

Effect Study of Organizational Social Capital on Corruption (A Comparative Study of Municipal Employees and Education, in Tehran and Isfahan City)

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ABSTRACT

Social capital, in recent years in various fields of social sciences, economics and political science has been proposed recently. And new ways to solve social and economic problems stemming opened, one of the issues that seem, social capital plays an essential role in the prevention and control of corruption, the aim of this paper is to evaluate the efficiency organizations, to examine the influence of social capital and social capital, the corruption is. Accordingly, variables and assumptions, views and Ghoshal Nahapyt, have been deduced.

In terms of this study, a survey into account. In this study, samples were selected through multistage cluster sampling was conducted, and the sample size to 441 employees and municipal employees, and fostering education in Tehran and Isfahan, which are, according to research, our respondents are employees who, for more than a year has passed since their activities. Analysis of data in two levels (descriptive statistics and inferential statistics) was performed. The results showed that variables such as: cognitive aspects of social capital, Social Capital and the structural dimension of social capital, have a significant relationship with corruption. The overall result is that, corruption in the municipality of Tehran, more than three organizations is examined. And the general functions of social capital can promote group activity, increased trust among members, transparent flow of information, increase honesty and integrity among our members, improve the management group performance, increase creativity and innovation, organizational commitment, and reduce microprocessor control and monitoring systems are circular and lead.

KEYWORDS: corporate social investment, the cognitive dimension of social capital, Dimensions of Communication of social capital, structural social capital, Corruption

INTRODUCTION

Social capital in recent years in various fields of social sciences, economics and political science have recently been proposed, and new ways to solve social and economic problems stemming open, social capital consists of relationships and social networks that can a sense of collaboration and trust among people in a society created. In the meantime, should the role of civil society and democracy, and the role of the state was negligent in opening up such spaces. However, sociologists have proven today that one of the important aspects of development, according to social capital. (Faghihi and Feizi, 2006: 23), the capital, is one of the most important organizational capabilities, organizations can create and share knowledge to help much, for they are compared to other organizations, creating sustainable organizational advantage a. (Nahapiet & Ghoshal,1998) levels of social capital in organizations, it is positive and effective role, one of the issues that seem, on the prevention and control of social capital, the key is corrupted, though the relationship between corruption and social capital, is not so clear.

Since the corruption in most countries, the phenomenon is pervasive and widespread growth and development as old as the history of human societies, and history organizations and institutions. But corruption in any system, based on Formation cultural, political and economic problems that are specific to their own, they can be in multiple systems, or a license to do business in the form of bribes, rewards for good service, disrespecting institutional clients, taking advantage of available documents, personal or family interests or ethnic group, race or class, purchasing agents, administrative, application vendors and El affairs of a person's interests, manipulating documents, sales documents state, CH, manipulate tenders and sales documents, embezzlement of public funds, amnesia play Comrade administrative and organizational tasks in the office. the research found that, on the impact of social capital and corruption in Iran is, one can refer to a number of them, including Shaebani article, entitled "The effects of corruption on social capital," which examines the general opinion in the case of corruption, social capital is paid (Shaebani , 2010) also study entitled, "The relationship between social capital and corruption", the Khalaf Khani, he is noted that, while rooted corruption in our institutions is influenced by social factors and social environment. Khalaf Khani, also emphasized the importance of the influence of culture and society, and especially social capital in the development of corruption, believes that cultural and technological innovations, can be used to control corruption (Khalaf Khani, 2009).

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In this study, we have attempted to bring attention to the theories of social capital, and corruption to examine the relationships between these two variables and corruption and specify its parameters, and to assess the impact of social capital on corruption in the municipality of Tehran and Isfahan and education law.

THEORETICAL FRAMEWORK

The concept of social capital

In recent years, the influence of social capital, as a multifaceted phenomenon in economics, politics and development studies expanded, and new ways to solve the root problems of social, economic, and open, in many contexts, social capital, altruism, trust, cooperation in various social activities, and low crime levels are defined. Although most of these social features, is clearly important and necessary for economic development, and it is easy to measure some, but many of these indicators have been chosen arbitrarily, and the other is not clear how and why the relationship between them. Considering this point, some definitions of social capital, we noted:

Look at Coleman, social capital aspects of social structure, to achieve the goals (individual and collective) helped, and certain actions of actors within the social structures facilitate. Social capital as a useful and accessible resource for actor defines a (coleman, 1998: 98).

