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**THE RELATIONSHIP BETWEEN SOCIAL CAPITAL, QUALITY OF WORKING LIFE
AND ORGANIZATIONAL COMMITMENT IN PHYSICAL EDUCATION EXPERTS
OF TEHRAN MUNICIPALITY**

FERESHTEH NIKKHAKIAN¹, SEYYED JAFAR MOOSAVI^{2*}, MORTEZA DOUSTI³

1: Department of Sport Management, Sari Branch, Islamic Azad University, Sari, Iran.

2: Department of Physical Education & Sport Sciences, Qaemshahr Branch, Islamic Azad
University, Qaemshahr, Iran

3: Department of Sport Management, University of Mazandaran, Babolsar, Iran.

***Corresponding Author: E Mail: moosavi_j@yahoo.com**

ABSTRACT

In today's world many of the essential activities for the community, to carry out the various organizations. Namely, the development and survival of society is the function of organization. Therefore, we can say that today's society is an organizational community. The purpose of this study is the relationship between social capital, quality of working life and organizational commitment in physical education experts of Tehran Municipality. The method of this research is descriptive, and is a cross correlation, the results are applied, and the method of data collection is a field. The population of the study consisted of all Physical education experts of Tehran Municipality (310). Due to the size of the population, through accessible sampling, the sample was selected (200) according to the Morgan. To collect data, we used a questionnaire quality of working life, for data collection, the use of a questionnaire quality of working life, social capital and organizational commitment. The reliability using Cronbach's alpha was calculated as follows: Quality of working life (0.81), organizational commitment (0.93), and social capital (0.86). Descriptive statistical methods were used to calculate measures of central tendency and dispersion, and inferential statistics used for the Pearson test, and logistic regression using the software SPSS 14. The results showed that there is a significant correlation between quality of

working life and emotional commitment in physical education experts of Tehran Municipality ($P= 0.05$, $r= 0.902$) and the null hypothesis is rejected. The results showed that the dimensions of social capital have a direct positive relationship with organizational commitment dimensions.

The findings also showed that the variable quality of working life has a significant impact on the continuance commitment of the experts, And this effect is predictable, so that for every one unit increase in the quality of working life in the experts, their continuance commitment will increase to 864%, these forecasts are statistically significant at the alpha level of 5%.

Keywords: social capital, quality of working life, commitment, physical education experts, Tehran Municipality

INTRODUCTION

Given the importance and the human resources role plays to achieve the goals of the organization, study the behavior of individuals in organizations has attracted the attention of many experts in organizational behavior. Municipalities, like other organizations, need to increase the quantity and quality of the people working in their field. This cannot be achieved except through the creation of incentives for members. But it was not possible to find the roots of motivation in itself, unless it is clear some of the roots of discontent.

Since the quality of life, is logical and conceptual process based on culture and a summary of values and beliefs, symbols and experiences shaped by the culture, and provides a way to identify and understand the conditions and experiences in life, knowing the quality of life is an important factor in guiding, protecting and promoting the health

and wellbeing of communities and cultures (Hafarian, 2007).

Quality of life is a subjective and multidimensional concept, which in recent years has attracted the attention of researchers. Quality of life, it covers four main aspects of physical health, Psychological, Social relationship and environment. These dimensions interact with each other, so that the proper physical condition is essential to establish social relationships. Social relationships affect the physical condition, as a person gets feedback from people Statements and may be in its path, perform physical activity. Psychological factors also affect the health and physical activity (Sarvarikharashad, 2005).

Organizational commitment has an important place in the study of organizational behavior. This is in part due to the vast number of works that have found relationships between

organizational commitment and attitudes and behaviors in the workplace (Porter et al., 1974, 1976; Koch and Steers, 1978; Angle and Perry, 1981).

Furthermore, Batemen and Strasser (1984) state that the reasons for studying organizational commitment are related to “(a) employee behaviors and performance effectiveness, (b) attitudinal, affective, and cognitive constructs such as job satisfaction, (c) characteristics of the employee’s job and role, such as responsibility and (d) personal characteristics of the employee such as age, job tenure” (Batemen and Strasser, p. 95- 96, 1984).

Meyer and Allen (1991) and Dunham et al (1994) identified three types of commitment; affective commitment, continuance commitment, and normative commitment.

Meyer, Allen, & Smith (1993) say that the three types of commitment are a psychological state “that either characterizes the employee’s relationship with the organization or has the implications to affect whether the employee will continue with the organization” and the other variables discussed in this research is social capital.

The concept of social capital has received considerable attention recently among sociologists, economists, and political scientists. Irrespective of disciplinary focus,

there is growing consensus among researchers that three leading figures, Bourdieu, Coleman, and Putnam, have made great contributions. These three writers have been described as having created “relatively distinct tributaries” in the literature on social capital (Foley & Edwards, 1999: 142).

