Studying the Relationship Between Intellectual Capita and Organizational Performance of High Schools in Tehran City

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Abstract: In organization classification for economic cooperation and development refers to both human and organizational capital (structural) and describes the intellectual capital as the economic value of intangible assets (human capital and structural capital). The purpose of this study is to investigate the relationship between intellectual capital and organizational performance schools in Tehran, the sample using Cochran formula 160 teachers in Tehran was chosen after research hypothesis testing to achieve the following results: human capital has a significant relationship with structural capital and human capital has positively relationship with relational capital.

Key words: Intellectual capital, human capital, structural capital, performance, sample

INTRODUCTION

Perceptual system organizations must have the ability to react quickly to environmental changes to preserve existing conditions, continues to build on the advantage of our competitive advantages in today's world is innovation and what is clear is basis of knowledge innovation. Creates LO knowledge and uses the method of research and experience, organization that fails to develop their learning capacity has fought to change. Successful organizations are those which constantly has to create new knowledge it has spread through out the organization and after the screening they are immediately in technologies and products. Managers need to have ways of influencing and directing the development of their intellectual property. Intellectual capital managers should be considered to be a source of knowledge and should stimulate scientific ideas that are applicable (Firer and Williams, 2003). With the occurrence of IT revolution, the information society and the rapid development of network and superior technology of the 1990s has changed the pattern of global economic growth. In today's global economy, knowledge is the most important investment alternatives for financial and physical capital. Knowledge-based business environment requires an approach that incorporates new organizational intangible assets such as knowledge and competence of human resources, innovation, customer relations, organizational culture, systems, organizational structures and so on (Kirkpatrick, 1998).

The concept of intellectual capital of interest to researchers and practitioners has attracted organization. (Edvinsson and Sullivan, 1996). With the occurrence of IT revolution, the information society and the rapid development of network and superior technology of the 1990s has changed the pattern of global economic growth. In today's global economy, knowledge is the most important investment alternatives for financial and physical capital. Knowledge-based business environment requires an approach that incorporates new organizational intangible assets such as knowledge and competence of human resources, innovation, customer relations, organizational culture, systems, organizational structures and so on (Kirkpatrick, 1998). The concept of intellectual capital of interest to researchers and practitioners has attracted organization (Donaldson and Preston, 1995). As all of the assets of intellectual capital that is not reflected in the balance sheet named but the impact on the overall performance of the education system. Accordingly, the issues dealt with in this study include:

- What is the status of each of the components of intellectual capital in Tehran high schools and what relationship is there between them?

Research objectives: Studying and analysis of the interrelationship between the components of intellectual capital and organizational performance. Understanding the components of intellectual capital.

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Table 1: Model summary of 1st hypothesis

Model	R	R^2	R^2 adjusted	Std. error of the estimate
1	0.734[a]	0.539	0.538	6.304

[a]Predictors: constant, human capital

Table 2: Coefficients[a] acording to 1st hypothesis

Model	Unstandardized coefficientst (B)	Std. error	Standardized coefficients (β)	t-values	Sig.
1					
Constant	17.683	1.501	0.734	11.777	0.000
Human capital	1.560	0.069	-	22.600	0.000

[a]Dependent variable: structure capital

Table 3: Model summary of second hypothesis

Model	R-value	R^2	Adjusted R^2	Std. error of the estimate
1	0.671[a]	0.451	0.449	3.544

[a]Predictors: constant, human capital

Table 4: Coefficients[a] acording to 2nd hypothesis

Model	Unstandardized coefficients (B)	Std. error	Standardized coefficients (β)	t-values	Sig.
1					
Constant	6.688	0.844	0.671	7.924	0.000
Human capital	0.735	0.039	-	18.956	0.000

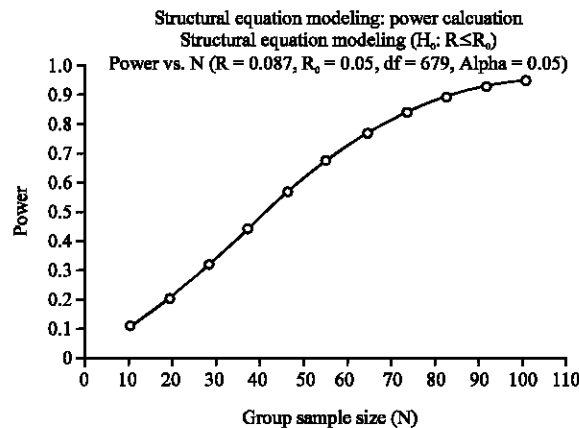[a]Dependent variable: relational capital

Fig. 1: The measured depletion factor analysis

Research questions:

- First: Is human capital has positively correlated with the structural capital?
- Second: Is human capital has a positive correlation with the capital?

Population, sampling method and sample size: The population is defined as all the elements that have one or more common characteristics and may be selected for study. The population of this study are all high school teachers in Tehran whose number is 160 people. In this study, given that the target population is defined and limited, the sample size will be calculated using the Cochran formula.

Data analysis

First hypothesis: Human capital is positively related to capital structure (Table 1 and 2). Due to the β coefficient or R is equal to 0.734 is obtained. A significant amount of t-value = 11.777 with the error of 0.05 is >1.96. Prior researchers hypothesized that human capital is positively related to capital structure is confirmed. So, do the path analysis method using SPSS (Fig. 1).

Second hypothesis: Human capital is positively correlated with relational capital (Table 3 and 4). Due to

the β coefficient or R is equal to 0.671 is obtained. A significant amount of t-value = 7.924 with the error of 0.05 is >1.96. Pierre researcher hypothesized that human capital is positively related to capital structure is confirmed.

DISCUSSION

One important factor of economic development, social and cultural rights is an all-round development of intellectual capital. Incremental changes in knowledge technologies, new educational requirements for different jobs to create a formal education and university education alone is not responsive to other types of resources are needed. In fact, the intellectual capital of the new knowledge into cart and organizational performance. Meanwhile, monetary and financial institutions due to their specific characteristics are the intellectual capacity to raise capital. Using the new features that come as a result of intellectual capital we can over come many of the problems related to organizational performance.

The result of first hypothesis

First hypothesis: Human capital has a significant relationship with the capital structure. Due to the β coefficient or R is equal to 0.734 is obtained. A significant amount of t-value = 11.777 with the error of 0.05 is >1.96. And t-value for this parameter was calculated over 1.96. Therefore, it can be concluded that the null hypothesis is rejected at the 99% confidence and according the significance of this coefficient can be concluded that human capital has a significant relationship with the structural capital.

The result of second hypothesis

Second hypothesis: Human capital is positively correlated with relational capital. Statistical analysis was performed according to the results of its fourth season with a probability of error of 0.05, it was concluded that human capital is positively correlated with relational capital. Because according the β coefficient or R = 0.671 is obtained. A significant amount of t-value = 7.924 with the

error of 0.05 is >1.96. Pierre researcher hypothesized that human capital is positively related to capital structure is confirmed.

CONCLUSION

Although, the research done in this regard, there is no definitive classification of intellectual capital but what was most common among scholars is divided into three components: human capital, intellectual capital, structural capital and relational capital (relationships) which is the study of the three components in the high schools of Tehran is studied.

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