



## Investigating the effect of emotional intelligence and social capital on the performance of employees in Zabol University of Medical Sciences

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### ABSTRACT

Today, employees' emotional intelligence will increase the level of organizational performance, and employees will be able to improve organizational performance through emotional intelligence and better ability to regulate their relationships with their co-workers. The purpose of this study was to investigate the effect of emotional and social factors on the performance of employees of Zabol University of Medical Sciences. The method of this research is correlation. According to the purpose of the research, the research is an applied research type. The statistical population of this research includes all staff members working in Zabol University of Medical Sciences. Their number is 240. To determine the required sample size, Morgan table has been used and 145 individuals have been selected as sample. Fieldwork and library studies have been used to collect information, including the study of domestic and foreign books and publications, and Internet search in order to achieve theoretical foundations and research literature. In the field stage, three questionnaires were used to collect information. Its validity and reliability were confirmed and confirmed by Cronbach's alpha. Given that the spectrum used to measure the variables is the Likert spectrum, the Likert spectrum is a Spectral Rank. Regression analysis has been done to examine the changes in the organizational performance of employees and also to predict the amount of this variable. SPSS software was used to perform the mentioned operations. The findings of the research showed that emotional intelligence and its components as well as social capital and its components affect organizational performance.

**Key Words:** Emotional Intelligence, Organizational Performance, Social Capital, Zabol University of Medical Sciences

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### INTRODUCTION

Emotional intelligence includes the ability to monitor emotions and feelings of oneself and others, to differentiate between them, and to use these assumptions to guide people's thought and action (Mayer 2000: 167). In fact, this intelligence involves recognizing your feelings and others and using it for making the right decisions in life. In other words, it is an agent that motivates a person when defeated and leads to a good relationship with the people due to his high social skills (Hosseini Hossein Abadi, 2004: 1). The ability to utilize emotions or generate emotions plays an important role in facilitating problem solving in the performance of group members. In a research with a pre-test and post-exams test of emotional intelligence and then post-test implementation, the effectiveness of this construct is mentioned in the work environment. The central focus of these studies is to emphasize the role of emotional intelligence in increasing the function of emotional consciousness and social skills (Row et al., 2010: 184-183). Actually, emotional intelligence is a skill that its owner can self-control through self-awareness, control self-management, improve it through self-management, understand through empathy, and act through relationships management in a way that morale Raise oneself and others (Doostar, 2003: 54).

Social capital is an essential concept that has been accepted in recent decades as a valuable asset for organizations (Timbrilick, 2014) and the production and increase of human capital, economic (Sharifian Thani, 2001). The importance of organizational social capital is that it causes the community of individuals (groups, teams, organizations, etc.) makes it possible to successfully implement each other (Cohen and Proser, 2001).

Dancou (2013) believes that in order to create social capital, individuals must have some qualities. Among these, one can point out the desire and ability of individuals to create social capital (Lina and Van Buren, 1999). We believe that emotional intelligence as one of individual abilities can affect the quality and quantity of relationships among members of the organization, or social capital. In other words, emotional intelligence creates trust and group identity among organizational members. Social capital is one of the most important organizational assets and assets that can help organizations create and share knowledge and make them, in comparison with other organizations, create sustainable organizational benefits. Social capital has a much greater role than physical and human capital in affiliated societies. (Kavousi and Rahmani, 2008: 12). Social capital plays a much greater role in the physical and human capital in societies (Kavousi and Rahmani, 2008: 12). To Bourdieu, social capital is the sum of real or potential resources derived from a durable network

of more or less institutionalized relationships, familiarity and mutual recognition, or in other words, membership in a group (Tajbakhsh, 2007: 147). The application of social capital to Bourdieu is based on the perception that how individuals, by investing in group relationships, improve their economic situation in a hierarchical social space (capitalist society). Therefore, his approach can be regarded as instrumental, individualistic, and influenced by Marx's capitalist theory and more contradictory (Bakhtiari, 2009: 6). The concept of social capital embraces concepts such as trust, cooperation and collaboration among members of a group or a society that forms a system of purposefulness and directs them to achieve a worthwhile goal. Therefore, the identification of effective factors in strengthening or weakening Social capital can help to expand the dimensions of social capital and increase social and economic performance of individuals in societies (Mobashri, 2009: 136).