Bourdieu has argued that capital exists in three fundamental forms: economic capital, cultural capital and social capital that made up of social obligation that can be convertible into economic capital and institutionalized in the form of a title of nobility (Bourdieu, 1986, 243).

Bourdieu and Coleman emphasize the role of individual and organizational social ties in predicting individual advancement and collective action. By contrast, Putnam has developed the idea of association and civic activities as a basis for social integration and well-being (Edwards, 2001).

Despite these differences, all three of these scientists argue that social capital inheres in personal connections and interpersonal interactions, together with the shared sets of values that are associated with these contacts and relationships. Lin (2001) refers to these connections as social networks “the social relationships between individual actors, groups, organizations, communities, regions

and nations that serve as a resource to produce positive returns (p. 6).”

Social capital appears to be positively related to organizational effectiveness and to play a central role in reducing organizational transaction costs (Fukuyama, 1995).

It also facilitates coordinated action to achieve desired goals (Leana and Buren, 1999), justifies organizational commitment (Watson & Papamarcos, 2002), and results in a significant positive impact on product innovation (Nahapiet & Ghoshal, 1998).

Therefore, this study want to applied - theoretical research part, discussed the relationship between quality of work life and physical education experts of Tehran Municipality's organizational commitment, and the combined interaction of these variables. Researchers sought to determine that whether is there a relationship between social capital, quality of working life and organizational commitment by physical education experts of Tehran Municipality?

Research hypothesis:

1. There is a significant relationship between social involvement and organizational commitment (affective commitment, continuance commitment, normative commitment).

2. There is a significant relationship between social trust and organizational commitment (affective commitment, continuance commitment, normative commitment).

3. There is a significant relationship between social networks and organizational commitment (affective commitment, continuance commitment, normative commitment).

4. There is a significant relationship between the quality of work life and organizational commitment (affective commitment, continuance commitment, normative commitment).

METHODOLOGY

The method of this research is descriptive, and is a cross correlation, the results are applied, and the method of data collection is a field. The population of the study consisted of all Physical education experts of Tehran Municipality (310). Due to the size of the population, through accessible sampling, the sample was selected (200) according to the Morgan. To collect data, we used a questionnaire quality of working life, the questionnaire consists of 27 items that can be used to measure the quality of working life of 8 components Walton model. The questionnaire Measurement scale, is distance, and based on a 5 point Likert scale. In addition, we used the

Organizational Commitment Questionnaire, which has 24 of descriptive Sentences. To measure of social capital (Nahapiet, & Ghoshal social capital, organizational assessment questionnaire, 1998) used three indicators of social participation, social trust, social networks (the bonds of friendship and family ties, neighborhood and business associations). The reliability using Cronbach's alpha was calculated as follows: Quality of working life (0.81), organizational commitment (0.93), and social capital (0.86). Descriptive statistical methods were used to calculate measures of central tendency and dispersion, And KS test was used to assess the normality of the data, And also for the analysis, the Pearson correlation coefficient was used to evaluate the components of quality of work life and organizational commitment.

The research data were used to analyze and calculate software SPSS14.

Descriptive findings of research:

The individual characteristics of population, we can say that was examined 3 features, including the age and experience and Education as follows. Represents the frequency distribution of age that the persons

aged 30 to 33 years, with 49% formed the largest percentage, and people over the age of 33 years, with 8%, the lowest percentage in the sample form. The frequency of experience, indicates that the highest frequency of individuals with experience of 4 to 6 years, who constitute 50% of the samples. The frequency of Education indicates that 63% of the experts have a Bachelor's degree.

Analytical findings of research:

The results showed that there is a significant correlation between the social involvements in all aspects of organizational commitment in physical education experts of Tehran Municipality. There was also a significant correlation between the social trusts with all aspects of organizational commitment in physical education experts of Tehran Municipality. There is a significant correlation between the social networks in all aspects of organizational commitment in physical education experts of Tehran Municipality. There was also a significant correlation between the qualities of working life with all aspects of organizational commitment in physical education experts of Tehran Municipality.

Table1: The results of inferential statistics:

No	Hypothesis	Multiple correlation coefficient	determination coefficient	Adjustment factor	Deviation of the estimation error
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1	1	0.923	0.410	0.402	2.11
2	1	0.624	0.521	0.482	4.42
3	1	0.741	0.368	0.345	3.45
4	2	0.736	0.451	0.448	3.38
5	2	0.564	0.497	0.479	4.25
6	2	0.753	0.510	0.478	3.56
7	3	0.698	0.453	0.398	3.27
8	3	0.865	0.401	0.399	3.13
9	3	0.654	0.458	0.412	2.19
10	4	0.902	0.308	0.342	2.01
11	4	0.864	0.348	0.342	2.01
12	4	0.879	0.547	0.342	2.01

These results are relevant to determining the regression coefficients, between the dimensions of social capital (social participation, social trust, social networks) and the variable quality of work life and organizational commitment (affective commitment, continuance commitment, normative commitment). According to the coefficient of determination obtained in the above table, it can be found on the percentage of relationship between the social capital and quality of work life and organizational commitment (by hypothesis).

