Examine the Relationship Between Intellectual Capital and Organizational Learning in Social Security Organization in Kohgiluyeh and Boyer-Ahmad

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ABSTRACT
In today's world that is the period of unbridled changes and according to Toffler the period of transition of power. As the table indicates the significance level is 0.000 and less than 0.05 and since the Pearson correlation coefficient is 0.067, therefore, H0 hypothesis that there is no relationship between two variables is rejected and H1 hypothesis is accepted. Table finding suggests that the significant level is lower than 0.05 and Pearson correlation coefficient is 0.487, therefore, there is a significant and relatively strong (positive) relationship between human capital and customer capital (intermediate and final) in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad. Results of Table shows that there is a significant relationship between the two variables of human capital and organizational learning (Sig<0.05); in other words, the null hypothesis of no correlation between the two variables is rejected. As the table suggests, the significance level is 0.0161 that is greater than 0.05 error level, so H0 hypothesis that there is no relationship between two variables of structural capital and Customer capital (intermediate and final) in the Social Security Organization of kohgiluyeh and Boyer-Ahmad is accepted and H1 hypothesis is rejected. Therefore, this hypothesis is not confirmed. According to the findings of the table, the significant level is lower than 0.05 error level, so the null hypothesis of no correlation between two variables is rejected and H1 hypothesis is accepted. Due to the findings of Table, the significance level is 0.008 that is lower than 0.05 error level. So the variables of customer capital (intermediate and final) and organizational learning have a significant relationship. Due to the obtained significance level in the table that was less than 0.05 error level, and according to the obtained Pearson correlation coefficient, we can state that there is a positive and significant and strong correlation between the two variables of intellectual capital and organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad.

INTRODUCTION

In today’s world that is the period of unbridled changes and according to Toffler is the period of transition of power. The management of intellectual capital and intangible assets of organizations after the issues of reengineering (80s) and Total Quality Management (90s), as an important phenomenon, has affected the management developments, comprehensively. The new paradigm in the management of the organization which covers the above discussion is the management of intellectual capital. Stewart believes that intellectual capital is a set of knowledge, information, intellectual property, experience, competence and organizational learning that can be used to create wealth. In fact intellectual capital of all the staff covers organizational knowledge and its skills to create added value and leads to sustained competitive advantage [1]. So the intellectual capital follows that, organizations attend to intellectual property, knowledge, experience and organizational learning more than before to achieve comprehensive development. So contrary to popular perceptions that knew only the technology ensure the development, knowledge and sharing it in organizations and human capital ensure the improvement of performance and development. Intellectual Capital Management more than anything else is social phenomenon management. One of the important concepts in the issue of the social phenomena management is the concept of social capital. According to Putnam, social capital is a set of concepts such as
trust, norms and networks that create relationship and optimal partnerships of members of a community and finally will provide the mutual benefit of them. In his view, trust and mutual communication of members of the network are as resources that are available in the actions of members of the community [2]. Due to the above cases and with regard to the most important challenge of intellectual capital management that is to Induce people to share what they know that this issue also has a social nature more. In this study, we try to review the relationship between social capital and intellectual capital of the employees of social security organization in Kohgiluyeh and Boyer-Ahmad and explain the role of each of the components of social capital in relation to intellectual capital.

With the introduction of intellectual capital in organizations development, a new economic knowledge as knowledge-based economy has created. Knowledge-based economy is an economy in which knowledge production and use of it have a decisive role in the creation of wealth. By entering to the knowledge economy, knowledge compared to other factors of production such as land, capital and machinery, etc., was more preferable. So that in this economy, knowledge is the most important factor of production and referred to as the competitive advantage of organizations [3] Among the characteristics of knowledge, intangible valuation and measurement means untouchable and impalpable is difficult. While in the past, organizations by using accounting methods were able to calculate the value and measure of their production factors completely. As noted earlier, today much of assets of organizations are intangible assets and accounting methods are not able to measure them. On the other hand, in the knowledge economy, the success of organizations depends on the ability to manage these intangible assets [4] By reviewing the literature on economic development, this result obtained that only goods-based production factors cannot guarantee the success of organizations in achieving their development goals and other important capitals entitled intellectual capital necessary to accelerate the pace of achieving goals by exerting its catalytic role.

