

## **EVALUATING THE ROLE EDUCATION IN DEVELOPING INTELLECTUAL CAPITAL (HUMAN CAPITAL) FROM THE PERSPECTIVE OF HIGH SCHOOL TEACHERS SHAHINSHAHR**

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### **Abstract**

The present study was to investigate the role of education in developing intellectual capital (human capital) from the perspective of high school teachers in the academic year 93-92 has been ShahinShahr. For this purpose, a sample of 256 people were selected randomly from the Shahinshahr city school teachers. The data collection tool was Bonitis intellectual capital questionnaire. The reliability of the survey questionnaire using Cronbach's alpha was 0.967. The data obtained were analyzed both descriptive and inferential statistics. The results showed that intellectual capital town of Shahinshahr Education was significantly ( $P < 0.01$ ) higher than average. These findings suggest that the level of intellectual capital town of Shahinshahr Education is good condition.

**Key words: intellectual capital, education, high school teachers, Shahinshahr.**

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## Introduction

Education has long played a key role in the continued survival of human society. Customs, beliefs, values, attitudes and behaviors, knowledge and skills through the process of training society that are portable and durable. Today begins the upbringing of children in the family, the school, but soon dedicated organization, officially assumes responsibility for fulfilling this task (GharaeiMoghadam, 12-46: 1996).

Therefore, to achieve optimal and targeted education with deep insights based on comprehensive studies and to obtain professional qualifications and activities directed to the payment plan. For this plan to support the huge assortment of philosophy, culture, knowledge, skills, using new findings of science and technology and the use of tools And provide new ways to meet the needs, problems and demand a better and richer results achieved (YossefVand, 2012).

In today's world of unbridled developments and, as Toffler period of transition is power management discussion of intellectual capital and intangible assets after the re-engineering topics (decades 80) and total quality management (decades, 90). As important phenomenon for all aspects of management changes have affected the horizon. The paradigm in the management of organizations covered by the above discussion, the discussion is intellectual capital management. Stewart believes that intellectual capital of knowledge, information, intellectual property, experience, competence and organizational learning that can be used to create wealth. In fact all employees, intellectual capital, knowledge and abilities it takes to create added value and lead to competitive advantages can be sustained. The contemporary world, the value of special education and special place it in advance the goals of human and community growth as well and found the most effort and spend their efforts in this way. Hence the need to believe that the emphasis of the school as a social institution, and originates the progress or lag in a society. In fact, the causes of the recession and the progress of any society should be the fabric of the community in education and root search (only Joseph, 2012).

The changes in the educational environment has caused organizations to only think of the use of tangible assets not because nowadays the only capital and intangible assets that can create a sustainable advantage for schools, and for this reason many in recent decades, the importance of

intellectual capital in the value for the function have paid Secretaries and intangible intellectual capital as a key source in the organization name is used to understand the Secretaries of the premise and the reflection of this capital in the operating performance of the guarantee for the development and improvement in the behavior of the editor. (Bentis,2000quotedbeikzadeh and pour Mohammadi, 14:2011).

The structural funds (the enterprise) features, such as the right to mental and ultrastr evaluation of patents, copyright, design right, trademark, logo, trade secret philosophy of management, a culture of collaboration, process management, information system and a referral network systems (salami andRasian,2011).

Organizational capital is defined as the total of the assets that the ability of the Organization to be creativity., what is certain is that if the structure of an organization is not flexible, learning it in the organization is also a problem and out of reach.In recent years, various organizations and companies, adhering to the process of knowledge have begun and new concepts such as, knowledge work, knowledge management and knowledge organization, news of the severity of the find the process. Peter Drucker, using this new kind of vocabulary to create news organizations. Where to place the arm strength of mind power the rule, on the basis of this theory in the future development and progress of societies can be expected to have a greater knowledge of that. Knowledge Organization to hand capabilities that is able to make a slight force of massive power (Alvani and wisdom, 283:2001).

Madhoushi, AsgharnejadAmiri (2008)In a study titled intellectual capital measurement and review its relationship with the financial returns of companies concluded that positive meaningful relationship between intellectual capital and intellectual capital, financial returns and future financial returns, intellectual capital growth rate and the growth rate for future financial returns of investment companies in the Tehran stock exchange.

Research by Beikzadeh and Pour-Mohammadi (2011)With the aim of social capital relationship with the IC investigated and found the hand of Zabul to the organization only if they can compete in the knowledge-based world of the functional durability that non-physical assets of

that intellectual capital is one of the maximum exploit. here due to the positive relationship between social capital in the creation of intellectual capital as well as its positive relationship with the IC dimensions necessary to appear That organizations in creating and strengthening social capital by taking the index to organize it.

