



## A Survey on Relationship between intellectual capital and Organizational Performance among Staff Of sport and youth Office of Tehran province

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### Abstract

The present study was aimed to determine the relationship between intellectual capital and organizational performance in Ministry of Sport and youth Office of Tehran province. Due to apparent volume of population 212 individuals were participated as sample. For data collection, standard questionnaire of intellectual capital and organizational performance was used by Cronbach alpha 0.82 and 0.86 and data analysis were performed using Pearson correlation. The results showed that intellectual capital had positive and significant effect on staff organizational performance of Ministry of Sport and Youth. Also, the relationship between sub-components of intellectual capital with organizational performance was positive and significant (human capital (0.44), structural capital (0.46), and relational capital (0.53). Upon the results, it can be concluded that intellectual capital (and its dimension) lead to increase in organizational performance.

**Keywords:** Intellectual capital, Human capital, Structural capital, Relational capital, Organizational performance, staff, Organizational of Youth and Sports.

### Introduction

In today's economy, knowledge as the most important asset has been replaced by financial and physical capital. During the industrial age, the cost of property was factories, equipment and raw materials that were needed for the success of a business. But in the information age, the effective use of intellectual capital is effective usually in success or failure of a set (Namamian et al., 2014). The emersion of the information age and knowledge economy has brought organizations with an emphasis on financial resources to the intangible assets (Khaef-elahi, 2014). One of the methods to investigate the improvement in organizational performance quality is to investigate the effective factors that have been lead to the Intellectual capital importance.

Today, attention to intellectual capital of organization on emphasis the organizational capital development, social capital, human capital, information and knowledge capital, costumer capital, relational capital, innovation capital and other concepts has been converted to one the most important study area in organization economy management and business (Hosein-pour, 2014). The evaluation of strategies administration method, extension and variety of company decisions and intellectual capital are very effective to formulate the strategies. Intellectual capital Evaluation can be related to reimbursement and reward schemes of managers (Namamian et al. 2014). The objective of strategy codify is company mission determination, identifying the threatening factors of external environment, opportunities, identifying Internal strengths and weaknesses of organization, determining long time objectives, apply various strategies and particular choice for continuing activities. Strategic or tactic planning is organized and regular attempt for basis decisions and fundamental activities performance that show the nature of an organization in local situation and relation to other organizations in frame of law and it is the set of decisions and activities that has been derived by regulate and performing the designed strategies to achieve organization target (Seyd-javadin, 2014). Planning in physical education and sport is the process of adopting decisions for performing activities regard to adopt in future. This planning should be

associated to precise cognition and perform in the frame of community macro system (economic, social, cultural and political system) that physical education systems consider as its subset system (Sajadi, 2004).

As far as Ministry of Sport and Youth is tactical or strategic ministry in country sports, if Ministry of Sport and Youth be investigated with national policy and policy options, it needs to investigate intellectual and social capital with organizational performance to achieve objectives. Therefore, short term, medium term, long term plans is necessary with considering the objectives of Ministry of Sport and Youth in developing sport for all, championship, professional, cultural and youth affairs to achieve safe and healthy community, need to evaluate organization, determine the effective factors in strategies, structure, tactic, systems, staff, skills, behavioral patterns and management styles, value principals and concepts that organization induce to staff. The present staff is one of intellectual capital indices that probably are effective in organizational performance in staff of Ministry of Sport and Youth. Therefore, in present study, the researchers sought to answer this question that is there the relationship between intellectual capital and organizational performance in staff of the Ministry of Sport and youth Office of Tehran province?

### Materials and Methods

The method of present study according to aim was applied and according to method was descriptive-correlation. The population was including managers, experts, staff and executive managers of Ministry of Sport and Youth with having Diploma or more degree that based on 2014 statistic of Ministry of Sport and Youth in electronic site were 666 individuals (conventional, contract and official forces. 212 individual were participated as available individuals in research. Independent and dependent variables were intellectual capital and organizational performance, respectively. During research, after presenting primary description about measurement tool and the objective of research, the method of answering to questions were described to each participant in details. It is necessary note, that in terms of ethical issues, participants were assured that the information received only in this study, it will be used after obtaining the testimonial of the people and awareness of the need. Information from this study will be used only in and the information will be protected from all forms of abuse. The following questionnaires were used to measure research variables.

**Standard questionnaire of Intellectual capital:** Bontis questionnaire of Intellectual capital (1998) was in this study that had 42 questions in which has been evaluated 3 components of human capital, structural capital and relational capital. Likert 5 point was used in this questionnaire to answer the questions (very low (1), low (2), average (3), much (4), very much (5)). The reliability of this questionnaire has been reported 0.82 by Aghajan-zadeh (2014). Standard questionnaire of organizational performance: the 42 questions questionnaire of Hersi and Goldsmit was used in this research. Likert 5 point was used in this questionnaire to answer the questions. Previous researches has been reported the reliability of this questionnaire as 0.86 (Asadi et al, 2009). To determine the content prestige of the questionnaire, the questionnaires were presented to some professors of physical education, filed of sport management and planning. After necessary revisions regarding their comments, the final questionnaire was prepared and used. Cronbach's alpha method was used to determine the Reliability. Therefore, 20 individuals were asked to fill questionnaire. The analysis is shown in Table 1. Based on coefficients, it can be concluded that the questionnaire had desirable reliability.