Analysis of intellectual capital status is important and essential in any society, because intellectual capital is useful for to understand this that how its elements can enhance the organization's performance to achieve the different goals [5] Intellectual capital also plays a very important role than physical capital and human capital in society and in the absence of it other capitals lose their effectiveness and regardless of intellectual capital, cultural and economic development path seems difficult [6]

Intellectual capital and organizational learning are ground for development and economic performance, as well as civil society. Organizational learning increases organizations to change and adapt with new conditions and thereby a capable network of competitive advantages is created in various aspects of organization through which organizations manage their affairs as best as possible and accelerate the move in competitive arena. Organizational learning replaces the inertia with the knowledge and skills and puts self-control at the head of affairs and also directs various aspects of intellectual capital including human, relational and structural in order to achieve organizational goals and this is one of the important goals that any organization is trying to achieve it.

Clearly, the lack of attention to organizational learning or lack of intellectual capital in any organization causes that organization fails to take advantage from the power of groups into the organization and an atmosphere devoid of the ability and innovation covers all over the organization. Since the intellectual capital is also closely related to organizational learning, is influenced by this event certainly. Lack of creativity and innovation of employees, lack of staff inflexibility in facing with environmental changes and weaknesses in communication and linking with information channels are such negative consequences. In such an era, will lose their usefulness because of lack of responding quickly to causing acceleration changes. Therefore, organizations should seek to transform themselves into learning organizations. The currency of many organizations, such as service organizations, is not due to its physical assets –in a way that accountants measure- but is due to their intangible assets, i.e. knowledge and intellectual capital. Hence, in recent years Most of advanced institutions and organizations, especially Service organizations have identified intellectual capital as the main factor of production and placed the evaluation of the role of these capitals in organizational learning and consequently the global competition, on their agenda [7]. Given that the Social Security Organization is a social insurance organization for the purpose of implementing, generalizing and expanding the types of social-treatment insurances and establishing the coordinate system in accordance with the objectives of Comprehensive system of welfare and social security and its main mission is to cover the population in various forms of insurance and in terms of income is independent and not dependent on government funding. Therefore, to optimal use of limited resources to provide appropriate and effective services to the people under its control and also to a strong presence in the turbulent environment of the insurance industry and adapt itself with competitive conditions, the necessity and importance of intellectual capital of the organization and trying to match its components as a major source of competitive advantage and also its relationship with the level of learning and ultimately the organization performance in terms of a research study, will be found more than before.

2. Research Methodology:

The purpose of selecting research method is to realize that the researcher adopt what way that help him to achieve the response or responses for goal or goals of the study more accurate, easier, faster and cheaper. In
general, research methods in the behavioral sciences are classified according to two criteria: a) the purpose and types of research, b) collecting data method, [8]. The research method is one of the most important factors that affects the study and its results and often depends on the aim of study, nature of the subject, Research Executive Facilities and developed hypotheses. One of the methods of research is descriptive study, which is a set of methods aimed at describing the conditions or phenomena under investigation and involves the data collection to test hypotheses or answer questions about the current state of the subject of study. In this research, the researcher without mental or practical interventions in "what that is", reports his objective results of the situation and describes it by using different methods. So the present study in terms of the aim and research type is applied. The research design is descriptive surveys. Because the researcher wants to provide a view of the current status by collecting the comments of related statistical sample. Thus, given that the aim of this study was to investigate the relationship between intellectual capital and organizational learning in Social Security Organization in Kohgiluyeh and Boyer-Ahmad, we can say that the study is objectively applied and in terms of type is descriptive-interpretive and in terms of method is descriptive correlational that is one of the types of structural equation model that based on the method of data collection is field-survey. population is a set of individuals (or elements) with common feature or features that research is done about it. The important work of researcher is to define the community carefully and completely. The definition of the society should describe the elements that belong to the community and make it, accurately [9]

Statistical population or the members studied and tested in this study was all directors and senior staff of social security organization in Kohgiluyeh and Boyer-Ahmad who were 140 people.

3. Research findings:

- Results of the research hypotheses testing

Pearson correlation coefficient test was used to test the research hypotheses. For this purpose in all hypotheses at first the H0 (there is no significant relationship) and H1 (there is significant relationship) were defined and then the hypotheses were tested. The results are as follows.

3-1 first sub-hypothesis:

There is a significant relationship between human capital and structural capital;
The results of the Pearson correlation coefficient test of first sub-hypothesis

<table>
<thead>
<tr>
<th>human capital</th>
<th>structural capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td>0.607</td>
</tr>
<tr>
<td>Sig</td>
<td>0.000</td>
</tr>
<tr>
<td>N</td>
<td>98</td>
</tr>
</tbody>
</table>

As the table indicates the significance level is 0.000 and less than 0.05 and since the Pearson correlation coefficient is 0.607, therefore, H0 hypothesis that there is no relationship between two variables is rejected and H1 hypothesis is accepted.