According to Putnam, social capital refers to "features of social life-networks, norms, and faithful to their partners, enabling it to act jointly, and their common goals more effectively and efficiently, the researcher Formation in other words, social capital, social cohesion and norms, and trust associated with it refers. Putnam's definition of social capital functions, and its effect on the efficiency of society by facilitating coordinated actions, notes. (Tavasoli and Moosavi, 2005)

World Bank definition similar to definition says Putnam, social capital, institutions, relationships and norms that is, the quality and quantity of a society's social interactions, form. Social capital only, gather together the basic institutions (world bank, 1999), in other words, social capital in each community, including institutions, relationships, perspectives and values that govern interactions among people in, and contribute to economic and social development.

Stiglitz social capital, in terms of substantive checks in four dimensions, frequently used in the analysis of the relationship between social capital and corruption: 1. Social capital is a kind of tacit knowledge. This implicit knowledge is part of the social glue that Cause social cohesion, as well as a set of cognitive capabilities that facilitate communication between members of a group or society.

2. Social capital, in the form of a set of social networks, their shows.

3. The accumulation of social capital, prestige, fame and reputation is also a way to set this up. People invest to earn prestige, because it reduces transaction costs and barriers to entry diverse relations of production and exchange eliminated.

4. Social capital, organizational capital, which, by the directors of their management practices, extended (stiglitz, 2000: 602, quoting Shaebani).

According to Fukuyama, social capital refers to the ability of individuals to work together to achieve common goals in groups and organizations. Putnam's social capital based on trust, values and networks that work together to achieve mutual benefits facilitates, defines (Shaebani, 2010).

In recent years, the importance of social capital as an intangible asset of an enterprise, organization and management issues have been addressed Interested that, as a result of social relations within the enterprise resource remembered.

The literature review and review of the above definitions it can be shown that the following elements could be operational definition of social capital, is used.

From an organizational perspective, Ghoshal and Nahapyt, Social capital as the sum of actual and potential resources embedded within, available through, and derived from the network of relationships an individual or a social unit defined. Nahapyt and Ghoshal (1998), the organizational approach to various aspects of social capital, divided into three groups: the investment, cognitive, structural and relational (Nahapiet & Ghoshal, 1998: 249)

Dimensions of organizational social capital, the views Nahapyt and Ghoshal

Nahapyt and Ghoshal, the three dimensions of social capital, were considered.

- Dimensions of Structural

The next stop communication patterns among members of a group or social unit that contains three post-transplant network, the network is stable. Network link contains specific practices that are members of social units linked together, and work together. Network arrangements, determines the pattern of links between members of a social unit, and the network stability also includes proximity and similarity of individuals in a social unit (Bordbar & Zarei, 2013).

- Dimensions of cognitive

This post includes perceptions, beliefs, and cultural and social concepts in common is that, by adopting the concepts of shared memories and shared language, and among them remains. This post contains the following

shared objectives and common culture. Common purpose, understanding and shared vision among members of a social unit, with respect to the objectives and results of operations of the group, and shared culture also includes the behavioral norms shared among members is, for example, to what extent, the Members desire there are, to participate in organized group activities, collaborative culture among members of the show (Bordbar & Zarei, 2013).

- Dimensions of communication

This dimension includes the degree of confidence in the members of a social unit. Confidence crucial factor in providing effective interaction among members is gained.)

In addition to the experts, their theories were investigated, some theories of social networks, social capital concept in scientific research, which have an essential role, is essential to the theory are also discussed.

The theory of weak ties: a first approach to the concept of social capital theory is the weak link. This theory states that the intensity of social ties, they are in the process of finding a job (Alvani, 2002: 33).

Structural hole theory: this theory in 1992, the concept of social capital by Runaldbert, was used. Emphasize structural hole theory, the relationship between the individual and his associates, as well as the relationship between partners in a network, with each other. The gaps in this theory, the lack of communication between two individuals in a social network is, in itself seen as an opportunity for organizations (Alvani, 2002: 33).

