

## Investigating the Role of Spiritual Capital on Organizational Resilience: Emphasizing the Mediation of Ethical Climate

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### Abstract

Today, organizations are facing a lot of challenges, and in this regard, the resilience is the organization's ability to deal with change through a renewed business operation to prevent the dissolution of the organization. For this purpose, the present study attempted to investigate the role of gender variables, ethical climate, and spiritual capital in organizational resilience. This research is applied in terms of purpose, and the method is descriptive-survey and correlation. The statistical population of the study consisted of employees of Tehran Fire Department, and the sample includes 102 employees. The data collection tool is a standard questionnaire consisting of 66 questions. Also, to analyze the research data, structural equation modeling based on Smart-PLS software was used. Research findings indicate that spiritual capital has a positive and significant effect on organizational resilience, and this effect is moderated through the gender variable. In addition, spiritual capital has a direct and meaningful effect on the ethical climate, and as the ethical climate of the organization increases, organizational resilience will increase. In this way, the ethical climate can play an intermediary role in improving organizational viability through spiritual capital.

### Keywords

Spiritual Capital, Ethical Climate, Organizational Resilience.

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## Designing Sustainability Pattern for Social Micro- businesses for Clients of the Imam Khomeini Relief Committee

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### Abstract

The purpose of this research was to design a model for the stabilization of micro-businesses created by the clients of the Imam Khomeini Relief Committee. The research is applied in terms of purpose and is a causal research. The statistical population of the study consisted of micro-business managers established between 2011 and 2016 and worth more than 50 million Rials, which were 470 thousand micro business units. The sample size was 385 according to Morgan-Krejcy table. The sampling method was multi-stage. The main tool for collecting and measuring the variables of the research was questionnaire. The validity of the research tool was verified by a panel of experts. The reliability of the research tool was obtained by calculating the Cronbach's alpha coefficient and the composite reliability method, which show the coefficients of acceptable reliability. In order to achieve the final model of research, a structural equation modeling approach was used that was carried out using LISREL software. Based on the results obtained from the analysis of the path of micro business stabilization, it can be said that the greatest direct impact on the sustainability of social welfare business is related to strategies with intensity of 0.18. The second effective variable of interventional factors with intensity of 0.16 has a negative effect. The underlying factors with intensity of 0.12 and causative factors with intensity of 0.10 have a positive and significant effect on the sustainability of social welfare businesses. The proposed model, with a coefficient of 0.47, accounts for about 47 percent of the total change in the sustainability of social welfare businesses.

### Keywords

Business, Social Micro-Business, Sustainability, Imam Khomeini Relief Committee.

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## Participation of NGO`s in the Criminal Proceeding as a Social Capital

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### Abstract

NGO`s are considered as social capitals for all governments. Today, one of the indicators of the development of each country depends on the degree of involvement and the participation of these organizations in the administration of the country. In recent years, NGO`s in our country are physically present. Therefore, in order to reach a cooperative criminal policy, Article 66 of the Code of Criminal Procedure, approved in 1392, enacted to use NGO`s whose constitutions have supportive features to intervene exclusively in the criminal process. Although these organisations are not the main victims, they, under the circumstances, play a role in the criminal procedure. The main goal of the research is on one hand to study the role of the NGO`s in the criminal process, and on the other hand, to survey strategies for the development and strengthening of social capital of these organizations in the criminal process. In the case of improvement and attention to these cases, the status of these organizations will be improved during criminal proceedings.

### Keywords

NGO, Criminal Procedure, Social Capital, Criminal Protection, Taking part.

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## A Systematic View to Concept of Social Capital: What is? Why and How?

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### Abstract

Nowadays, Social Capital (S.C.) is a common concept in social science and there are many written books and articles about it. This has resulted in a wide variety of approaches, definitions, and usages. The present research is going to achieve a total and holistic view on social capital hence, a meta-analysis of existent documents has been implemented. For this aim, the data has been represented by using thematic analysis method as a qualitative research method. Finally, a systematic model of the concept of social capital has been represented. For this aim, the data has been analyzed by using thematic analysis method as a qualitative research method. Finally, a systematic model of the concept of social capital has been represented.

### Keywords

Social Capital, Social Interaction System, Thematic Analysis.

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## Social Capital and Hope for the Future among Students (Study of Bandar Abbas Universities)

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### Abstract

Hope and optimism about the future are signs of dynamism and vitality in a society and of social development, and can be linked to social capital. The present study aims to investigate the relationship between social capital and the students' hope for the future at universities in Bandar Abbas (IAU, PNU and Hormozgan). The students were studying in these universities during the academic year of 1395-1396(2016-2017). The research method of this study is descriptive-survey and data are collected using the questionnaire designed by the researcher. The statistical population consists of all the undergraduate, Master's degree, and Ph.D. students (IAU, PNU, and Hormozgan) in Bandar Abbas city. From this population, 380 of them were selected and studied using Random Stratified Sampling. The results of the research showed that there is a meaningful relationship between the dimensions of social capital (social trust, social norms and social participation) with hope for the future.

### Keywords

Hope for the Future, Students, Social Capital, Bandar Abbas.

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## The Effect of Religiosity on Stress Management of the Technical Staff of the Premier League Futsal Champions League with the Emphasis on the Role of Mediator of Social Capital

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### Abstract

The purpose of this study was to investigate the effect of religiousness on the stress management of futsal coaches in Iran with the mediating role of social capital. This research is applied in terms of purpose and in terms of collecting data is a descriptive research based on structural equations. The statistical population of this study is all members of the technical staff of Futsal of Iran Premier League, which is a total of 68 people. Due to the constraints of the statistical population, the whole population was selected as the sample. To measure the variables, the Glock & Stark (1965) Religion, the Nahapit and Ghosal (1998) social capital, and Winton and Cameron (2002) stress management questionnaire were used. The validity of the questionnaires were confirmed by a survey of 13 sports management professors, and their reliability were 0.83, 0.87 and 0.79 in a preliminary study through Cronbach's alpha, respectively. The findings of the study, using structural equations with partial least squares (PLS-SEM) approach, showed that religiousness with mediating role of social capital has effect on stress management of the Futsal Premier League teams. As a result, social capital is effective in reducing and managing stress by increasing the understanding of social support that comes from religiosity.

### Keywords

Religiosity, Stress Management, Social Capital, Technical Staff of Futsal Team.

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## Investigating the Relationship between Human Capital Development and Crisis Management (Case Study: State Tax Administration)

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### Abstract

Organizations face different challenges in achieving goals, and they may end up in crisis. Organization management to overcome the crisis requires the specific tools of that organization, but in all organizations, human capital is a common factor that helps in facing the management crisis of the organization. The purpose of this research is to investigate the relationship between crisis management and human capital. The research method is correlational. Sample size using the Cochran formula were estimated 379. Our population was employees of the Tax Affairs Organization. Simple sampling method was used for sampling. The research tool was a researcher-made questionnaire: human capital development and crisis management. The results of Pearson correlation coefficient show a significant and positive relationship between the crisis management and human capital development of 0.686. There is also a positive and significant relationship between the dimensions of human capital development and crisis management. The hypotheses test using the PLS method indicated that human capital development has an impact on crisis management, and human capital explains 67.6% of crisis management changes.

### Keywords

Human Resource, Human Capital, Crisis, Crisis Management.

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