3-2 second sub-hypothesis:

There is a significant relationship between human capital and customer capital (intermediate and final);
The results of the Pearson correlation coefficient test of second sub-hypothesis

<table>
<thead>
<tr>
<th>customer capital (intermediate and final);</th>
<th>human capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td>0.487</td>
</tr>
<tr>
<td>Sig</td>
<td>0.000</td>
</tr>
<tr>
<td>N</td>
<td>98</td>
</tr>
</tbody>
</table>

Table finding suggests that the significance level is less than 0.05 and Pearson correlation coefficient is 0.487, therefore, there is a significant and relatively strong (positive) relationship between human capital and customer capital (intermediate and final) in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad.

3.3 The third sub-hypothesis:

There is a significant relationship between human capital and organizational learning;
The results of the Pearson correlation coefficient test of third sub-hypothesis

<table>
<thead>
<tr>
<th>organizational learning</th>
<th>human capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson correlation</td>
<td>0.252</td>
</tr>
<tr>
<td>Sig</td>
<td>0.000</td>
</tr>
<tr>
<td>N</td>
<td>98</td>
</tr>
</tbody>
</table>

Results of Table shows that there is a significant relationship between the two variables of human capital and organizational learning (Sig<0.05); in other words, the null hypothesis of no correlation between the two variables is rejected.
3.4 Fourth sub-hypotheses:
There is a significant relationship between structural capital and customer capital (intermediate and final);
The results of the Pearson correlation coefficient test of fourth sub-hypothesis

<table>
<thead>
<tr>
<th>customer capital (intermediate and final)</th>
<th>structural capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.098 Pearson correlation</td>
<td></td>
</tr>
<tr>
<td>0.161 Sig</td>
<td></td>
</tr>
<tr>
<td>98 N</td>
<td></td>
</tr>
</tbody>
</table>

As the table suggests, the significance level is 0.161 that is greater than 0.05 error level, so H0 hypothesis that there is no relationship between two variables of structural capital and Customer capital (intermediate and final) in the Social Security Organization of Kohgiluyeh and Boyer-Ahmad is accepted and H1 hypothesis is rejected. Therefore, this hypothesis is not confirmed.

3.5 Fifth sub-hypotheses:
There is a significant relationship between structural capital and organizational learning;
The results of the Pearson correlation coefficient test of fifth sub-hypothesis

<table>
<thead>
<tr>
<th>organizational learning</th>
<th>structural capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.197 Pearson correlation</td>
<td></td>
</tr>
<tr>
<td>0.004 Sig</td>
<td></td>
</tr>
<tr>
<td>98 N</td>
<td></td>
</tr>
</tbody>
</table>

According to the findings of the table, the significant level is lower than 0.05 error level, so the null hypothesis of no correlation between two variables is rejected and H1 hypothesis is accepted.

3.6 Sixth sub-hypotheses:
There is a significant relationship between customer capital (intermediate and final) and organizational learning;
The results of the Pearson correlation coefficient test of sixth sub-hypothesis

<table>
<thead>
<tr>
<th>organizational learning</th>
<th>customer capital (intermediate and final)</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.181 Pearson correlation</td>
<td></td>
</tr>
<tr>
<td>0.008 Sig</td>
<td></td>
</tr>
<tr>
<td>98 N</td>
<td></td>
</tr>
</tbody>
</table>

Due to the findings of Table, the significance level is 0.008 that is lower than 0.05 error level. So the variables of customer capital (intermediate and final) and organizational learning have a significant relationship.

3.7 Main hypothesis of research:
There is a significant relationship between intellectual capital and organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad.
The results of the Pearson correlation coefficient test of main hypothesis

<table>
<thead>
<tr>
<th>organizational learning</th>
<th>intellectual capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.502 Pearson correlation</td>
<td></td>
</tr>
<tr>
<td>0.000 Sig</td>
<td></td>
</tr>
<tr>
<td>98 N</td>
<td></td>
</tr>
</tbody>
</table>

Due to the obtained significance level in the table that was less than 0.05 error level, and according to the obtained Pearson correlation coefficient, we can state that there is a positive and significant and strong correlation between the two variables of intellectual capital and organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad.

4. Discussion and conclusions:
4.1 First sub-hypothesis: There is a significant relationship between human capital and structural capital:
The significance level of this hypothesis was 0.000 which is less than 0.05 error levels, therefore, H0 hypothesis that there is no relationship between two variables is rejected and H1 hypothesis is accepted. The intensity of this relationship is equal to 0.607 that showed a significant, positive and strong relationship between human capital and structural capital in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad and noted that its direction is positive (direct) hence it can be said that by increasing the human capital, the structural capital increases.