**Table1:Cronbach'salphacoefficients.**

Researchvariables	Numberofquestion	alphacoefficients
Intellectualcapital	42question	0.86
Organizational performance	42 question	0.87

Pearson's correlation coefficient was used to analyze the data. The significant levels of  $p \leq 0.05$  were considered in all analysis.

## Results

**Table 2: Central and dispersion indices of intellectual capital components**

Statistics	Humancapital	Structuralcapital	Relationalcapital	Intellectualcapital
Number of question	15	13	14	42
Mean	40.8833	35.6889	39.8778	116.4500
Weighted mean	2.72	2.74	2.84	2.77
Standard deviation	7.49769	6.00399	7.86809	19.98750
Scores minimum	22.00	21.00	14.00	62.00
Scores Maximum	67.00	59.00	65.00	191.00

**Table 3: Central and dispersion indices of Organizational performance.**

Statistics	Organizational performance
Number of question	42
Mean	122.9389
Weighted mean	2.92
Standard deviation	24.09366
Scores minimum	62.00
Scores Maximum	202.00

Tables 2 and 3 show the variables descriptive statistics of participants' intellectual capital and organizational performance.

**Table 4: Results of the correlation coefficient between intellectual capitals with organizational performance**

Intellectual capital	Statistics	Performance
	Pearson correlation coefficient	0.504
	Sig.	0.001
	Number of sample	212

\*\* Significant test at the significance level of 0.01

Kolmogorov- Smirnov test indicated the normal distribution of data ( $p \leq 0.05$ ). Pearson correlation coefficient was used to investigate the research variables. The data analysis revealed the significance relationship between intellectual capital and organizational performance (Table 4,  $p \leq 0.05$ ).

**Table 5: Results of correlation coefficient between the human dimension and organizational performance**

Intellectual capital (Human)	Statistics	Performance
	Pearson correlation coefficient	0.441**
	Sig.	0.001
	Number of sample	212

\*\* Significant test at the significance level of 0.01

The relationship was investigated between subscales of intellectual capital with organizational performance. The results showed the relationship between the human dimension of intellectual capital and organizational performance (Table 5,  $p \leq 0.05$ ).

**Table 6: Results of the correlation coefficient between the structural and organizational performance**

Intellectual capital (Structural)	Statistics	Performance
	Pearson correlation coefficient	0.460**
	Sig.	0.001
	Number of sample	212

\*\* Significant test at the significance level of 0.01

Also, the significant correlation was observed between structural capital with organizational performance (Table 6,  $p \leq 0.05$ )

**Table 7: The results of the correlation coefficient between the relation of intellectual capital and organizational performance.**

intellectual capital (Human)	Statistics	Performance
	Pearson correlation coefficient	0.535**
	Sig.	0.001
	Number of sample	212

\*\* Significant test at the significance level of 0.01

And positive relationship was observed between the intellectual capital with organizational performance (Table 7,  $p \leq 0.05$ ).

**Table 8: The regression of Standard coefficients and Non-standard coefficients**

Predicted variable	Non-standard coefficients		Standard coefficients	T	P
	B	SE	BETA		
Fixed amount	59.709	9.191		6.496	0.000
intellectual capital	0.301	0.115	0.250	2.608	0.010

The regression was used to evaluate the prediction of the dependent variable by predicted variable. The regression analysis showed the significant model ( $p \leq 0.05$ ). In table 8, Standard coefficients and non-standard coefficients have been tabulated. Regarding to Table 8, it can be noted that intellectual capital predict 0.25 of staff performance changes.

### Discussion and Conclusion

The aim of present study was to determine the relationship between intellectual capital and organizational performance in Ministry of Sport and Youth. The results showed the significant relationship between intellectual capital and its all dimensions with organizational performance of participants. The results was confirmed by the findings of Taghi-zadeh (2014), Yousefi (2014), Froughi (2009), Habibi-badrabadi (2014), Cohen and kaimena (2007), Stephen et al (2014). For example, Taghizadeh (2014) has reported positive and significant relationship between intellectual capital and organizational performance. Regarding to significant relationship between intellectual capital and organizational performance, it can be noted that intellectual capital of staff in Ministry of Sport and Youth increase to promote the organizational performance better.

Also, the results yousefi (2014) revealed that among intellectual capital components (except costumer capital) has rather strong relationship on staff performance of broadcasting assistant that confirmed the results of present study. Stephen (2014) declared that human resources has positive help on intellectual capital and intellectual capital act as an mediator between human resources methods and company performance and human resources does not increase the performance of under studied companies. Hence, in order to increase organizational performance, the human capital should increase that consider as sprit of intellectual capital.

According to research results, it can state that executive Instruction of process, strategies, executive plans, and staff rewards plans, leadership, staff style and totally executive process of organizations is the structural capital indices that should be complete and comprehensive to increase the organizational performance. Hence, there is disagreement about tactical document of Ministry of Sport and Youth, strategies, tactical council plans and or organizational structure. Also, with increasing relational capital, organizational performance increase that

one of relational capital indices can be pundits and experts that are related to Ministry of Sport and Youth. Based on mutual relationship that creates, result in relational capital increase and moreover, organizational performance increase.

### **Conflict of interest**

The authors declare no conflict of interest

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