
Analysis of the Relationship Between Social Capital and Job Satisfaction in Organizations

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Abstract

Social capital is an important social issue a means to achieve other forms of capital, including economic, human and cultural capital. One of the impressionable important of social capital, is job satisfaction. Thus, the present study was to understand the importance of social issues and accepting these assumptions that job satisfaction in different organizations, under the influence of social capital people employed at the organization. pays off to explain the theoretical and empirical literature on social capital and its impact on job satisfaction and in this explained present research at home and abroad through the meta-analysis examined. The theoretical framework is based on the theory of Putnam, Bourdieu, Coleman's social capital and Fisher, Hapax, Hersey and Blanchard on job satisfaction and a combination of several other theories in this area is, and the effect of independent variables, including dimensions of social capital is measured on dependent variable job satisfaction. The methods used in this study, is documents and is a kind of meta-analysis. meta-analysis the findings of the research conducted indicates that the dimensions of social capital variables (trust, partnership, cooperation, solidarity, empathy and mutual respect, social networks) and the dependent variable of job satisfaction, there is a significant and positive relationship.

Keywords: *social capital, job satisfaction, partnership, empathy, Cooperation*

1. Introduction

In the traditional view of management development, financing, economic, physical and human resources played a most important role, but in the current era for development, executives more than the economic capital, physical and human need, they need social capital, for without the use of capital other capital improvements will be done. In a society that lacks sufficient social capital other funds are wasted. Thus, social capital is considered as a guiding principle for achieving development and Successful managers are able to communicate with the community to meet the production and

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development of social capital[1]The role of social capital, physical capital and financial organizations is very important. If organizations do not have the social capital in the community, other funds will be value added[2]Therefore, managers should pay much attention to the attitude of the staff, because the attitudes, behavior and can affect people of potential employees to their actual capabilities[3]. Job satisfaction least three reasons is very important for managers. (1) There is ample evidence that dissident leave the Organization. (2) Studies show that happy employees of better health and live longer. (3) Job satisfaction is a phenomenon that transcends the boundaries of organizations and companies and its effects in the private lives of employees can also be seen outside the organization[4].

From one side, social capital concepts in the present age is the key to the success of staff and On the other side, job satisfaction, increasing productivity and providing better service to the Clientele[5]. Because, according to the original dimensions of social capital, trust, social norms, social awareness and community involvement and civic and connecting people with each other, If more people in an organization and their career planning and process involved, have higher social awareness and the social norms of cooperation and trust more commonplace, have higher job satisfaction from their work and higher job satisfaction, A more efficient organization and successfully lead its members and physical and mental well-being and finally helps community mental health [6].

Considering the importance and the role that social capital plays in creating job satisfaction on the other side the importance of job satisfaction, the study is designed to investigate the factors affecting job satisfaction in terms of social capital. This study issue is examination of the impact of social capital on job satisfaction based on previous research.

2.Method

This study is a documentary research using meta-analysis methods based on investigation and previous internal and abroad research in recent years, deals the subject.

Meta-analysis of previous research

A. Research conducted abroad:

Wing Chun Chang (2009) in an article entitled evaluation of social capital and personal satisfaction in Taiwan to the conclusion that Partnerships with nonprofit organizations and religious participation and charities and social services was positively associated with the level of personal satisfaction. Other results of this research are:

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Social capital has inversely related with age.

Social capital is positively related to net income.

Partnerships with nonprofit organizations and religious participation is positively related to the amount of social capital. It states that social capital is complementary friendly and religion behaviors [7].

Yamaguchi, Ikushi (2012) in a study by an examination of self-determination, Organizational social capital, Job satisfaction and organizational commitment in both Japan and America countries Concluded that social capital has a profound impact on job satisfaction and organizational commitment [8].

Boas and Wind (2012) in his study exploring the relationship employment- based social capital, Job stress, Burnout and intent to leave among child protections workers concluded that social capital indicators (trust, understanding and mutual respect, cooperation) are effective in reducing job stress and job satisfaction. It is much more pronounced for older workers [9].

B. Research conducted Inside:

Safarzadeh (2010) by examining the effect of social capital indicators on occupational activities Staff, first, addressed to measure the social capital among faculty members and in examining the relationship and its impact on job satisfaction concluded that social capital has a direct and significant impact on physical activity faculty members' job [10].

Aryan nasab (2011) in a study aimed to evaluate the impact on job satisfaction District 3 Education Teachers of Qom, components of social capital (trust, participation, support, social interaction and network membership) should be considered. Came to the conclusion that a significant relationship between these components with teacher's job satisfaction. The results show that about 65% of changing teachers' job satisfaction by variable Social capital can be explained [11].

3.Results and Discussion

Given the number of components and different aspects of the review, the results are very numerous and varied. Here even the opportunity to provide a detailed summary of the results is not. As mentioned, different research results are compared to distinguish different aspects here is what the outcome of the investigation. Here and in aggregate findings can be related to admission of error and

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taking advantage of the scale Likert judge on the status of work environments. According to the final status of social capital in each of the aspects described as follows:

The top 60 percent: good or high condition

Between 40 and 59 percent: state average

Below 40 percent: unfavorable or down

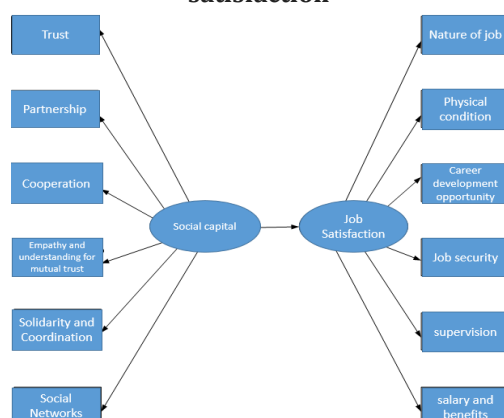
Relationship between social capital and job satisfaction

In general, social capital theory with an emphasis on listed and analysis of the benefits of social ties at different levels, gives a new analysis of satisfaction at work. With regard to the collection and analysis of the theoretical foundations that were cited in this section, social capital variables as the basis for job satisfaction was chosen analysis. If you check this variable can be used to form and subject matter were testing relevant theory to accommodate the requirements and conditions of the studied population.

- Significantly between the social capital and employees' job satisfaction and the relationship between the two variables are directly related. With the increase of social capital, i.e. employees, their job satisfaction increases.
- There is a significant relationship between cohesion and job satisfaction there. Satisfaction with distinct social organizations in order to destroy jobs and are harmful for satisfaction.

The results indicated that the success of individual features it depends on the organization's social status. Employees who earn higher social capital that is placed at the center of social networks, may during their working life enjoy their professional development. Social needs of fundamental human need they tend to have intimate relationship with your colleagues and also be accepted by the group. Thus improving cooperation between people makes improving job satisfaction and increase the motivation of individuals. Human relations and solidarity probably more than any other factor in job satisfaction is important, people interested work with people they like and can cope with them. They will work good for president. And when he does not like, leave your job. Build trust and friendly relations is the first step the responsibility of the authorities is in the workplace, which is a part of society. If organization officials create trust among employees and also note the informal relations and programs need to increase informal and friendly relations between their employees, Meanwhile, organizations can reduce costs, and also increase their productivity.

The proposed model for explaining the relationship between social capital and job satisfaction



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