



## Identifying and Investigating the Impact of the Dimensions of Intangible Assets of the Social Capital on the Process of Organizing and Evaluation of Occupations (Case Study: Oil Industry of the Islamic Republic of Iran)

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### ABSTRACT

Today, due to widespread changes in organizational operations, the emphasis is on organizations that are leading the identification of new assets which can rely on these assets and manage them in line with environmental changes. In fact, a new model of assets is introduced in the organizational context, and generally divides the assets of the organization into tangible and intangible assets, which are generally intangible assets that called intellectual and social capital and evaluations have focused on the evaluation of intangible assets. As with most organizations in the public and private sectors, the oil industry has faced the challenge of using resources efficiently and the resulting productivity results are not expected. Considering the importance of the intangible assets of the organization, this research examines the impact of social capital on the process of organizing and evaluating businesses (Case study: Oil Industry of the Islamic Republic of Iran). The statistical population included: There are 848 employees from the "Managers-Directors" (247), "Senior Experts-Experts" (528), and other employees (73) in the oil industry. The statistical sample included: There are 265 employees from the "Managers-Directors" (75), "Senior Experts-Experts" (164), and other employees (26) in the oil industry which were selected according to Cochran formula by simple random sampling method. The required information was collected by questionnaire and analyzed by SPSS software. The main achievements of the research are as follows: the results indicate that there is a positive and significant relationship between the dimensions (cognitive, structural and communicative) of social capital with the process of organizing and evaluation of occupations.

### Keyword:

Social capital,  
Cognitive dimension,  
Structural dimension,  
Communication  
dimension, Oil industry

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## INTRODUCTION

Organizations in the new era of environmental changes and dynamics can no longer rely on their traditional assets. Today, the emphasis is on organizations that are leading the identification of new assets which can rely on these assets and manage them in line with environmental changes. Research has shown that companies that have a higher level of control and concentration on their intangible assets than firms that are disregarded for these assets, and in particular intellectual capital, have better performance and return on equity and the fluctuation in the stock prices of these companies has been less (Brom Hendrick et al., 2007).

One of these assets is the social capital of an organization. Social capital refers to trust, shared values and behaviors, communication, cooperation, mutual commitment, and mutual recognition (Andishmand, 2009).

One of the effects of social capital is the increased productivity of organizations. In business organizations, social capital is an important source of productivity. To get things done, workers and professionals need to apply the recommendations and support of others beyond the hierarchy of the company (Chang et al., 2010).

Social capital can be considered as a resource in social networks used by individuals and can also be considered as an investment by individuals in interpersonal relationships. Coleman (1990) believes that in social capital, social relations, relations with capacity are primeval and can produce value. Contrary to human capital and traditional assets of an organization, social capital is exclusively the result of a significant social relationship that individuals invest over time (Croes et al., 2006). Social capital is a very important factor in the level and quality of interactions in the workplace, so that employees, colleagues and managers learn from each other and feel they have the right to innovate (Tarvo, 2015), so that employees feel that they are part of a team. The impact of such an issue lies with the organization in terms of efficiency. New techniques are quickly released, good ideas and practices are perceived and accepted quickly, and innovation is developing (Start, 2015).

Nahapyth and Ghasal (1998) divide social capital into three structural, cognitive, and communicative dimensions: structural social capital, which includes all invaluable knowledge resources in the organization, which includes databases, organizational charts, process execution instructions, strategy, executable programs and in general whatever its value is to the organization above its material value (Tajbakhsh, 2004). Social capital is a communication that describes a kind of personal relationship that individuals make with each other for the history of their interactions (Piran et al., 2012).

According to Bolino et al. (2002), this dimension is characterized by high levels of trust, common norms, homework, and mutual identity. In fact, social capital relates to the effective communication between colleagues who love each other, trust each other and identify with each other, and social cognitive capital that refers to common concepts and language in the organization's structure. This dimension serves as a connecting mechanism for individuals in the organization to integrate and integrate resources. As a result, it reduces conflict, facilitates communication and

creates common goals (Allegozau & Fillier, 2010). The most important aspects of these dimensions are common language and common stories (Ghadamzan Jalali, 2011).

As a result, social capital and its dimensions are of great importance. The oil industry, like most organizations in the public and private sectors, faces the challenge of using resources efficiently, and results are not expected to be as productive as expected. Therefore, considering the importance given to the organization's intangible assets, this research seeks to answer the question that how is social capital as one of the dimensions of an intangible organizational asset on the process of organizing and evaluating occupations in the oil industry?

## THEORETICAL FOUNDATIONS

### *Social Capital*

Today, along with human, financial and economic capital, another capital is called social capital. This concept refers to the links and connections among the members of a network as a valuable source, which creates the norms and mutual trust, which leads to the realization of the goals of the members (Abbaszadeh and Moghtadayie, 2009). Social capital is a relatively new concept in the social sciences and in short it means "norms and networks that allow people to participate in collective actions for mutual benefit" and in ways such as measuring social trust and membership levels in associations a formal civil or informal measure can be measured. Social capital is a hybrid concept that describes the "creature" or the extent of these norms and networks in a society at a specific time (Andishmand, 2009).

