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**THE RELATIONSHIP BETWEEN SOCIAL CAPITAL AND ORGANIZATIONAL
COMMITMENT IN THE BETWEEN PHYSICAL EDUCATION STAFF SCHOOLS
OFFICE OF EDUCATION HORMOZGANPROVINC**

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ABSTRACT

The purpose of the study is The relationship between social capital and organizational commitment in physical education staff Schools Office of Education Hormozganprovince, this research objective, practical And the nature and methods Descriptive - is. The research included all all employees of the Department of Physical Education, School of Education, is the Hormozgan province. Due to the limitation of the statistical community The sample consisted of 60 patients were enrolled. The data collected from questionnaires to collect demographic information and questionnaires **Allen and Meyer (1991)**, social capital and organizational commitment were used. The questionnaire has two parts: general and specific questions are. The general questions included six questions about sex, marital status, age, education level, and employment status and job history. Technical questions to measure social capital consist of 42 questions and organizational commitment questionnaire has 11 questions. Social capital in relation to the questionnaire, Cronbach's 0 /86. And organizational commitment 0/74 respectively. In the first part of descriptive statistics were used to determine the mean and standard deviation. In inferential statistics to determine the relationship between the correlation and linear regression were used. To perform the test using SPSS version 17 was used. The results showed that the level of social capital Office of Education school physical education staff to layer different province Family Trust ($P= 0/001$), Trust in Friends ($P=0/02$), Has been a meaningful relationship. Direct correlation between organizational commitment and trust in the family is moderately positive (0/40). Direct and

positive correlation between trust in friends and organizational commitment is low (0/29). This was the relationship between social capital and organizational commitment. Physical significant direct and positive correlation is low. The results of this research to maintain and increase organizational commitment among their employees, provide the groundwork for the creation of social capital thereby to staff loyalty and commitment to the job and your organization ever had. Basically, organizations can implement the rules and specific circumstances, try to hire employees with high social capital so that employees with high organizational commitment.

Keywords: Social capital, Organizational commitment, Staff Physical Education, Office of Education Hormozgan Province

INTRODUCTION

Researchers organizational commitment as an important variable in understanding the behavior of employees and that commitment, An attitude and feeling toward the person or group of jobs in the judgments, and his loyalty to the organization's performance, Depending on the nature of the loyalty of its members influence the fate and survival. If your organization Due to the nature of human affairs, finance and sensitivity of this type is encountered, the importance of commitment to its employees will be doubled. Necessary confidence in the staff on the one hand, and competition between organizations on the other hand, necessitate the need for committed employees (Sabatyany, 2011). Generally tend to employ considerable effort to improve organizational commitment and acceptance of the values and objectives it has set (Etagharsol et al., 2000). Opinions on Mataz (1998)

committed under the influence of individual and organizational factors actually be caused by many factors such as organizational commitment and personal factors, organizational factors, occupational factors and cross factors that can affect organizational commitment them. Aware of the concept of organizational commitment and identification of factors associated with measures such as providing job security, payment options, Education, reducing differences in status and sharing information, we can increase organizational commitment (Ashrafi, 1995). Accordingly, commitment and sense of identity and dependence on the organization, the organization can not do without commitment employees succeed, committed employees who are more in their work and for more like the work of the organization, Commitment and sustainability managers and employees to maintain and develop.

Capital new social concept that has a long history, this concept is derived from the conventional concepts in economics, such as physical capital and human capital and economic development almost from the 80th to enter text, sociology and an interdisciplinary concept that highlights the work of theorists in several areas. This is fundamentally different from other types of capital investment, especially in human capital and various definitions can be found for him (**Heidari et al., 2009**). Unlike other social investment funds are not physical, but rather of social interaction and group norms. On the other hand it could come down to a serious increase in the level of management fees and operating expenses organizations. It can also be noted that despite recent issue of social capital management issues, are now widely used. In which the links, communication between members of the network as a valuable source of reference and membership goals by creating norms and the creation of the trust. Social capital is based mainly on cultural and social factors, and identify it as a form of capital at the macro level and micro level could be the new understanding of the socio-economic create. And managers to better steer the organization assists (**Dynamic, 2008**). In studies **Cohen & Prusak (2001)** to examine the idea of social capital in the organizations mentioned. People like Cohen and Prusak

