Investing the Relationship between Social Capital and Individual Effectiveness of Bank Employees (Case Study: Employees of the State Banks of Sanandaj)

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Extended Abstract

1. Introduction
The concept of social capital is one of the most important concepts during two decades in various fields, especially in the field of organization. Social capital means links and communication among members of a network, providing essential social support and energy to facilitate actions through creating norms and mutual trust. Some scholars of social and behavioral sciences believe that, social capital as one of the new forms of capital plays an important role in the effectiveness of individuals. According to what was mentioned, the main question of this paper is that what the extent of relationship is between bank employees’ social capital and their effectiveness of individuals? What are the effects of social capital on the effectiveness of individual bank employees? Does employees’ effectiveness of individual rise by increased social capital? So the main objective of this paper is to examine the impact of social capital on the effectiveness of individual bank employees.

2. Theoretical Framework
The term of social capital was first used by an American teacher named Hanifan to determine changes that he observed in students’ social relationships. Then Jacob, Gelen Loury, and Ivan Light applied social capital concept to identify social beneficial resources and human capital development. Theoretical and empirical development of social capital is indebted to efforts of some scientists such as Pierre Bourdieu, James Colman, and Robert Putnam. In this paper, James Colman theory is used for sociological analysis of the effectiveness of individual bank employees. This research has two main hypotheses and many secondary hypotheses which are independent variables. The research main hypothesis is:
Bank Employees’ social capital have a direct relationship with their effectiveness of individual.

3. Methodology
This is a survey study concerning research control and content. It is cross sectional in terms of time and it is applied and micro study when it comes to goal and range, respectively. This is mainly because the unit is employee. Statistical population consists of all employees in governmental section in Sanandaj in 2014. Total number of employees in governmental section was reported 476 persons in 2014. Total number of 213 employees were selected as sample volume through Cochran formula. This number rose to 220 to increase the accuracy. Relatively, stratified sampling method was used. To this end, population was organized according to

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governmental bank. Then, appropriate number of employees was selected in each bank. In this study, to determine measuring tool, formal validity was used. After initial test and modification, the questionnaire was distributed among management and social science researchers and scholars to standardize questions in order to reach face validity of questionnaire. To determine reliability, Alpha Cronbach method was used. To assess reliability of data collection tool, pre-test was conducted in the first stage. The first questionnaire was distributed among 40 males and females. Then, Alpha Cronbach was obtained using SPSS software.

4. Results
The results of Pearson correlation test indicate the fact that the level of correlation is reported 0.458 between independent variable of social capital and employees’ effectiveness of individual. This result shows existence of positive correlation (direct) between social capital and employees’ effectiveness of individual. The results of significance level also show that significance level was reported 0.000 which is less than 0.05. This result indicates that results of correlation test is significant between two variables, social capital and employees’ the effectiveness of individual, and it can be generalized to statistical population by 95% confidence. Thus, the results showed a significant positive correlation between social capital and efficiency of individual employees of banks there. In other words, to increase the effectiveness of their individual employees also increased social capital. Therefore, this hypothesis is approved.

5. Conclusion
In this paper, the relationship between social capital and the effectiveness of individual bank employees was analyzed by theoretical points of views and empirical sources, then theoretical research frame was designed and the proposed hypotheses were introduced and tested .The main research hypothesis was the relationship between social capital and the effectiveness of individual bank employees. The results showed a significant positive correlation between social capital and the efficiency of individual employees. In other words, increasing the individual effectiveness of employees also increased their social capital. So, social capital plays the important role on changing effectiveness of individual bank employees. This result agrees with that of jam Colman's point of view in that he believes that employee's higher volume and capital cause to reach the effectiveness and goals of individuals. Also, research findings approve empirical results of Abolghasemi, Moradi, Narimani, and Zahed (2011), Haghighatian, Rabbani, and Kazemi(2008), and Stone, Gray, and Hugs (2003).

Key words: Social capital, Individual Effectiveness, State banks

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