Interrelationship, non-consensual behavior and trust are examples of these norms. These networks may be formal or informal. From this perspective, social capital is one of the key elements of the power of civil society or the capacity of society to manage itself through informal, voluntary, non-governmental, and nonprofit group activities (Alvani and Naghavi, 2008).

Bourdieu identified three types of capital; these forms of capital are:

- ✓ Economic Capital
- ✓ Cultural Capital
- ✓ Social Capital

The economic capital is immediately convertible into money, such as the fixed assets of an organization.

Cultural capital is another type of capital that exists in an organization, such as the higher education of members of an organization, which, in some cases and under conditions, can be converted into economic capital, and eventually another form of capital is social capital which addresses the communication and participation of members of an organization and can serve as a tool for achieving economic capital. (Winter, 2000) Bourdieu and Coleman agreed to participate in the group. It was considered as capital as a result; Bourdieu was helped by the term "stickiness" for this concept and Coleman was helped by the term "social structure" for this concept. Unlike Bourdieu, he considered capital investment as the ultimate goal. Coleman uses human capital as the ultimate goal and social capital as a means of achieving human capital. In other words,

Coleman, using the concept of social capital, tried to understand the role of norms and values within the family or social networks, in order to strengthen human capital.

Putnam considers social capital as a set of concepts such as trust, norms and networks, which has led to the establishment of effective communication and participation of members of a community and ultimately will provide their mutual benefits.

In his view, the trust and interconnection of members in the network are the resources that exist in the actions of community members (Putnam, 2000).

Putnam considered social capital as a means to achieve political and social development in various political systems. His main emphasis was on the concept of "trust" and he believed that it was the factor that could have drawn trust between people and statesmen that if there was a high degree of trust in a government, it would equally be political and social development will be more.

Pacoston has defined social capital consisting of various components, each of which can operate independently of the other. The components of Pacoston's definition of social capital are:

The level of association among individuals or the structure of the objective networks of mental associations between the same individuals, that is, the links between individuals must have a specific, mutual, trusted, and require a positive feeling.

Ston has divided social capital into two dimensions:

First dimension: Creating networks and structure of social relations.

Second dimension: Creating norms and quality of social relationships. The features of social capital in the first dimension are:

The type of relationships, the size of the networks, the internal structure of relationships, the external structure of relationships, and the level of relations between the characteristics of social capital. In the second dimension, the norm of trust and the norm of compensation (Goderham et al, 2007).

To conceptualize social capital, we can refer to different theories, models and conceptual models. There are three theories:

### **Weak Links Theory**

According to the theory of weak links, the greater the severity and the strength of relationships between the members of a network, the less value of social capital, and vice versa, the stronger the strengths and weaknesses of these relationships, represents greater social capital. It can be measured social capital in terms of severity, frequency, and inclusiveness of various types of relationships such as friendships, partnerships, etc. The intensity and solidity of the relations of a social group within the group weakens the relations of members of that group. Indeed, the cohesive relationship among members of a group has led to a weakening of relations with members of foreign groups and social capital, and on the contrary, weak links within the group have led to the establishment of relationships with individuals and groups and it leads to the creation of social capital. (Seibert, 2001)

### **Structural Split Theory**

This theory was used by Burt in 1992 to conceptualize social capital. The emphasis is on the theory of structural split between individuals and relationships between colleagues. The gap in this theory is the lack of communication between the two individuals in a social network, which in itself is considered to be an advantage for the organization. According to the structural split theory, if a person in his social network communicates with colleagues who are not connected or at least have a small connection, they will ultimately utilize. Strengthening slot networks has many advantages, including: quick and unparalleled information evaluation, double bargaining power and increased control over resources and outcomes (Seibert, 2001). In another way, the concept of structural split theory can be considered. This theory assumes that markets, organizations, and people who are in contact with each other, if the relationships between them are not structured, are not well-defined, it will be considered as a profitable investment for them, and the more interconnected they are, the more structured they will be reduced. In general, the formalization and structural adjustment of social capital is in conflict. The structural split theory defines social capital as a "structurally structured network", influenced by the following factors:

- ✓ Network size:  
Widespread and widespread networks are less imposed and less compulsory for members to subscribe.
- ✓ Density or density of the network:  
Networks where interactions between members are more intense involves compelling members to comply.
- ✓ Network hierarchy:  
Networks in which relations based on dominant communication are shaped by a higher degree of algebra (Burt, 1997)  
According to this theory, in order to measure the amount of social capital, three factors should be considered. The larger the size of the larger network and the density and hierarchy in it, the greater the amount of capital.

### **Social Resource Theory**

This theory, rooted in Lin's studies in 1981, finds links to the network without the resources inside it. From the point of view of this theory, only resources within the network can be considered as capital (Lin, 2001).