Based on the structural hole theory, if a person in your social network, connected with colleagues who are not, or at least a little communication, communicate, will eventually use.

Corruption:

The problem is corruption in all agencies and organizations Gripped periods, and the core ideas of many scientists and political thinker, had formed. Corruption, too, as one of the most common forms of corruption is a phenomenon that transcended the boundaries of time and space, and with this feature not belong to a particular time and is not related to a specific community. In fact, one might say, corruption is a phenomenon sibling rule.

Corruption: Definitions and Concepts

Because of legal and illegal behaviors that are considered part of the corruption, the various definitions of corruption:

Legal definition of corruption: the use of state power to achieve personal interests (Hajiani, 2010).

The definition of corruption, based on comprehensive public opinion: Any action that, from the perspective of a society is immoral and evil. Because of the differences in the views of the people, corruption is divided into three types: corruption, black, gray and white (the relationship between corruption, corruption and social capital divided into three types of corruption, black, gray and white is helpful. Corruption Black office, said that the activities of Comment masses and politically unpopular, and the agent must be punished. corruption gray also include activities that, for the elite but the masses of people hated about it Were indifferent. Finally corruption activities that seemingly endless white against the law, but most members of the community, not too bad. social capital can only handle the cases of corruption, as corruption or black max is gray, white as a result of corruption, social consensus, and consensus among people and peaceful society, one of the main components of social capital (Shaebani, 2010: 64).

Defined by the World Bank and Transparency International Corruption: Corruption is said to act, caused by the application of power and government agencies, and government, individually or collectively for financial gain is (Rabiee, 2004: 29).

Administrative and managerial factors

Environment and organizational climate and organizational culture, an important motivational role in providing the context for corruption plays.

The lack of a strong organizational culture, and lack of staff involvement and managers, the organization and its goals, and the lack of transparency and accountability in the activities of the administrative system, the important factors that, in addition to other administrative and managerial factors, are causing corruption.

The relationship between corruption and social capital:

The relationship between social capital and corruption, is less clear. della-porta believes there is a direct relationship between social capital and corruption (della-porta, 2000: 223) he states that, in order to fulfill the needs of corruption, the people who are involved in corruption, there is confidence that he calls it a bad name in social capital. His main idea is that, software corruption caused by mutual interaction and trust between those involved in corruption. "In all of the illegal trade, high levels of trust and cooperation between the two actors is necessary, internal rules of the game because of some essential and necessary. This system illicit actors, famous people to adhere to their own rules, as the assessment criteria are »(della-porta, 2000: 223) on the other hand, there are theories that this is the case, capital social corruption is reduced, the organization that opportunistic behavior, and is based on corruption, and among those who are either looking for their own benefit, trust does not mean much. Lower costs, doing things through corruption (speed, cost, time, financial affairs, respect the client), doing unconventional things, the department encourages and distrust among employees increases (Khalaf Khani, 2009: 44).

Research hypotheses

1. The inter-organizational social capital, and corruption Is associated
2. between cognitive capital, and corruption Is associated.
3. The capital structure and corruption Is associated.
4. The relationship between capital and administrative corruption, Is associated.
5. Corruption among municipal staff and education, there are significant differences.

METHODOLOGY

The method of the present research, a survey to count, and the unit of analysis is the individual, the time scale is a cross-sectional study.

The population of the study, all employees of the municipality and the Education of Tehran, form, according to the research, our respondents are employees who, for more than a year has passed since their activities, included.

It was estimated that a sample size of 441, the ratio of each of the 100 respondents were selected.

Research Tools

The instrument in this study is a questionnaire consisting of 75 questions, and is composed of open and closed questions, which, by the way, was collected. 26 questions that the 5-part Likert-designed organizational social capital variables, and 39 items of the corruption, the measure.