believe that social capital can contribute to economic development. Some of the advantages mentioned by the participants as follows: better to share knowledge, build relationships based on trust, creating a spirit of cooperation (within the organization and between organizations and customers and partners), reduced turnover, reduced recruitment costs aid to education, knowledge retention, reduce the workforce changes, increased activity associated with proving Samani and understanding. Soon Clark describes social capital as the problem solving process. One person alone can not create social capital, but a resource for people in the network of social relations is more or less long term. The importance of corporate social capital in the community because people who together successfully work ends (**Norozi, 2011**). The result of research carried out in the research and development of successful companies show that bureaucratic management in these units, increasing interoperability and the high costs of activities is Management and use of standards-based, flexible and professional, has a much more effective role in this unit are (**Prvsak, 2000**). In fact, this indicates an inverse relationship between social capital and management costs, including the costs of monitoring and control of formal, bureaucratic structure, conflict resolution and counseling expenses and similar items

(Prusak, 2000). Given that social trust is one of the dimensions of social capital, ie the most important component of social capital. Also, given that social capital can be an important indicator for measuring the departments of social capital in the community. This study examines the social capital, with emphasis on the element of trust between employees of the Department of Physical Education School of Education Hormozgan province explains. The main question now is whether the social capital and organizational commitment School Physical Education Department General Staff province there is a significant relationship?

METHODOLOGY

This research objective, practical, and the nature and methods of descriptive - it where information on the concepts of social capital and organizational commitment through the library and reading Books, articles and theses and graduate in this collection was obtained.

Population and sample

The research includes all employees of the Department of Physical Education Hormozgan province's schools. Due to the limited number of the target population as a whole was selected sample census. The samples People are 60.

Measuring Tools

Standard questionnaire **Governor Allen and Meyer (1991)**, organizational commitment and social capital .prssh used a dichotomous questions are general and specific. The general questions included six questions about sex, marital status, age, education level, employment status and work experience is .svalat Specialized for measuring social capital: This section includes 42 questions (**Asadi, 2008**). Since the social trust that represents the social capital Bvdbh five layers of self confidence, trust family, friends and colleagues of trust, confidence and trust in formal institutions and informal institutions categorized is. The Cronbach's alpha for the scale of social capital in this study, 0/84 respectively. Questionnaire **Allen and Meyer (1991)**, organizational commitment, organizational commitment to review the status of physical education in schools of education was used. The Cronbach's alpha coefficient was 0/74. Data were collected after a briefing on how to complete the questionnaire and questions were explained to the participants.

Statistical Methods

In this study, two methods of descriptive and inferential statistics were used for data analysis and data analysis. In the first part of descriptive statistics were used to determine the mean and standard deviation.

In inferential statistics to determine the relationship between the correlation and

linear regression were used. To perform these tests by SPSS software version 17 was used.

RESULTS

Test the hypothesis

Test the following hypothesis

First hypothesis: the level of trust and commitment to family, physical education, there is a significant relationship.

A) The null hypothesis

The level of trust and commitment to family, there was no physical education.

B-hypothesis

The level of trust and commitment to family, physical education, there is a significant relationship.

Based on the the results shown in **Table 2**, a positive correlation between trust and commitment to family is ($P=0/001$). The research hypothesis is accepted. It also shows that a direct correlation between organizational commitment and trust in the family is moderately positive.

The second hypothesis: the level of trust in friends and Physical Education There is a commitment.

A) The null hypothesis:

Level of trust between friends and there was no commitment Physical Education.

B-hypothesis:

Level of trust between friends and Physical Education There is a commitment.

Based on the results in **Table 3**, a positive correlation between trust and commitment are friends ($02/0 = P$). The research hypothesis is accepted. It also shows that direct positive correlation between trust and organizational commitment as friends down there.

The third hypothesis: the level of social capital and physical education there is a commitment.

A) The null hypothesis:

Physical education is a significant relationship between social capital and organizational commitment there.

B-hypothesis:

Between social capital and physical education there is a commitment.

Based on the results in **Table 4**, a positive correlation between social capital and organizational commitment ($P=0/03$). The research hypothesis is accepted. It also shows that direct positive correlation between organizational commitment and social capital is low.