On the other hand, a group of thinkers believes that the root of many of the socioeconomic problems lies in the absence of social capital (ijtehadi, 2007). The lack of social capital affects social trust, social solidarity and social participation, as well as gradually causes immigration, depression, addiction, general discontent, and so on (Sidayee et al., 2009: 190). In the absence of social capital, other capital will lose its effectiveness and, without social capital, it will rush out the paths of cultural and economic development and ruggedness. Therefore, in the present day, organizations for development need more social capital than are needed for economic, physical and human capital (Mobashiri, 1388: 138). On the other hand, the benefits of social capital are in particular: better knowledge sharing, creation Trust-based relationships, the creation of a cooperative spirit (within the organization, between the organization and customers and partners), reducing the rate of transfer, reducing the cost of employment, helping to train, maintaining organizational knowledge and common understanding (Ghaffari, 2008: 6).

Social capital provides a suitable platform for the exploitation and productivity of human resources in different organizations. On the other hand, it is possible to take advantage of other social capital of the organization in the light of this capital, which shows the importance of this in the organization. Social capital is a set of norms in social systems that promote the level of cooperation between the members of that society and the reduction of communication costs (Toloi and Kavooosi, 2006)

Robertson (2008) in his research found that there is a positive and significant relationship between emotional intelligence and social capital and high emotional intelligence will promote fertility and promote social capital. Also Mashbaki and Golichli also mentioned the relationship between social capital and emotional intelligence.

Nakashima and Kanda (2005) have found that emotional intelligence of staff will increase organizational performance, and employees will be able to improve organizational performance through emotional intelligence and better ability to regulate their relationships with collaborators with the manager.

#### CONCEPTUAL MODEL OF RESEARCH

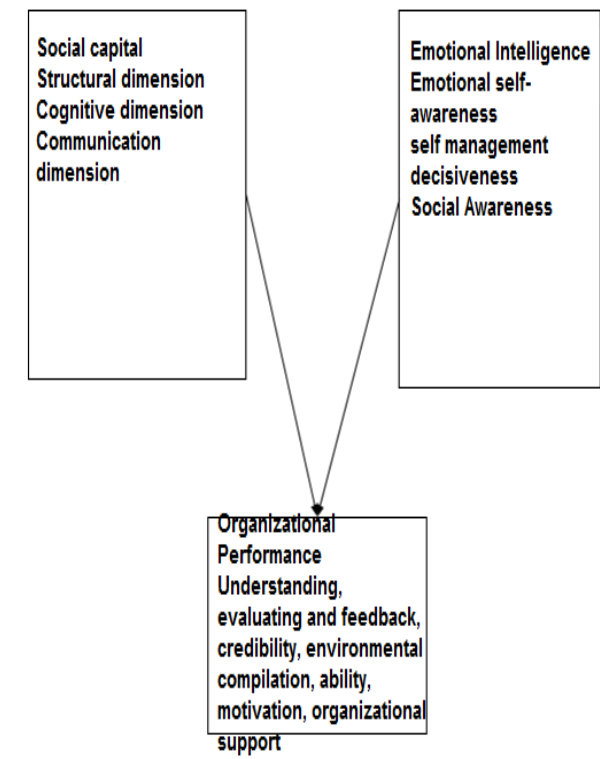


Figure 1. The conceptual model of research (Han and Jahson, 2012; Nahapit and Goshcal, 2002)

#### RESEARCH HYPOTHESES

- Emotional intelligence affects the performance of Zabol University of Medical Sciences staff.
  - Emotional self-awareness of employees affects staff performance of Zabol University of Medical Sciences.
  - Social awareness affects the performance of employees of Zabol University of Medical Sciences.
  - Decisive influence on the performance of Zabol University of Medical Sciences staff.
  - Self-management affects the performance of employees of Zabol University of Medical Sciences.
- Social capital affects the performance of employees of Zabol University of Medical Sciences.
  - Structural dimension affects the performance of Zabol University of Medical Sciences staff.
  - Cognitive dimension affects the performance of employees of Zabol University of Medical Sciences.
  - Relative dimension has an impact on the performance of Zabol University of Medical Sciences staff.
- Emotional intelligence and social capital affect the performance of employees of Zabol University of Medical Sciences