For example, members of the network may have a lot of resources, including power of penetration, higher education, etc. and are recognized as a source of value, but these resources will only be considered as capital if a person needs those resources. . If an individual needs his or her partner's power to reach a goal, then that source will automatically be considered as capital, and consequently other sources of resources, such as higher education, etc., will not be considered as capital. In short, from the point of view of this theory, members of the network have valuable resources that can help the person to achieve the goals. By reviewing the literature on social capital conceptualization, we can conclude that the theory of weak links refers to the nature of communications and interactions among individuals, the structural split theory focuses on the pattern of these links and relationships among members of the

network. And social resource theory refers to the characteristics of communication and interactions of members and the content of relationships. In other words, the theory of weak links and structural splits both focus on the "structure" of networks, while social-interest theory focuses on "network content" (ibid).

**1. CRGRA Social Capital Model:**

The CRGRA model presented by Kilpatrick and Falk in 2001 and used by many scholars. This model has three levels of social capital

- ✓ Micro
- ✓ Middle
- ✓ Macro

examines.

At micro level, social capital refers to people in the network, which is formed through the interaction between these individuals, the recognition of the outcome and the identity of the members.

At the middle level, social capital refers to communities and groups and organizations, and it helps to strengthen and build an interdisciplinary value group.

At a macro level, the community focuses on different organizations and groups, which enhances communication and communication, and improves shared values. According to Chart 1, all of these levels have been linked together and are mutually reinforcing or deficient (Kilpatrick, 2001).

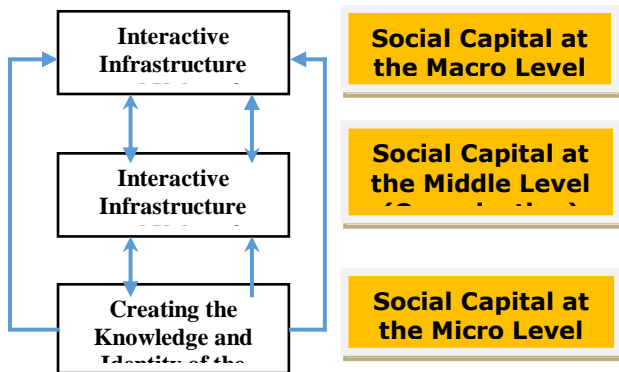


Chart 1. How to Communicate Social Capital at Different Levels

**1. CLRLA Social Capital Model:**

Based on this model, social capital involves resources that increase the capacity of society and the organization. At the individual level, these resources include cognition and identity. In terms of knowledge sources, knowing the source of information and practices, or solving problems in the network. The sources of identity refer to norms and values, in other words, they focus on the source of identity, to what extent individuals have shared values and insights, and are able to work with others. These sources of cognition and identity are integrated at the community and organization level and create a source of social capital for that organization / community, which at the intermediate level forms the value and interactive infrastructure of the

organization and at the macro level, it ends with social communication infrastructure.

**2. SCAT Social Capital Model:**

Bin and Hicks provide a fairly comprehensive quality model that analyzes social capital at an organizational level, known as the SCAT model, which was first introduced in 1998. The SCAT model attempts to illustrate the dimensions and composition of social capital at the organization level (Krishna, 1999).

In this model, social capital is divided into two macro and micro levels, the macro level refers to the environment in which the organization operates, including the role of laws, the legal framework, the type of government and the political system, the degree of decentralization and the degree of political participation of individuals in macro policy. Social capital at the micro level is divided into two cognitive and structural dimensions. The cognitive dimension addresses the intangible part of social capital, such as values, beliefs, attitudes, behaviors, and social norms. Cognitive values deal with the spirit of the trust and integrity of the members, as well as the interrelationship that exists between members of a community. These values create conditions in society/organization in which members can collaborate to produce common goods. Structural dimension of social capital includes structures and networks that incorporate collective decision-making processes, responsive leaders, and mutual responsibility.

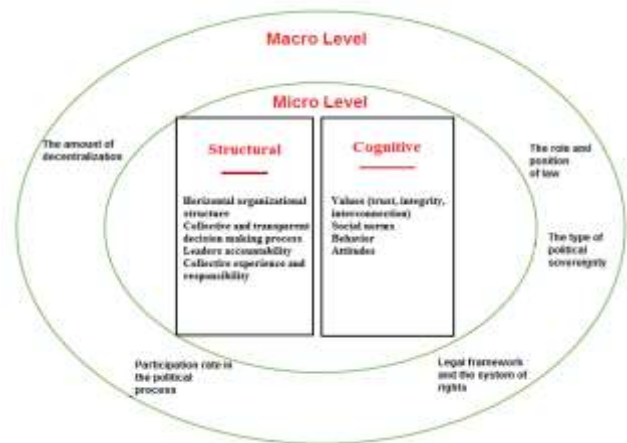


Chart (2). SCAT Model (Krishna, 1999)

Although it is important to address social capital at the macro level, the SCAT model attempts to measure its level by measuring indicators and attempts to measure the amount of social capital in companies and organizations.