Different credit is obtained, the validity of the analysis that we have used in the study of face validity, face validity to the "recognition of the validity of the indicators, the indicators research, by referring to the jury and books or other research "(sarookhani, 2003: 129)

Questionnaire, the number of professors, and experts were involved, and their comments were used. Initially, a pilot study, with a sample size of 50 employees, was conducted. To check the reliability of the test has been used Cronbach Alpha. Output of the homogeneity scale corruption, spss software has been calculated to show that Cronbach's alpha for the 39 items corruption variable is equal to 0.894. And Cronbach's alpha for corporate social capital Variable is 0.962.

Analysis of data

Analyze the data, at two levels, "descriptive statistics" and "inferential" takes place at the beginning of Explore test to check the normality of the population, were used. After proving normality, parametric statistics were used to test the hypotheses, in the latter part of the hypothesis test (s variable interval - interval, and F-tests for interval variables - more than double the nominal case), the regression path analysis is presented and interpreted.

The findings

Table 1: Correlation

Corruption		Dependent variable
Significance level	The correlation coefficient	Independent variable
0/000	-0/695**	Organizational social capital
0/000	-0/585**	Cognitive aspects
0/003	-0/710**	communication aspects
0/001	-0/624**	Structural aspects

- inter-organizational social capital, and the amount of corruption, there are significant correlations.

According to the test results, the confidence interval of 99% significance level that is equal to Sig =0/000 In other words, there is a significant correlation between the two variables, and the intensity of the relationship between two variables, $r = 0/695$ negative relationship indicates is an excellent reverse, in other words, no matter how organizational social capital increases, reduced corruption. Conversely, in total, according to available information, confirmation of the hypothesis, and the null hypothesis is rejected fitted. So between organizational social capital, and how much corruption there is a significant correlation.

- the cognitive dimension of social capital, and the level of corruption, there are significant correlations.

According to the test results, the 99% confidence level, the significance level is equal to Sig =0/000 In other words, there is a significant correlation between the two variables, and the intensity of the relationship between two variables, $r = 0/585$ negative, indicating a strong relationship skins and reverse, in other words, no matter how cognitive aspects of social capital increases, reduced corruption. Conversely, in total, according to available

information, confirmation of the hypothesis, and the null hypothesis is rejected fitted. Thus, the cognitive dimension of social capital, and how much corruption there is a significant correlation.

- the relationship between social capital, and the level of corruption, there are significant correlations. According to the test results, the 99% confidence level, the significance level is equal to Sig =0/000 In other words, there is a significant correlation between the two variables, and the intensity of the relationship between two variables $r = 0/710$ negative, represents the relationship is an excellent reverse, in other words, no matter how the cognitive dimension of social capital increases, reduced corruption. Conversely, in total, according to available information, confirmation of the hypothesis, and the null hypothesis is rejected fitted. Thus, the relationship between social capital, and how much corruption there is a significant correlation.

- the structural dimension of social capital, and how much corruption there is a significant correlation. According to the test results, the confidence interval of 99% significance level that is equal to Sig =0/000 In other words, there is a significant correlation between the two variables, and the intensity of the relationship between two variables $r = 0/624$ negative, represents the relationship is an excellent reverse, in other words, no matter how structural social capital increases, reduced corruption. Conversely, in total, according to the available data confirm the hypothesis, and the null hypothesis is rejected fitted. Thus, the structural dimension of social capital, and how much corruption there is a significant correlation. Between these groups of employees (Municipality of Tehran, Isfahan Municipality, Education of Isfahan and the Education of Tehran), and the amount of corruption, there is a significant difference.

Table 2: ANOVA

Sig0.	F	Ms	df	ss	Source of variation
0/000	26/912	9668/927	3	29006/78	Between-group
		281/359	435	156287/28	Intraclass
			438	185294/06	Sum

Since aim at identifying significant differences among the four groups, the F-test, four independent groups, or analysis of variance (ANOVA) was used, however, according to the results of F, with a significance level of sig = 0/000 indicates that the level of corruption among the four groups of employees (municipality of Tehran, Isfahan Municipality, education of Isfahan, and education Tehran, , there is a significant difference, given the available data do not support the null hypothesis, and the hypothesis researcher is confirmed. in order to continue the differences between the experimental groups then we need to test.

