspects of the following three links size and reputation of the communication network on the network, network devices, and network congestion and stability of the relationship between proximity and similarities in the network is a social unit. Therefore, two dimension of identifying and structural dimension were predicting institutional identity.

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