**Quantitative Social Capital Measures:**

Social capital is a function of the total value of resources available to members of the network multiplied by the

probability that these members give resources to the individual (if a person needs these resources).

$$S \in C = \sum V.P$$

Here:

The amount of social capital if  $i$  is a member of network  $A$   
 $= \sum_{S \in C}$

The set of people that  $i$  is members of the network =  $A$

Value of resources available to member =  $V$

The probability that  $i$  will be able to take these resources =  $P$

Consequently, the amount of social capital stipulated in the above formula depends on the following three factors:

- ✓ Number of members in the network
- ✓ Ability to allocate resources to members of the network
- ✓ The amount of resources available to members in the network

In other words, the wider the broader the network, the social capital will be strengthened. And the greater the value of resources and the probability of the transfer of resources, the number of social capital increases exponentially. (Snijders, 1999)

### 3. Goshal & Nahapit Social Capital Model:

Goshal & Nahapit in their model, with organizational approach, classify different aspects of social capital in three dimensions: structural, interpersonal and cognitive.

1- Structural dimension: refers to the general pattern of contacts between individuals, which individuals and whom they have access to. The aspects of this dimension are: network relations between individuals; the configuration of network relationships and appropriate organization.

1-1) Network relations between individuals: The main proposition of the theory of social capital is that network relationships provide access to resources (such as knowledge). Social relationships create information channels that reduce the amount of time and investment needed to collect information.

1-2) Configuration of network relations: The general configuration of network relations forms an important aspect of social capital, which can affect intellectual capital development. For example, the three features of the network structure: density, linkage, and hierarchy all contribute to the flexibility and ease of exchange of information by influencing the number of calls or the access of network members.

1-3) Appropriate organization: Created social capital, including relationships and relationships, norms and trust in a particular environment, can often be transferred from one social environment to another and thus affect the patterns of social exchange. Suitable social organizations can provide a potential network of access to individuals and their resources, including information and knowledge, and, through the cognitive and social dimensions of social capital, may provide motivation and ability to exchange.

2- Relationship dimension: The descriptor is the kind of personal relationship that individuals make with each other for the history of their interactions. The most important aspects of this dimension are: trust, norms, requirements and expectations, and finally identity.

2-1) Trust: Research shows that where trust-based relationships exist at a high level, individuals tend to have a lot of social exchange and collaborative engagement.

2-2) Norms: Collaboration norms can provide a strong foundation for intellectual capital formation.

2-3) Requirements and expectations: The requirements represent a commitment to carry out an activity in the future, and ultimately, expectations of the fulfillment of obligations.

2-4) Identity: Identity is a process in which individuals feel that they are members of the same group with another person or group of others.

3- Cognitive dimension: refers to resources that provide manifestations, interpretations, and systems of common meanings among groups. The most important aspects of this dimension are common language and codes, as well as common narratives.

3-1) Common languages and codes: For different reasons, common language influences the conditions of composition and knowledge sharing.

First, the language has a direct and important function in social relations, because it is a tool through which people discuss each other, exchange information, ask questions from one another, and do business in the community.

Second, the language affects our perceptions. The codes also provide a reference framework for our observation and interpretation of the environment.

Third, the common language increases the ability to combine information.

3-2) Common stories: In addition to common language and codes, researchers also believe that myths, stories and metaphors provide powerful tools for communities to create, exchange and preserve rich sets of meanings (Memarzadeh et al., 2009).

The cognitive dimension, using common language, provides a shared vision of goals and values for network members, and provides an introduction to their optimal activity in the social system. At the organizational level, and especially in large organizations, creating shared insights among members and bringing their thoughts and views closer together are ways to develop cognitive dimension.

### 4. Ston Capital Social Capital Model:

According to Ston, social capital consists of two dimensions.

The first dimension: the construction of networks and the structure of social relations.

The second dimension is the construction of norms and the quality of social relations.

The features of social capital in the first dimension are the type of relationships, the size of the networks, the internal structure of relationships, the external structure of relations and the level of relations.

The features of social capital in the second dimension are the norm of trust and the norm of compensation (Memarzadeh et al., 2009).

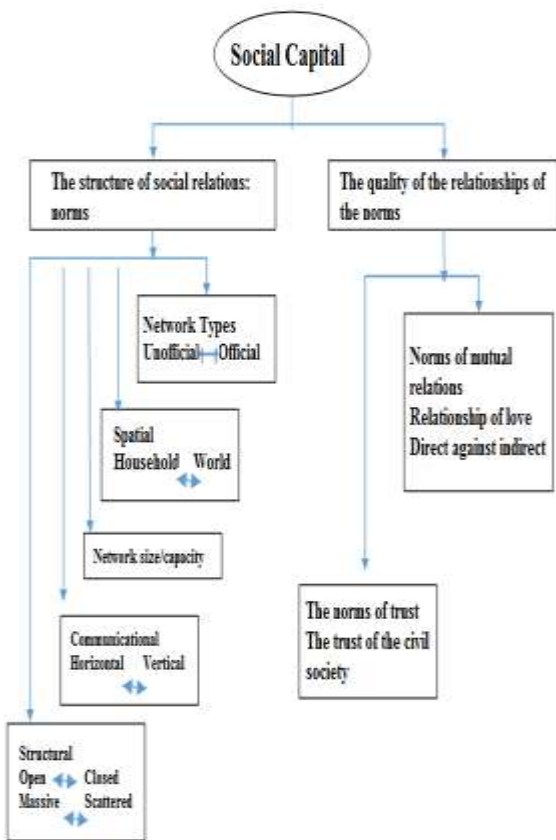


Chart (3). Ston Model (Memarzadeh et al., 2009)