0/095 Distance of Confidence		Sig/	Std/ Error	Difference of average	Type of job	Type of job
High bounds	Lower bounds					
26.0619	16.2572	.000	2.49428	21.15952*	education of Tehran staff	municipality of Tehran staff
11.5299	1.4976	.011	2.55218	6.51378*	municipality of Isfahan staff	
9.4440	-.6902	.090	2.57809	4.37690	education of Isfahan staff	education of Tehran staff
-16.2572	-26.0619	.000	2.49428	-21.15952*	municipality of Tehran staff	
-9.6400	-19.6515	.000	2.54690	-14.64574*	municipality of Isfahan staff	
-11.7258	-21.8394	.000	2.57286	-16.78262*	education of Isfahan staff	municipality of Isfahan staff
-1.4976	-11.5299	.011	2.55218	-6.51378*	municipality of Tehran staff	
19.6515	9.6400	.000	2.54690	14.64574*	education of Tehran staff	education of Isfahan staff
3.0303	-7.3041	.417	2.62903	-2.13688	education of Isfahan staff	
.6902	-9.4440	.090	2.57809	-4.37690	municipality of Tehran staff	
21.8394	11.7258	.000	2.57286	16.78262*	education of Tehran staff	education of Isfahan staff
7.3041	-3.0303	.417	2.62903	2.13688	municipality of Isfahan staff	

The results in the table above, the difference between the employees of Tehran, Tehran, and staff education, which is equal to 21.15 according to the level of significance sig =0/000 There is no significant difference between the level of corruption among municipal employees, further education of employees of Tehran, Tehran also mean corruption among municipal employees, 6.51 points higher than the average municipal employee of corruption of Isfahan municipal, but corruption among officials out of Tehran, and Isfahan staff education, significant there. The difference between the mean corruption among employees of Tehran, Isfahan and Municipal Employees, which is the amount that is equal to the 14.64-, the negative sign indicates, corruption in municipalities of Isfahan more than education Tehran, and Tehran between staff education, and education of employees In Isfahan, there is that amount which is equal 16.78- which indicates corruption in the education of staff, most of Tehran's there. Finally, given the significant level of sig = 0/417, the difference between the means of corruption among municipal staff, and Isfahan education there.

education of Isfahan		municipality of Isfahan		education of Tehran		municipality of Tehran		Indicators of corruption
SD	average	SD	average	SD	average	SD	average	
3/13	12/38	2/88	11/29	3/69	9/65	3/38	12/22	Clarification
3/43	14/36	2/95	13/94	3/64	13/41	2/95	16/56	Regulatory
2/10	8/76	1/72	8/77	2/82	7/24	2/74	8/73	Administrative Structure
8/40	42/48	8/10	48/62	4/96	41/67	7/85	42/48	Organizational performance
3/83	22/19	3/30	21/69	4/67	17/77	4/95	22/84	Individual
4/31	22/59	4/57	19/25	5/25	19/17	4/32	22/23	Welfare
17/051	118/127	14/41	115/99	20/81	101/34	22/02	122/50	Corruption

The above table shows, the most corrupt mayor of Tehran, and later to the education of Isfahan, Isfahan municipality, and the education of Tehran. And most corrupt among organizations is related to organizational performance.