**Research method**

According to the purpose of the research, the research is an applied research type. An applied research is aimed at achieving a practical goal, also in terms of nature, descriptiveness and correlation. The statistical population of this research includes all staff members working in Zabol University of Medical Sciences. Their number is 240. To determine the required sample size, Morgan table has been used and 145 individuals have been selected as sample. In this research, random sampling, proportional to the volume of the class, was used. Fieldwork and library studies have been used to collect information, including the study of domestic and foreign books and publications, and Internet search in order to achieve theoretical foundations and research literature. In the field stage, three questionnaires were used to collect information. The first questionnaire was used to measure emotional intelligence. Emotional intelligence is measured using the Han and Jahson model (2012), which consists of four components: emotional self-awareness, self-management, decisiveness and social consciousness. The second questionnaire is used to measure social capital using the model of Nahapit and Goshcal (2002) and has three components: structural capital, cognitive capital, and communicative capital. The performance of the organization will be made by the researcher. Whose validity was confirmed by the professors and their reliability was 0.85, 0.82 and 0.79, respectively, with Cronbach's alpha test, respectively. Regression analysis has been done to examine the changes in the organizational performance of employees and also to predict the amount of this variable. Sometimes two or more variables have a major impact on the dependent variable. To do this, SPSS software has been used.

**RESEARCH FINDINGS**

Main hypothesis 1: Emotional intelligence affects the performance of Zabol University of Medical Sciences staff.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to examine and present the model between emotional intelligence (Y) and employee performance (X), after reviewing the model's adequacy indicators as presented in the table below, we present the proposed model.

Table 4-5. Fit the regression model between emotional intelligence and employee performance

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.844	0.712	0.711	0.179

The correlation between the independent variables and the dependent variable is 0.844. The coefficient of determination is 0.712 and this figure indicates that 71.2% of emotional intelligence changes relate to the performance of existing employees. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which is equal to 71.1% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-6. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std. Error	B	
0.000	18.82	0.844	0.088	1.64	Constant
	27.46		0.023	0.625	Emotional Intelligence

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

$$\text{Emotional intelligence (0.625) + 1.64 = Employee performance}$$

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading one unit of emotional intelligence, 0.625 standard deviation units will be promoted to the employees, resulting in a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Hypotheses 1-1: Emotional self-awareness of employees affects employee's performance of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to investigate and present the model between emotional self-awareness (Y) and employee performance (X), after reviewing the model's adequacy indicators, presented in the following table, we present the proposed model.

**Table 4-7. Fit the regression model between emotional self-awareness and employee performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.787	0.619	0.618	0.206

The correlation between the independent variables and the dependent variable is 0.787. The coefficient of determination is 0.619 and this figure indicates that 61.9% of emotional self-awareness changes relate to the performance of existing employees. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which is 61.8% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-8: Calculation of Employer Performance Regression Equation.**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std.Error	B	
0.000	29.629	0.787	0.678	2.317	Constant
	22.278		0.020	0.455	Emotional selfawareness

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

Emotional self-awareness (0.455) + 2.317 = Employee performance

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. Or, in other words, by promoting one unit of emotional self-awareness, 0.455 standard deviation units will be promoted to the employees, thus having a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypothesis 1-2: Social awareness affects employee's performance of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to examine and present the model between social awareness (Y) and employee performance (X), after reviewing the model's adequacy indicators as presented in the following table, we present the proposed model.

**Table 4-9. Fit the regression model between social consciousness and employee performance**

The correlation between the independent variables and the dependent variable is 0.670. The coefficient of determination is 0.450 and this figure indicates that 45 percent of the change in social awareness is related to the performance of the existing staff. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which equals 44% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-10. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std.Error	B	
0.000	20.141	0.670	0.113	2.279	Constant
	15.782		0.029	0.465	social awarence

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

Social awareness (0.465) + 2.273 = Employee performance

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. Or, in other words, by promoting a unit of social awareness, 0.465 standard deviation units will be promoted to the employees, resulting in a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypothesis 1-3: Decisiveness affects the performance of employees in Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to examine and present the model of decisiveness (Y) and performance of employees (X), after reviewing the model's adequacy indicators as presented in the table below, the presented model is presented.

**Table 4-11. Fit the regression model between employees' determinism and performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.756	0.571	0.570	0.21930

The correlation between the independent variables and the dependent variable is 0.756. The coefficient of determination is 0.571, and this figure shows that 57.1 percent of the change of decisiveness is related to the performance of the existing staff. Because this value does not take into account the degree of

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.670	0.450	0.448	0.24839

freedom, the adjusted coefficient of determination is used for this purpose, which is equal to 57% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-12. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std.Error	B	
0.000	19.672	0.756	0.102	2.004	Constant
	20.146		0.026	0.534	decisiveness

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

$$\text{Decisiveness } (0.524) + 2.004 = \text{Employee performance}$$

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading one unit of decisiveness, 0.524 standard deviations will improve the performance of the staff, resulting in a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypothesis 1-4: Self-management affects employee's performance in Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to investigate and present the model between self-management (Y) and employee performance (X), after reviewing the model's adequacy indicators as presented in the table below, we present the proposed model.