**5. Social Capital View of Hasle et al.**

Hasle et al. (2007) pointed to the relationship between organizational capital and the quality of work and health, and in this regard, they presented a model. The Hasle model shows a positive relationship between social capital, productivity, knowledge transfer, innovation, team effectiveness, and dropping out of service, high job satisfaction and better health in the organization, and suggested that general organizational characteristics could be job satisfaction and health and social capital as a structure can establish a link between these features (Hasle et al., 2007).

**6. The framework of shared social capital and shared credit Wideman et al.**

Wideman & et al, 2006) has proposed an intellectual framework for analyzing shared social capital along with its key drivers, interpersonal and credit capital. Wideman has three main advantages for social capital:

- 1- Access to information resources
- 2- Providing control
- 3- Influence of trust

Also, for common credentials in its model, it refers to four characteristics that are related to it: Reliability, reliability, accountability and trust in competency, these characteristics can be considered as the basis of common social capital objectives and the main components of shared credit (Wideman et al, 2006).

**7. Lina and Van Buren Social Capital Model:**

Lina and Van Buren (1999) divided the social capital model into two components:

- 1- Associability: The first component of corporate social capital is associability. Which is defined as the willingness and ability of individuals in the organization to fulfill individual goals for purposes and collective actions. People's willingness to participate in collective action depends on their beliefs. That is, the belief that the individual's efforts, which, in general, directly benefit the whole and indirectly benefit individuals.
- 2- Trust: For organizational researchers, it is also successful as a prelude to collective action and can be considered as the result of successful collective action. This is necessary to enable individuals to work together on collaborative projects (Leana & Van Buren, 1999).

**8. Luck Lee Social Capital Model:**

Luck Lee is trying to summarize the various designs of social capital dimensions of the theoretical foundations. He has divided social capital into two dimensions of quality and structural networks. Quality is also divided into two dimensions of mutual relations and trust, where trust can also be social and institutional. Structural networks can also be formal, informal, spatial, and relational. The following figure shows this plan:

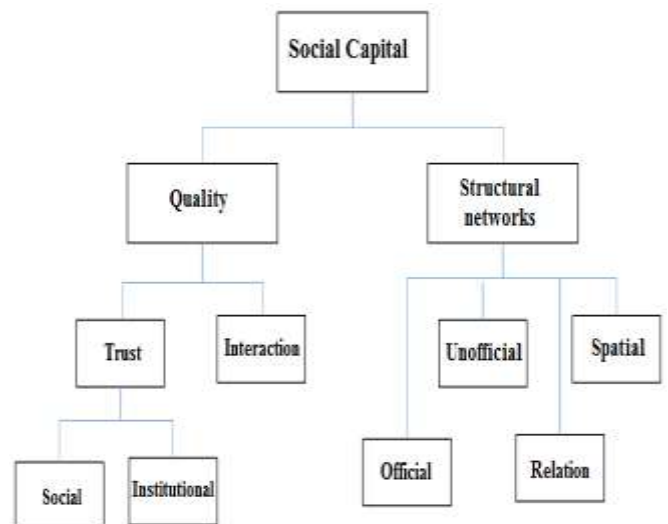


Chart (4). Dimensions of Social Capital from the Viewpoint of Luck Lee (Memarzadeh et al., 2009)

**9. Kennedy Approach to Social Capital:**

Another category of social capital dimensions by the Kennedy group at Harvard is that the above variables are partly considered in this comparative category; this study group has the following dimensions: (Memarzadeh et al., 2009).

**1- Trust:**

- A- Social trust: The main focus of social capital is to answer the question: Do you trust people? These people may be neighbors, associates, shopkeepers, cops, policemen and, in summary, those who are in contact with them in everyday life.
- B- Trust between different races: A society is generally one hand and people are often of a religion and race, but may consider social capital among different races (black, white, yellow, etc.) and the extent to which races were trusted to each other (Memarzadeh et al., 2009).

