

The Relationship between Social Capital and Organizational Culture in Iranian Higher Education System

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Introduction: Considering the role of organizational culture in acquiring the goals of education organizations, recognizing the related factors has a major importance. Among the related factors of organizational culture, social capital and organizational culture is not well recognized. The goal of the present study is identification of the relationship between organizational culture and social capital in Golestan province higher education centers. Therefore, the main question is whether there is a relationship between organizational culture and social capital? And which dimension of social capital has a stronger correlation with organizational culture?

Method: This study is a descriptive research and its methods are a survey study. The population includes all educational and administrative staff working in public and private higher education institutions in Golestan province. The sample included 460 respondents that have been selected by stratified random sampling method. Based on conceptual research model by Denison standard questionnaire was measured the organizational culture was assessed by researcher made social capital that its validity through content-related validity and reliability Cronbach' alpha coefficient has been approved. The data were analysed using statistical methods including correlation coefficient, averages comparison, regression analysis and path analysis.

Results: Results of the study demonstrate that there is a significant positive relationship between social capital and organizational culture so that 39/7 percent of Organizational culture can be explained by institutional trust, personal trust, social trust, and social interaction supporter actions that are indicators of social capital is formed.

Discussion: Among the significant results of the present study can be distinguished from direct and significant impact of institutional trust as one of the constituent variables of social capital on organizational culture mentioned it could be noted, However, the other constituent variables of social capital also has a positive relationship with Organizational culture and have been meaningful.

The result of this study is the development of Putnam theory that insisted on trust as a function facilitator in organizational relationship

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