**Table 4-13. Fit the regression model between self-management and employee performance**

The correlation between the independent variables and the dependent variable is 0.467. The coefficient of determination is 0.218 and this figure indicates that 21.8% of the changes in self-management are related to the performance of existing employees. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which is 21.5% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-14. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
			Beta	Std.Error	
0.000	18.789	0.467	0.145	2.717	Constant
	9.217		0.040	0.369	self management

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

$$\text{Self-management } (0.369) + 2.717 = \text{Employee performance}$$

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading a unit of self-management, 0.369 standard deviation units will be upgraded for employees, thus having a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to

0.000 for this variable, therefore, is effective in employee performance.

Main hypothesis 2: Social capital affects the performance of employees of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to study and present the model between social capital (Y) and employee performance (X), after reviewing the model's adequacy indicators as presented in the table below, we present the proposed model.

**Table 4-15. Fit the regression model between social capital and employee performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.294	0.086	0.083	0.32001

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.467	0.218	0.215	0.29609

The correlation between the independent variables and the dependent variable is 0.294. The coefficient of determination is 0.086 and this figure indicates that 8.6% of social capital changes are related to the performance of existing employees. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which equals 8.3% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-16. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
			Beta	Std.Error	
0.000	29.310	0.294	0.117	3.421	Constant
	5.369		0.034	0.183	Social capital

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

$$\text{Social capital } (0.183) + 3.421 = \text{Employee performance}$$

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. Or in other words, by upgrading one unit of social capital, 0.183 standard deviation units will be promoted to the employees, thus having a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypothesis 1-2: Structural dimension affects the performance of employees in Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to investigate and present the model between the Structural Dimension Swap (Y) and the Performance of the Employees (X), after reviewing the model's adequacy indicators as presented in the table below, the presented model is presented.

**Table 4-17. Fit the regression model between the structural dimension exchange and employee performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.370		0.134	0.31100

The correlation between the independent variables and the dependent variable is 0.370. The coefficient of determination is 0.137, and this figure indicates that 13.7% of the structural change swap changes relate to the performance of the existing employees. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which is equal to 13.4% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-18. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std.Error	B	
0.000	35.574	0.370	0.095	3.389	Constant
	6.960		0.027	0.185	Swap the structural dimension

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:  
 Structural Dimension Swap (0.185) + 3.389 = Employee Performance

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading a structural unit swap unit, 0.185 standard

deviation units will be upgraded for employees, thus having a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypothesis 2-2: Cognitive dimension affects the performance of employees of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to examine and present the model between cognitive dimension (Y) and performance of employees (X), following the evaluation of the adequacy of the model presented in the table below, we will present the processed model.

**Table 4-19. Fit the regression model between cognitive dimension and employee performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.459	0.211	0.208	0.29747

The correlation between the independent variables and the dependent variable is 0.459. The coefficient of determination is 0.211 and this figure indicates that 21.1% of the cognitive dimensional changes are related to the performance of the existing staff. Because this value does not take into account the degree of freedom, the adjusted coefficient of determination is used for this purpose, which is 20.8% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-20. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor	Non-standard factor		Model
		Beta	Std.Error	B	
0.000	28.472	0.459	0.108	3.077	Constant
	9.018		0.090	0.268	Cognitive dimension

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

$$\text{Cognitive dimension } (0.268) + 3.077 = \text{Employee performance}$$

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading a unit of cognitive dimension, 0.268 standard deviation units will be promoted to the employees' performance, thus having a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

Sub-hypotheses 2-3: Relative dimension affects the performance of employees of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to examine and present the model between relational dimension (Y) and employee performance (X), after reviewing the model's adequacy indicators presented in the following table, we present the presented model.

**Table 4-21. Fit the regression model between relational dimension and employee performance**

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.210	0.044	0.041	0.32733

The correlation between the independent variables and the dependent variable is 0.210. The coefficient of determination is 0.044 and this figure indicates that 4.4% of the later relationship changes relate to the performance of existing employees. Because this value does not take into account the degree of freedom, the adjusted adjustment coefficient for this purpose is used, which equals 4.1% in this test. According to the indexes mentioned, the model has the required qualifications.