**2- Political participation:**

- A- Normal Political Participation: One measure of how people participate in society is to measure the extent of political participation. This participation can be measured by the number of voters, the amount of study and the volume of newspaper purchases, citizens' information on political issues, and so on.
- B- Critical Political Participation: Studies show that a community may be at a low level in terms of ordinary political participation; in other words, the number of people participating in the parliamentary elections is very low, as well as the reading of newspapers is small and The political insights of the society are low, but at the same time, the society is critical in terms of critical political participation, and active participation in activities such as marches, gatherings, political revolutions, and so on. Undoubtedly, measuring this dimension is also related to political participation.
- C- Civic Leadership: Civic leadership deals with the extent to which people participate in groups, clubs and associations and affairs of a city or school, and so on, and the question of how far a person plays a leading role in these groups and associations. Does, he thinks.
- D- Civic Participation: What does it mean to what extent do community members work in different types of groups: religious groups, sports clubs, professional leagues, youth organizations, parental associations, charity groups , trade unions, cultural clubs, literary, artistic, cultural, recreational and cooperative groups (Memarzadeh et al., 2009).

**3- Informal social capital:**

In fact, leadership and civic participation measure formal social aspects of social capital, but some communities and

communities have been trying to develop informal relationships and prefer informal membership and participation. In fact, this dimension examines the informal aspects of social capital, such as: the number of friends of one person, the level of socializing with friends in the office environment, socializing with colleagues and friends in the outside environment, participating in games like chess and meeting family members (ibid).

**4- Forgiveness and spirit of bidding:**

One way to measure community relationships is by examining their membership and cooperation with charitable and voluntary organizations. The partnership can be funded through grants to the Relief Committee, nursery centers or by appointment, such as attending meetings of community development associations or supporting graduates from universities (Memarzadeh et al., 2009).

**5- Religious participation:**

Religion plays a very important role in social capital, people in terms of religion and religion may originate from participation, such as the presence and activity of mosques, monasticism, churches and religious sites and pilgrimages (ibid).

**6- Justice in Civil Participation:**

In some societies, there is a tendency toward affluent people, higher education and a certain race, and vice versa, in some other societies, poor people with lower social status are in the top priority. Since these factors are important in the health of the community, measuring the degree of equality of people in social participation is important. This dimension can be studied by factors such as race, income, education.

**7- Variety of friendships and relationships:**

It refers to the companionship of a person with different social classes, races, relatives, religions and religions. In other words, the person with the various classes and groups belonging to different races and religions has been associated with a friendship, has led to an increase in social capital (Memarzadeh et al., 2009).

**Conceptual Model of Research**

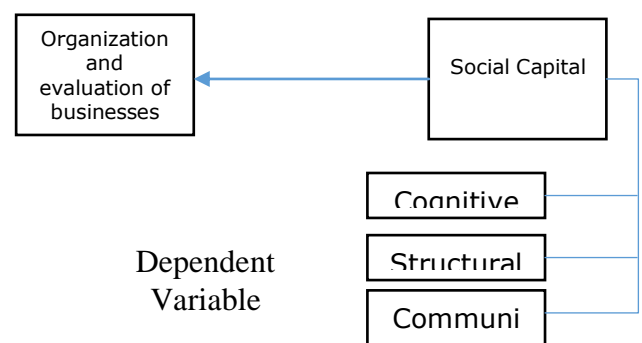


Chart (8). Conceptual model of research

## BACKGROUND RESEARCH

### Literature Review

Trigly's study, quoted by Porterz (2015), identifies two main branches that influence social capital through human resource productivity, first, social capital generates knowledge and information among staff members. Which makes it possible to achieve certain goals that are unavailable in the absence of them; secondly, social interactions may affect employees' motivations and efforts.

Zagal (2010) conducted a survey of 300 British companies that were divided into three groups of advanced technology companies, traditional companies and service companies. The results showed that intellectual capital has a positive effect on the financial and economic performance of the company. Although the relationship between intellectual capital and stock market performance is only significant for advanced industries, capital employed remains a determinative factor for financial performance and stock markets. While the capital employed has a negative effect on economic performance.

Huang and Sue (2007) found that among the companies surveyed, structural capital and interdependent capital showed better performance, while human capital had a weaker performance. It was also found that human capital has a great influence on structural capital and capital, and human capital has an effect on business performance through capital.

A study by Filler and Steinbeck (2003) aimed at examining the relationship between the value added efficiency created by the three main components of the company's resources (physical capital, human capital, and structural capital) with three dimensions of the firm's performance, namely profitability, productivity, and market valuation. Empirical findings indicated that physical capital is also a major source of influence on the company's performance in South Africa.

Bontis et al. (2000) conducted a study to examine three components of human capital, structural capital and customer capital, and their relationships in two sectors of industry. The main findings from the research were that: Human capital is important regardless of the type of industry, and that the development of structural capital has a positive relationship with the performance of the company (regardless of the type of industry).

"Muhammad Ali EL\_Hajji, 2015" in the journal "Journal of Labor and Human Resources Management Studies", which provides: "It provides a general insight into the business evaluation system" Hya. "This paper states that there is a goal in Hya Thinking for the development and creation of an efficient and alternative system for measuring and evaluating occupations (especially for executive and managerial posts).