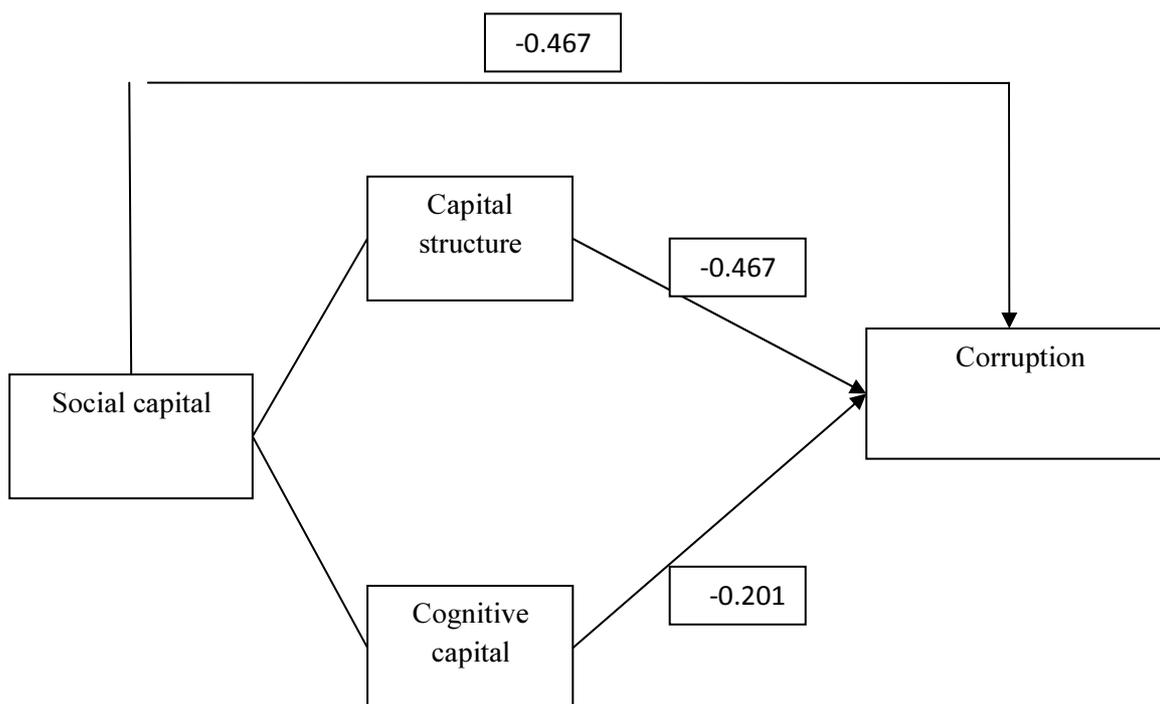
education of Isfahan		municipality of Isfahan		education of Tehran		municipality of Tehran		Organizational social capital indicators
SD	average	SD	average	SD	average	SD	average	
2/32	9/59	1/81	11/86	1/84	12/46	1/95	9/91	Cognitive
8/88	33/41	7/40	39/25	7/94	43/60	9/44	33/22	Relationship
8/81	35/89	7/61	43/80	5/88	48/08	7/74	37/60	Structural
18/74	78/90	15/54	94/92	14/70	104/15	18/05	80/74	Organizational social capital

The above table shows, the largest organization of social capital, Tehran, is related to education, and the order of the Isfahan Municipality, the Municipality of Tehran and is the ultimate Isfahan education. Social capital and largest organization, the organization of the capital structure.

Regression

In this study, a simple regression (social capital as an independent variable, and corruption as the dependent variable), with a determination coefficient R = 0.482 and multiple regressions (structural capital, relational capital and cognitive capital, as the independent variable and Corruption as the dependent variable), with a determination coefficient R = 0.502, addressing corruption in the municipality of Tehran and Esfahan, was used.

Statistical models:



The general conclusions

The results of the present study are as follows:

Findings from analysis of the data suggests that the positive relationship between corruption and social capital shares there, in other words, whatever organizational social capital increase will be less corruption. Between cognitive capital, relational capital, structural capital and corruption, there is a significant reverse relationship.

The results of this study imply that, in the municipality of Tehran and Isfahan Corruption, Corruption in Education, which is more than can be mentioned in this regard to research Mohammadi, the organization has more volume the budget allocated to them, corruption is much harder, since the municipality, more administrative work to do, and more budget allocated to the likelihood of committing fraud in the organization, more than education there.

Considering the above findings, it can be said Dlaporta theory, bad social capital has noted that, in our society, is rejected and the results show that, in any organization as social capital increases, employee orientation will be less corruption, and social capital as a factor could prevent corruption in organizations.

Total social capital, which refers to the interrelationships within the organization, the direction of collective goals and mutual trust between members is known. In this sense, includes links and relationships between members of a network, by creating norms and trust, thereby achieving the goals of the organization. Letting social functions, to promote group activity, increased trust among members, transparent flow of information, increase honesty and integrity among our members, improve management performance group, enhancing creativity and innovation, organizational commitment and reducing recipes circulars, and monitoring and control leads.

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