No 1 (Hypothesis 1): There is a significant relationship between social involvement and affective commitment, in physical education experts of Tehran Municipality.

No 2 (Hypothesis 1): There is a significant relationship between social involvement and, continuance commitment, in physical education experts of Tehran Municipality.

No 3 (Hypothesis 1): There is a significant relationship between social involvement and normative commitment, in physical education experts of Tehran Municipality.

No 4(Hypothesis 2): There is a significant relationship between social trust and affective commitment, in physical education experts of Tehran Municipality.

No 5(Hypothesis 2): There is a significant relationship between social trust and, continuance commitment, in physical education experts of Tehran Municipality.

No 6(Hypothesis 2): There is a significant relationship between social trust and normative commitment, in physical education experts of Tehran Municipality.

No 7(Hypothesis 3): There is a significant relationship between social network and affective commitment, in physical education experts of Tehran Municipality.

No 8(Hypothesis 3): There is a significant relationship between social network and,

continuance commitment, in physical education experts of Tehran Municipality.

No 9(Hypothesis 3): There is a significant relationship between social network and normative commitment, in physical education experts of Tehran Municipality.

No 10(Hypothesis 4): There is a significant relationship between the quality of work life and affective commitment, in physical education experts of Tehran Municipality.

No 11(Hypothesis 4): There is a significant relationship between the quality of work life and continuance commitment, in physical education experts of Tehran Municipality.

No 12(Hypothesis 4): There is a significant relationship between the quality of work life and normative commitment, in physical education experts of Tehran Municipality.

DISCUSSION & CONCLUSION:

Researchers can conclude that organizational commitment is one of the attitudinal variables which have a great positive impact on quality of work life. Higher organizational commitment (continuance commitment) results in the higher level of quality of work life. The results showed that there is a significant relationship between social capital dimensions with all aspects of organizational commitment of the experts at the alpha level of 5%. As well as the relationship is direct and positive. Also the results showed that the

quality of work life and organizational commitment of the experts is significant at the alpha level of 5%. As well as the relationship is direct and positive, in conclusion we can say that there is a significant correlation between the quality of work life and organizational commitment of experts. According to the above-mentioned, organizational commitment is the continuous process through which, organizational Staff, are committed to the goals and values of the organization, and strive to achieve them, and will include three elements:

- A) a strong belief in the goals and values of the organization
- B) the desire to work and dedication to the organization
- C) strong and deep desire for membership in the Organization

Mortazavi (1993) in his study on "the relationship between job satisfaction and organizational commitment", examined the effects of type of employment, job security and their leadership on organizational commitment. This research shows that employees who feel they have more job security is higher organizational commitment. The results of this study are consistent with the results of Mortazavi (1993) research.

Abbasi (1998) in his study entitled "Evaluation of factors affecting job

commitment on faculty of Zanzan University" to the following conclusion: There is a significant positive relationship between the promotion of faculty members with job commitment. There is a positive relationship between faculty members participation in the decision-making process with a job commitment. There is a significant positive relationship between the provision of facilities for faculty members with job commitment. The results of this study are consistent with the results of Abbasi (1998) research.

Dowlatabadi (1999) in a study entitled "The commitment in relation to the performance of public organizations and workers" showed that there are significant differences between organizational commitments of employees in various government agencies. Then, the results of this study are consistent with the results of Dowlatabadi (1999) research.

Ghaempanah (2001) using a variable pattern of Walton, examined the factors affecting the quality of life of employees and the Research Institute for Defense Industries, and found that this model is effective in improving the quality of working life teaching and research staff of the Institute of Defence Industries. Also, the amount of each of the variables of the model in different occupational groups differ from each other, which is a group of specific motivation.

Therefore, the results of this study are consistent with the results of Ghaempanah (2001) research.

Lau (2000) in his study with the quality of work life and practice suggests that there is a significant relationship between quality of work life and productivity and performance and achievement. Therefore, the results of this study are consistent with the results of Lau (2000) research.

Kinzl (2005) in a study entitled "The impact of working conditions, job satisfaction," states that the working conditions or the quality of working life, has a significant impact on job satisfaction anesthesia professionals. Organizational commitment had a significant relationship with job satisfaction and performance. Therefore, the results of this study are consistent with the results of Kinzl (2005) research.

A loyal and committed staff training of organization, its goals and values, which make it, maintain its membership in the organization, and activities beyond the tasks specified in the job description. The key to successfully compete in the global market depends on the situation of human resources, and the conduct of human resources is the attention to the psychological needs of employees in the organization through the use of, quality of working life technology.

Therefore it is recommended for the managers to use appropriate strategies to achieve the most possible productivity.

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