4.2 Second sub-hypothesis: There is a significant relationship between human capital and customer capital (intermediate and final):
Findings suggest that the significance level of second sub-hypothesis testing is less than 0.05 and Pearson correlation coefficient is 0.487, therefore, there is a significant and relatively strong (positive) relationship
between human capital and customer capital (intermediate and final) in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad. And the Pearson correlation coefficient was calculated positive therefore it can be said that by increasing the human capital, the customer capital (intermediate and final) increases.

4.3 The third sub-hypothesis: There is a significant relationship between human capital and organizational learning:

The results showed that there is a significant relationship between the two variables of human capital and organizational learning (Sig<0.05); in other words, the null hypothesis of no correlation between the two variables is rejected. After confirming the existence of a relationship between two variables, we examined its intensity. The intensity of this relationship is equal to 0.252 that indicates a weak relationship between two variables of human capital and organizational learning in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad. The direction of this relationship was positive (direct) and means that by increasing human capital, organizational learning in the Social Security Organization in Kohgiluyeh and Boyer-Ahmad increases.

4.4 The fourth sub-hypothesis: There is a significant relationship between structural capital and customer capital (intermediate and final):

As the results showed, the significance level is 0.161 that is greater than 0.05 error level, so H0 hypothesis that there is no relationship between two variables of structural capital and Customer capital (intermediate and final) in the Social Security Organization of kohgiluyeh and Boyer-Ahmad is accepted and H1 hypothesis is rejected. Therefore, this hypothesis is not confirmed.

4.5 The fifth Sub-hypothesis: There is a significant relationship between structural capital and organizational learning:

According to the findings, the significant level is lower than 0/05 error level, so the null hypothesis of no correlation between two variables is rejected and H1 hypothesis is accepted. In other words, the relationship between structural capital and organizational learning is approved. By approving the relationship between two variables and the Pearson correlation coefficient which was calculated 0/197, we can say that there is a weak relationship between two variables of structural capital and organizational learning in the Social Security Organization of kohgiluyeh and Boyer-Ahmad. The direction of this relationship is positive (direct) that indicates by increasing the structural capital, the organizational learning in the Social Security Organization of kohgiluyeh and Boyer-Ahmad increases.

4.6 The sixth sub-hypothesis: There is a significant relationship between customer capital (intermediate and final) and organizational learning:

Due to the findings of Table, the significance level is 0/008 that is lower than 0/05 error level. So the variables of customer capital (intermediate and final) and organizational learning have a significant relationship that according to its calculated intensity or the Pearson correlation coefficient which is equal to 0/181 shows that this relationship is weak. Since this relationship has a positive direction (direct), so by increasing the customer capital (intermediate and final), the organizational learning in the Social Security Organization of kohgiluyeh and Boyer-Ahmad increases.

4.7- The main hypothesis of research: There is a significant relationship between intellectual capital and organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad:

Due to the obtained significance level that was less than 0/05 error level, the existence of a correlation between the two variables of intellectual capital and organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad is confirmed that with an intensity equal to 0/502 and a positive direction (direct) shows a strong and significant relationship between intellectual capital and organizational learning in this organization. In other words, it can be argued that, given the significant correlation and the positive effectiveness of all components of intellectual capital (human, structural and customer capital) on the variable of organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad, so there is a significant relationship between intellectual capital and organizational learning in mentioned organization. In fact the intellectual capital has a positive impact on organizational learning and by increasing the intellectual capital the organizational learning in the social security organization in Kohgiluyeh and Boyer-Ahmad improves.

5. The research proposal:

According to studies done in this study, the researcher suggests to study in following fields:
- Identifying environmental factors influencing intellectual capital in government organizations;
- Designing a model for intellectual capital management in government organizations;
- Reviewing interactions between the components of intellectual capital in government organizations;
• Review and knowledge of the impact of these intellectual capitals on the implementation of government policies;
• Assessing the impact of human resource management system on improving human capital;

6. Limitations of the study:
• the limitation of Likert scale rating that makes tendency to the average response in the respondents.
• next limitation of the study is about the generalizability of results. Since this study has done only in the social security organization of Kohgiluyeh and Boyer-Ahmad so it is not possible to generalize the results to other organizations.
• next limitation is about the time dimension of the study. The present study was conducted in 1393. Given that the views and attitudes of the staff may change over time, one cannot expect the long-term sustainability.

REFERENCES