Table 1: Table status variable frequency

Marital status				
Options	Abundance	Percent	Percentage of valid	Cumulative percentage
Single	13	21/7	21/7	21/7
Married	47	78/3	78/3	100
Total	60	100	100	

Table 2: Results of correlation between organizational commitment and trust in the family

Significant level	The correlation coefficient	Error rate	Dependent variable	Independent variable
0/001	0/41*	0/05	Organizational Commitment	Family Trust

<0/05*P Significant level

Table 3: Results of correlation between organizational commitment and trust to a friend

Significant level	The correlation coefficient	Error rate	Dependent variable	Independent variable
0/02	0/29*	0/05	Organizational Commitment	Trust to a friend

<0/05 *P Significant level

Table 4: Test results of the correlation between social capital and organizational commitment

Significant level	The correlation coefficient	Error rate	Dependent variable	Independent variable
0/03	0/28*	0/05	Organizational Commitment	Social Capital

<0/05 *P Significant level

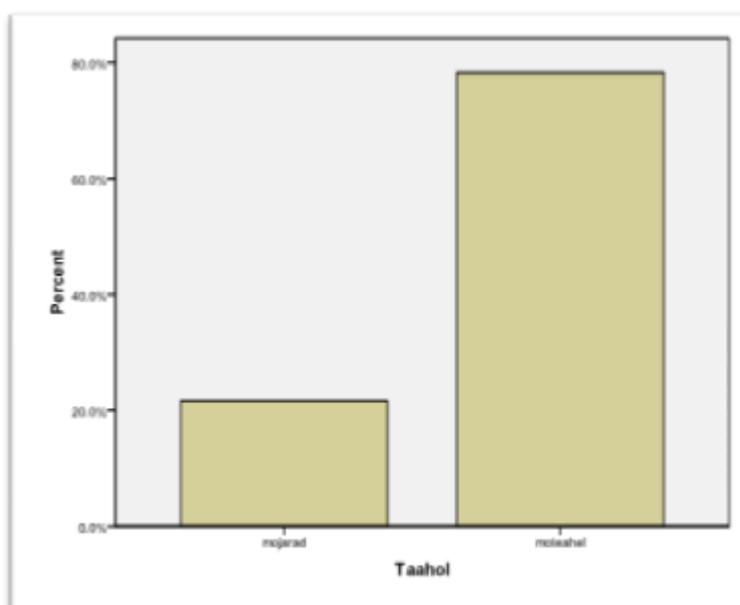


Figure 1: Distribution of marital status variable

DISCUSSION AND CONCLUSION

Unlike other social investment funds are not physical, but rather of social interaction and group norms. On the other hand it could come down to a serious increase in the level of management fees and operating expenses organizations. The results showed that social capital, trust employees with different layers of the family (P=0/001), trust in friends

(P=0/02) has been a meaningful relationship. Direct correlation between organizational commitment and trust in the family is moderately positive (0/40). Also, a direct correlation between organizational commitment and positive trusted friends and there was low (0/29), **Nasiri (2011)**. The research line "role of social capital in improving labor productivity," the effect of

social capital on labor productivity in Iran. For this purpose, the concept of social capital and its measurement methods and the role of social capital in the upstream explained statutes and documents. The findings suggest that social capital has a positive impact on labor productivity findings **AKvah (2007)** in this regard and show that social capital development and management of networks of social relations with other senior management organizations, government agencies (political and administrative) and leaders of associations, increase organizational performance and enhance the friendly relations. Thus, social capital can better share knowledge, build relationships based on trust, creating a spirit of cooperation (within the organization and between organizations and customers and partners) to reduce turnover, reduce recruitment costs, aid to education, knowledge retention organizational changes reducing the workforce, increased activities related to the development of staff within the organization. **Poua, 2008; Bagheri and colleagues, 1389; Nahryr et al, 2010; Moayedfar, 2006** and so on, each individually to determine the effect of social capital and organizational commitment on organizational and employee performance variables are discussed. Social capital is a relatively new concept that could fit in a

short period of construction and replacement develop and play an important part in explaining the issues of business development. And this is the confidence factor is crucial to provide effective interaction between the members and the development of social capital. According to the survey results, the stability of the relationship between organizational commitments among staff offices Hormozgan education authorities are recommended to maintain and organizational commitment among its staff, premises and thereby creating social capital in organizations provide staff loyalty and commitment to the job and your organization ever had. Therefore, managers should receive adequate information about social capital and how to promote and increase the Dhd.sazman in your organization can be investigated by law enforcement and specific circumstances, try to hire employees with high social capital So that employees with high organizational commitment. In a general view, we can say that organizational commitment groundwork for the development of social capital Development, resulting in better performance of employees in the enterprise entity.

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