Bontis (2002) in a study of the relationship between intellectual capital and improve their organizational performance.

Gamas (2007) in their research on the impact of the communication of knowledge sharing in organizations and the relationship between communication and knowledge sharing, relations between the dimensions of the satisfaction gained from communication, communication style, and collecting knowledge about the reviews. The results showed that share knowledge fully to the satisfaction of the relationship and the related communication and presentation of knowledge, a lot of communication with the practices and collect completely to the satisfaction of the relevant communication knowledge.

Hey Hong Park (2006) and stone (2002) in their study to examine the role of trust in knowledge in a virtual organization. It is the main condition for the existence of social capital generate opportunity and motivation and the ability to know and trust the people that are on the resulting knowledge base through opportunity and the motivation and the ability to combine knowledge in a virtual organization and affects factors such as informal networks, norms, shared values and mutual trust in the knowledge of effective.

### ***Research Methodology***

his research in terms of the objective applied and a description of the type of procedure because it examines the role of education in creating intellectual capital from the perspective of secondary school Secretaries ShahinShahr in the academic years 2012-13. In terms of the kind of run the field. In terms of the sectional type of time. In terms of the type of the data is a little and the method of collecting information and data for the field and through a questionnaire.

**Statistical Society**

The study population included all school teachers in the academic year 2012-13 ShahinShahr that their total number, according to education experts ShahinShahr of 1079 people.

**Sample size**

Since the study population was unknown variance a preliminary study on a group of people to determine the population variance was necessary. So in order to group of 30 people randomly selected from the population and distribution of the questionnaire in between them, and then extract the relevant data, the statistical research group answers with the use of the formula for determining the statistical community, Cochran was limited and quantitative variables of countable and used this formula (Hosseini, 2003).

P=Mean observed÷ Number of questions× Maximum score questions

P=0/68

Q=0/32

t=1/96

d=0/05

$$n = \frac{t^2 pq}{d^2} = \frac{1 \cdot \frac{1}{1079} \cdot \left( \frac{1.96^2 \cdot .68 \times .32}{.05^2} - 1 \right)}{.05^2} = 256$$

So sample size in this study we 256 questionnaires were distributed 256 questionnaires were analyzed.

### ***Sampling Method***

Cluster sampling is random sampling. This means that the schools were randomly selected number of schools and their teachers were then given a questionnaire survey. In this study, according to research topics and methods of intellectual capital Bontis questionnaire (1998) was used.

Inventory of intellectual capital, which by Bontis (1998) is made with 52 closed questions, because of the similarity of some questions to ask 42 fell. Is examined, the structure has three elements: human capital, structural capital and relational capital (customer) is measured.

### ***Research results***

The role of education in developing intellectual capital (human capital) from the perspective of high school teachers ShahinShahr how?

Table 1 summarizes the results of one-sample t test human capital

$\mu=3$			Standard deviation	Average	Number	
Sig.	df	t				
0/0001	255	14/508	0/36	3.33	256	Human Capital

Results Table 1 shows the amount of human capital, education ShahinShahr significantly ( $P < 0.01$ ) higher than average ( $\mu=3$ ) is. These findings suggest that the human capital is education ShahinShahr good condition.

### ***Discussion and conclusions***

the organization only if they can compete in the knowledge-based world of the functional durability that non-physical assets of that intellectual capital is one of the maximum to do the operation in a healthy atmosphere there makes that staff interested in sharing knowledge and in this regard, transmission and application of knowledge in the organization is one of the major tasks is to provide education and knowledge transfer to the students, teachers and Managers.

So the Organization of education should be to create and strengthen their intellectual capital by taking the index to organize today's Enterprise advantage Foundation knowledge processes. And

increase knowledge sharing and educational performance of IC in the Executive authority makes. Share knowledge fully to the satisfaction of the relationship and the relationship between the editor and the associated students and the presentation of knowledge, a lot of communication with the practices and collect completely to the satisfaction of the relevant communication knowledge. So the increase of capital is an important step in the communication and education-teaching learning process. The people's trust through knowledge on the Secretaries have the opportunity and the motivation and the ability to combine the knowledge in the Organization of education and the effect of factors such as informal networks, norms, shared values and mutual trust in the knowledge effective.

Hence the educational institutions should work together from a process of regular and accurate system to an irregular to make informed decisions, so that ambiguity, Uncertainty and unpredictability of the organization reduce and promote knowledge management processes within the organization to some extent dependent on the attitudes and behavior of staff that is willing to make them.

Therefore, strengthening intellectual capital to help strengthen knowledge management education and it also helps the development organization.

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