**Table 4-22. Calculation of Employer Performance Regression Equation**

SIG	T	Standard factor		Non-standard factor		Model
		Beta	Std.Error	B		
0.000	29.779	0.210	0.121	3.593	0.120	Constant
	3.749					Relative dimension

Dependent variable: employee performance

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

Relative dimension (0.120) + 3.593 = Employee performance

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by promoting a unit of the relational dimension, the 0.120 standard deviations of standard of employee performance will be improved, resulting in a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. This value is equal to 0.000 for this variable, therefore, is effective in employee performance.

The main hypothesis 3: Emotional intelligence and social capital affect the performance of employees of Zabol University of Medical Sciences.

In order to evaluate the effect of fitting the regression model, it was analyzed, which is discussed below. Therefore, in order to

examine and present the model between emotional intelligence (Y) and social capital (X), following the evaluation of the adequacy of the model presented in the table below, we will present the processed model.

**Table 4-23. Fit the regression model between emotional intelligence and social capital**

The correlation between the independent variables and the dependent variable is 0.329. The coefficient of determination is 0.108, which indicates that 10.8% of emotional intelligence changes relate to existing social capital. Because this value does not take into account the degree of freedom, the adjusted adjustment coefficient for this purpose is used, which equals 10.5% in this test. According to the indexes mentioned, the model has the required qualifications.

Table 4-24. Calculation of social capital regression equation

SIG	T	Standard factor		Non-standard factor		Model
		Beta	Std.Error	B		
0.000	29.366	0.329	0.114	3.353	0.185	Constant
	6.089					Emotional Intelligence

Dependent variable: social capital

The correlation coefficient	The coefficient of determination	Adjusted coefficient of determination	Error standard deviation
0.329	0.108	0.105	0.31612

The variable entered in the regression equation is the core of the regression analysis, which is presented in the table above. The regression equation can be calculated using the standard non-standard coefficients as follows:

Emotional Intelligence (0.185) + 3.35 = Social Capital

It can be said that by upgrading a unit of each independent variable, the coefficient of the written variable of the dependent variable will be enhanced. In other words, by upgrading one unit of emotional intelligence, 0.185 social standard deviation units will be upgraded, resulting in a positive relationship. The t test for regression coefficients is also shown in this table for the independent variable. The value for this variable is 0.000, therefore, it is effective in social capital.

**DISCUSSION AND CONCLUSION**

Social capital provides a suitable platform for the exploitation and productivity of human resources in different organizations. On the other hand, it is possible to take advantage of other social capital of the organization in the light of this capital, which shows the importance of this in the organization. Social capital is the set of norms in social systems that promote the level of cooperation of its members and the

reduction of communication costs. Emotional intelligence includes the ability to monitor emotions and feelings of yourself and others, differentiate between them and use these assumptions to guide people's thoughts and actions. In fact, this intelligence involves recognizing your feelings and others and using it to make the right decisions in life. In other words, it is a factor that, when defeated, motivates a person and leads to a good relationship with the people due to the high social skills. Ability to work - Excitement or emotion creation plays an important role in facilitating problem solving in the performance of group members. In a research with a pre-test and post-exams test of emotional intelligence and then post-test implementation, the effectiveness of this construct is mentioned in the work environment. The central focus of these studies is to emphasize the role of emotional intelligence in increasing emotional intelligence and social skills. In fact, emotional intelligence is a skill that its holder can self-control through self-awareness, control self-management, improve it through self-management, through empathy, understand its impact, and behave in a manner that manages morale through relationships management Raise oneself and others. Trust means having confidence in the intentions and actions of others and is a key factor in interrelationships. Trust in the organization plays an important role in achieving its goals. "The complexity and lack of intrinsic confidence in the nature of today's business, and the volume of mutual cooperation, complicates the effectiveness of working relationships," says Ashburn. Under conditions of complexity and uncertainty, it is only possible to maintain effective partnerships when communication is clear and this happens when mutual trust and confidence are established. Trust is a broad science that includes important concepts for study, because it is able to coordinate human behaviors. Trust is the key to interpersonal or interpersonal relationships in different fields. Trust is the extent to which one tends to be sure of words and actions. Robertson (2008) found in his research that there is a positive and significant relationship between emotional intelligence and social capital and high emotional intelligence results in fertility and Promote social capital. Also Mashbaki and Golichli also mentioned the relationship between social capital and emotional intelligence.

Nakashima and Kanda (2005) found that emotional intelligence of staff would increase organizational performance, and employees would be able to influence organizational trust through emotional intelligence and better ability to regulate their relationships with collaborators with the manager. Edwards (2003) also considered the relationship between social capital and organizational performance as meaningful. Also, Nahapit and goshcal (2002) have expressed organizational trust as one of the factors influencing social capital.

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