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THE RELATIONSHIP BETWEEN INTELLECTUAL CAPITAL AND MANAGEMENT EFFECTIVENESS

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ABSTRACT

The main objective of the present study was to investigate the relationship between intellectual capital and management effectiveness in schools. And descriptive survey research method, the target application and the nature of work is a correlation. The population in this study consists of 129 managers of schools that are using the Cochran Table 96 were selected as the sample. Friedman test "was used. The results showed that significant positive correlation between intellectual capital and effective manager there. Also, the human capital, structural capital and relational capital and there is a significant positive relationship.

Keywords: Intellectual Capital, Management Effectiveness, School

INTRODUCTION

The course of the industrial age to the information age society, the importance of intellectual capital (IC) increased. The importance of such factors can be derived from the information technology revolution, the growing importance of knowledge and knowledge-based economy and the impact of

innovation and creativity as a key element of competition, he said [1]. So that we were witnessing the emergence of the knowledge economy, the foundation is based on the intellectual capital [2]. Since the mid-60s evaluating intangible assets has become a concern. Hrmnsvn trying to use the term

human asset accounting to measure and demonstrate the value of labor power companies in the financial faces [3]. According to Peter Drucker, the most important feature in organizations relied on intellectual capital and knowledge, trust the staff to develop a new paradigm of knowledge management focused on the empowerment of followers is required [4].

Providing a precise definition of intangible assets and intellectual capital is difficult. Therefore, the definition provided in the accounting literature, extensive and varied, and each of these definitions, focuses on different features of the intellectual capital [1]. Intellectual capital of the organization's resources to create wealth through investments in knowledge, information, intellectual property and related experience [5]. Stuart intellectual capital that defines compulsive components of knowledge, information, intellectual property, experience that it can create the wealth [6]. Intellectual capital includes the portion of the property or assets of the company and the company's knowledge, it is the holder and owner. By definition, can contain the knowledge and intellectual capital (the intellectual property or intellectual property has become a company) and the end result is the transfer process [7].

The three components of intellectual capital are interdependent. Intellectual capital of the composition, deployment, interaction, integration and balance between the three components, as well as manage the flow of knowledge between the organizations providing the best value possible [8]. Interrelationships of three major components of intellectual capital can be considered, including the positive impact of human capital on the capital structure, the structural funds could lead to the transfer of know-how of the group. The capital structure of the investment relationship is positive [9]. The effectiveness of the educational system of a country is one of the fundamental aspects of competitive advantage in the global economy [10]. Peter Drucker believes that the effectiveness is doing the right things.

Mojtahedzade et al., (2011) in a study entitled to examine the relationship between intellectual capital and human dimensions of customer-oriented structure and there is a significant positive correlation [11]. **Chen (2008)** investigated the relationship between intellectual capitals on competitive advantage that human capital, structural capital and relational capital in the creation of competitive advantage for organizations to have a positive and significant relationship [11]. But the greatest impact in this regard is

the relationship capital [12]. Educational institutions, especially schools as the main source contains the bulk of the information and knowledge needed to progress the development of a society, the creation, production and distribution of knowledge is and progress will stop the deliberate and systematic Shd.lza training centers need to identify and manage their intellectual capital. The development of intellectual capital management can be an effective agent for the effectiveness of management activities and achieve the goals of the school.

MATERIALS AND METHODS

The aim of the present study, the type of applied research is the relationship between the variables, the correlation is. Ghelich and Moshabaki (2007), the work was used [12]. The model consists of three dimensions of human capital, intellectual capital, structural capital and relational capital-is. To assess the effectiveness of the model is Krymrz.

RESULTS

Statistical Analysis

With respect to **Table (1)** Since the p value obtained in the correlation coefficient (0.000), the level of significance (0.5) under the null hypothesis is rejected and the be argued that the two variables " intellectual capital " and "

effectiveness" there is . Also, due to the positive correlation coefficient (.717), is a direct relationship.

Between two variables "humancapital" and "effectiveness" There is ... with the results, it was found that the effectiveness of human capital and there is also a significant positive correlation. It is strongly associated with the "class" at the highest level and with the "knowledge - school "is at its lowest (**Table 2**).

The variable "Capital structure" and "effectiveness" There is. The survey results indicated that the relationship between capital structure and dimensions of effectiveness exists. It is strongly associated with the "class" at the highest level and then "the students " are at their lowest levels. It should be noted that the relationship between capital structure and the students are very weak and not significant (**Table 3**).

Between two variables "bridgingcapital" and "effectiveness" There is ... a review of the results indicated that the relationship between the capital and the effectiveness of a positive and significant relationship exists. It is strongly associated with the "schoollevel" at the highest level and with the "content" is at its lowest (**Table 4**).

Table 1: Correlation between effectiveness and intellectual capital

Intellectual capital	Effectiveness	
	The correlation coefficient	Sig.
	.717	0.00

Table 2: Correlation test results and the effectiveness of human capital

	Humancapital	
	The correlation coefficient	Sig.
Effectiveness	0.611	0.00
Content	0.447	0.00
Level of School	0.547	0.00
Level of Class	0.609	0.00
Level of Student	0.429	0.00

Table 3: Test the effectiveness of the structural and cohesion funds

	Capital structure	
	The correlation coefficient	Sig.
Effectiveness	0.512	0.00
Content	0.518	0.00
Level of School	0.432	0.00
Level of Class	0.560	0.00
Level of Student	0.133	0.00

Table 4: Correlation investment results and effectiveness of communication

	Bridging capital	
	The correlation coefficient	Sig.
Effectiveness	0.467	0.00
Content	0.306	0.00
Level of School	0.595	0.00
Level of Class	0.362	0.00
Level of Student	0.544	0.00

DISCUSSION

There is a significant positive relationship between intellectual capital and effectiveness. The hypothesis of the study, the relationship between intellectual capital components and their effects on the performance of the components of intellectual capital organization relatively strong interrelationship exists but has no effect on the Funds no organizational performance. Hence it can be

concluded that training centers through investment in key personnel, including managers and enhance the knowledge, skills and abilities they have increased their lead to more effective management [1].

There is a significant positive relationship between human capital and effectiveness. The results of these studies are consistent with this hypothesis. **Mojtahedzade et al (1388)** found

a relationship between human capital and performance [11].

There is a significant positive relationship between capital structure and effectiveness. This hypothesis is consistent with the results of the above studies. **Mojtahedzadeand et al, (2008)** found a significant relationship between capital structures and function [11]. **Bahrami et al (2012)** assessed the relationship between capital structure and significant innovation. The capital structure is what remains after removal of the staff of the itineraries of the infrastructure necessary to strengthen human resources in an organization is capable [12].

There is a significant positive correlation between capital and effectiveness of communication. These results are consistent with the research and **KhafElahi (2005)**, the greatest impact on the performance of human capital and structural capital relationship knows and believes in their next position [11]. **Mojtahedzadeand colleagues (2008)** found that the relationship between the capital and the performance is not significant [11]. **Bahrami et al (2012)**, the relationship between communication and innovation significant capital Krdnd.ba evaluated according to the above results, it can be said that capital contains a set of implicit and explicit knowledge of communication

practices and the ways in which institutions and social organizations with put it on [12].

The training centers to strengthen investment links with other organizations and institutions to strengthen the effectiveness of their management and exchange of information, capital, etc. to develop their own training centers. Then insertBased on the average of the components of intellectual capital (human, structural and relational) and the effectiveness of moderate and lower than average, it is recommended that school administrators with theoretical training in the management of intellectual capital, the model of measure it, management strategies to improve the effectiveness and efficiency of the school are familiar.

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