Isaac Chaneta (2014), in 2014, in an article entitled "The impact of business appraisal on equal pay-making decisions" states: "The objective of the business evaluation is to compare all the businesses of an organization with each other with the goal of generating a ranking system. This ranking system may again be divided into work groups of different sizes, which, if desired, can be used in payments and grids. While this method is more suitable for large

organizations, smaller organizations also need to make decisions about the similarities and differences of a job. Otherwise, no decision can be made on the payments and bases. Therefore, even when there is no formal way to evaluate the occupation, the occupations will be evaluated case by case. The only question in business appraisal is to what extent the organization expects these evaluations to be analytical."

"Varsha Kandikar" and his colleagues in 2014 (Varsha Karandikar et al., 2014) in the article "The design of the severity of some iodine work using the P-SVR (state, mode, variation) method for evaluating the hard work" stated that: "The scope and purpose of this paper is to describe the new term" State-Statement-Variation Statement (P-SVR) ", a method for providing a quality analysis to illustrate the areas of improvement in operating conditions for the operator's comfort. Also, this method is used to identify the quality value of work intensity based on video analysis of work status. In this research, various activities, such as assembly, testing, material handling, inspection, separation and cleaning in a compressor producing company, were studied. In these processes, things such as the intensity of the work were evaluated based on time and frequency. The P-SVR method can be used as a developmental method based on statistical observations of the situation to analyze the intensity of work. This method uses both randomized (random) and periodic photographic analyzes. The scope of this paper is limited to illustrating these domains, because the modification and modification of these processes can help to reduce the severity index. In this article, he has been studying occupations based on the severity of the situation in one Indian industry, in order to be able to contribute to industrial management topics that include evaluation of occupations. "

The study of Sayyed Ameri (2008) concluded that there is a significant relationship between creativity, organizational support, organizational culture, communication patterns, organizational reward system, and leadership style in the organization with productivity.

In a research that Feizi, entitled "Research in Designing and Explaining the Social Capital Model of Payame Noor University", conducted in 2006., has investigated social capital model (Goshal & Nahapit). The results showed that communication and mutual trust They are directly related to the social capital of the university, and external variables and related elements (organizational norms and task sense) and the centralized network (structural elements) affect the social capital through legal factors.

Of the seven variables consisting of relationship factors, the effect of four variables of communication and mutual trust (directly) and organizational norms and a sense of task (indirectly) on social capital of the university was proved. The factors of information and communication technology also affect the social capital through mutual trust variable (Feizi, 2006).

Hosseinpour and Azar (2011) investigated the relationship between intellectual and social capital and organizational performance in terms of managers and staff, which is an appropriate model of two intellectual approaches with dimensions (human, structural, and relational) and social dimensions (structural, Cognitive and relational) in



improving the performance of the Export Development Bank of Iran. Among the results of this research, the most significant effects on performance have been in terms of communication and human dimension (intellectual capital) and communication and cognitive dimension (social capital) respectively.

**Research Method**

The present study was "cross-sectional" for the time of research, in terms of research results, "Applied", in terms of the research implementation process, "hybrid", in terms of research purpose, "descriptive" (case study type) and in terms of the logic of research implementation, it is "inductive". The statistical population of the study was 848 employees selected from among "Managers-Directors" (247 people), "Senior Experts/Experts" (528 people) and other employees (73 people) in the oil industry of the Islamic Republic of Iran (Ministry of Oil and Gas Management and Human Capital Development, General Directorate of Organization, Methods and Excellence of the Ministry of Petroleum, Human Resources Management and Engineering Departments, Main Industries Structure and Oil Industry). Since the number of members of the community is 848, according to the Cochran formula, 265 people were selected as a statistical sample by simple random sampling method. The research period of this research is the second half of 2017 to the first quarter of 2018. In this research, a questionnaire was used to gather information and the data were analyzed by SPSS software.

**Test of Research Hypotheses**

To test each of the variables, a sample of t test is used. The results of this analysis are presented in Tables 1 and 2. As can be seen, the zero hypothesis that the status of the research variables is equal to 3 (moderate) is not confirmed (sig = 0.000) and given the smallest and largest value for all the variables of both positive, it is determined that the status of these variables is appropriate and greater than 3.

Table 1. T-student single-sample test results of the research variables

The statistics of T-student single-sample test			
Variables	Mean	Standard deviation	Mean standard error
Social capital	3.5618	0.78370	0.03999
Organizing	3.7936	0.82226	0.04196
Evaluation of Occupations	3.6517	0.76273	0.03878

Table 2. T-student single-sample test results of the research variables

T-student single-sample test						
Variables	Test value: 3					
	T-statistics value	Degrees of freedom	Significance	Average difference	95% confidence level	
					Lower limit	Upper limit
Social capital	14.04	383	0.0	0.56	0.48	0.64
Organizing	18.9	383	0.0	0.79	0.71	0.87
Evaluation of Occupations	15.05	383	0.0	0.56	0.47	0.74

Table 3. T-student single-sample test results of the research questions

Research Questions	Confirm / Reject
The cognitive dimension of social capital have a positive and significant role in the process of organizing and evaluating the occupations of the oil industry?	Confirmed
The structural dimension of social capital have a positive and significant role in the process of organizing and evaluating the occupations of the oil industry?	Confirmed
The communication dimension of social capital have a positive and significant role in the process of organizing and evaluating the occupations of the oil industry?	Confirmed
The independent variable "social capital" has a positive and significant role in the process of organizing and evaluating the oil industry occupations?	Confirmed

questions

**Test hypotheses**

**First hypothesis:**

The structural dimension of social capital has a positive and significant role in the process of organizing and evaluating oil industry occupations. The results of Pearson correlation coefficient between two structural variables of social capital and organization process and evaluation of occupations (r = 0.536) indicate that there is a meaningful relationship between the two variables at the 1% error level, so the assumption of research with 99% confidence is confirmed and the hypothesis of non-existence of the relationship is rejected.

**Second hypothesis:**

The cognitive dimension of social capital plays a positive and meaningful role in the process of organizing and evaluating the oil industry occupations. The results of the correlation coefficient between the two variables of the cognitive dimension of social capital and the

process of organization and evaluation of occupations ( $r = 0.470$ ) indicate that there is a meaningful relationship between the two variables at the level of 1% error, so the assumption of the research with 99% confidence is confirmed and the hypothesis of non-existence of the relationship is rejected.

### Third hypothesis:

The social capital aspect of social capital plays a positive and meaningful role in the process of organizing and evaluating oil industry occupations.

The results of the correlation coefficient between the two variables of social capital dimension and organization process and the evaluation of occupations ( $r = 0.568$ ) indicate that there is a meaningful relationship between the two variables at the level of 1% error, so the assumption of the research with 99% confidence is confirmed and the hypothesis of non-existence of the relationship is rejected.

### Fourth hypothesis:

The influential factors of social capital have a positive and significant role in the process of organizing and evaluating oil industry occupations.

The results of the correlation coefficient between the social capital variable on the organization process and the evaluation of occupations ( $r = 0.634$ ) indicate that there is a significant relationship between the variables at the level of 1% error, therefore the assumption of the research is confirmed with 99% confidence and the hypothesis of the absence of a relationship is rejected.

Table 4. The results of correlation coefficients used for research hypotheses

Independent variable	Dependent variable	Correlation Coefficient	Sig.	P value
Structural dimension of social capital		Pearson	0.003	0.536***
Cognitive dimension of social capital	The process of organizing and evaluating oil industry occupations	Pearson	.000	0.470**
Communication dimension of social capital		Pearson	.000	0.568**
Dimensions of social capital		Pearson	.003	0.634**

\*\*\* At 99% confidence level

## Conclusion:

The current study was carried out to investigate the effect of social capital on the process of organization and evaluation of occupations (Case study: Oil Industry of the Islamic Republic of Iran). The research is descriptive survey and considering 88388 companies of the oil industry (including the headquarters of the Ministry of Petroleum of 1036, the independent oil industry units of 1187 companies, the National Iranian Oil Company, 45942 companies, the National Iranian Gas Company 22574 side, National Iranian Oil Refining and Distribution Company, 16329 and the National Petrochemical Company, 1941) - In June 2018, 1134 related to the human resources field of the oil industry, of which 286 are the organizational side was without a caretaker, therefore, the statistical population of the study was 848 employees of "Managers-Directors" (247), "Senior Experts/Experts" (528), and "Other Employees" (73) in the Oil Industry of the Islamic Republic of Iran (Deputy Director of Management and Capital Development Ministry of Oil Human Resources, General Directorate of Organization, Procedures and Excellence of the Ministry of Oil, Human Resources Management and Engineering Departments, Main Organization Structure and Oil Industry). The sample includes 265 people including: Managers-Directors (75 people), Senior Experts/Experts (164), and Other Employees (26). Oil Industry of the Islamic Republic of Iran (Ministry of Oil and Gas Development and Human Capital Management, Directorate General Organization, methods and organizational excellence of the Ministry of Oil, Human Resources Development Management and Engineering departments of the main companies and subsidiaries of the oil industry). To analyze the collected data, descriptive statistics then analytical or inferential statistics were used. The results will be presented below. To examine each of the variables, a sample was used. As can be seen, the zero hypothesis that the status of the research variables is equal to 3 (moderate) is not confirmed ( $\text{sig} = 0.000$ ) and, given the smallest and largest value obtained for all the two positive variables, it was found that the status of these variables is appropriate and greater than 3. The cognitive dimension of social capital plays a positive and meaningful role in the process of organizing and evaluating the oil industry occupations. The structural dimension of social capital has a positive and significant role in the process of organizing and evaluating oil industry occupations. The social capital aspect of social capital plays a positive and meaningful role in the process of organizing and evaluating oil industry occupations. The influential factors of social capital dimensions have a positive and significant role in the process of organizing and evaluating oil industry occupations.

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