# There is significant difference between human capital and suitable situation in Department of Finance and optimal condition

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Abstract: In this study have been attempted to harmonistic evaluating of current situation of dimensions of intellectual capital in Department of Finance. For evaluating and using from intellectual capital at the first step we should recognize these kinds of assets and after that evaluate the value of these. Sort of his study is scaling descriptive and statistical society is employees. And for gathering data is used from library sources and questionnaire that was set based on Likret scale. The results of data analyses are showed that hypothesis of certificate of human intellectual capital has significant difference with desired situation.

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# Introduction:

In the old economy, market value was based on the physical assets; while the new economy enterprise value is based on the application of intellectual capital and knowledge arise. The appearance of the knowledge economy has led to the ending of the relative importance of tangible assets.

Nowadays organizations are trying to do all theirs functions based on special mechanism and formulized programs, and also attempt to increase productivity with best possible way. In this study we are trying to examine the situation of intellectual capital in Department of Finance.

Intellectual capital comes from knowledge and science. If this word is in the genesis time of its, but this concept for the first time was considered in 1991<sub>s</sub> when large company in Swedish, Scandia, began to implement a series of innovative methods for intangible assets pay special attention to as their own. If we consider growing power of the hardware as an important indicator, computers will achieve a capacity equal to the capacity of the human brain. Strategically, the intellectual capital will be used in production and usage of knowledge for company's value promotion. However, in terms of assessing and measuring the value of intellectual capital, emphasizing on the new mechanisms that nonfinancial reporting and qualitative aspect of intellectual capital through traditional data, quantitative finance is measurable. The pedigree of concept of intellectual capital is very deep. In 1969, economist John Kenneth Galbraith for the first time, had been used the term "intellectual capital". While in earlier time, Peter Drucker had declared concept of "conscious workers". However,

most systems are using the concept of intellectual capital, but still many people are not aware of this concept.

# History of researches

In the research of Bam Bang et al. (2012) entitled "The effect of intellectual capital on market value and financial performance of the company and the added value of intellectual capital" is proceeded to examine the effect of intellectual capital on market value and financial performance of the company and the added value of intellectual capital. In this study, which was conducted over 16 actively firms in the exchange, determined that companies which identify and promote the value of intellectual capital have more added value and also have higher performance.

Also in 2005 had been done a similar research in IT industry in Taiwan and was analyzed the relationship between intellectual capital and performance in some cause-models, and confirmed the results of research of Malasia.

Results of Glavyzh Yousefi's research (2011) entitled "Evaluation of the relationship between the intellectual capital and market-orientation in the insurance industry of Iran" showed that there is a significant relationship between dimensions of intellectual capital and market-orientation means that whatever the status of intellectual capital in insurance companies is high consequently morale of marketorientation will be high. In other words, intellectual capital is requirement for implementing the successful market-orientation.

Vida Mojtahedzade, Seyed Hossein Alavi Tabari and M. Mehdi Zadeh (2009) research about the relationship between intellectual capital and insurance productivity that the results showed intellectual capital, human, customer and infrastructure review separately from each other, have a significant relationship with performance, while at the same time examining only the relationship between human capital and structural performance was significant.

#### **Research Method**

This study investigated the type of the event. In this study, the purpose is to examine relationships between variables and data is collected and analyzed, such naturally present or past events that have happened without the direct involvement of the researcher (Delavar, 393:2005).

The type of research is application that will be done free and library. At the first we study references and also speak with professors and university experts to recognize factor of intellectual capital, and for collecting data we codify questionnaire, and finally for analyzing data use Excel, Spss and Topsis software.

#### Hypothesis of research

Hypothesis number 1:

There is significant difference between current situation of human resource in Department of Finance and suitable situation.

#### Sample and sampling method

Sampling is the process where a number of units are chosen in such a way that it was selected to be representative of the larger population.

In this study sample size was done based on the Cochrane approach for limited population and qualitative variables.

$$n = \frac{\mathrm{Z}^2 \mathrm{pqN}}{\mathrm{d}^2(N-1) + \mathrm{Z}^2 \mathrm{pq}}$$

n the sample size, N the total population size, p the proportion of units that are in a particular class, d error rate, q the proportion of society that is not in a particular class, Z is standard normal variable at the 95 percent confidence level which is equal 1.96.

$$n = \frac{(1.96)^2 \times 0.5 \times 0.5 \times 1800}{(0.07)^2 \times 1799 + (1.96)^2 \times 0.5 \times 0.5} = 263$$

To sampling, error rate was considered 0/06 and sample size was obtained 263. To this end, 400 questionnaires were distributed and at the end 357 number of questionnaire were acceptable.

#### Method of gathering data

The questionnaire was used to gather information. The researchers developed a questionnaire that included a brief introduction for thanks to cooperation of self-examination, and then about age, gender, education, work experience, organizational post and discipline had been asked of them. In the second part of the questionnaire, respondents were asked about 37 questions that they should selecte one of the options is very high, high, medium, low and very low expression.

#### **Descriptive Statistical**

Demographic characteristics

Demographic characteristics of the sample in the present study are as follows:

male3140.880.88female430.120.100	gender	frequency	percent	Cumulative percentage
female 43 0.12 0.100	male	314	0.88	0.88
	female	43	0.12	0.100

Field of Study	frequency	Percent	Cumulative percentage
management	115	32.2	32.2
Accounting and Auditing	193	54.1	86.3
economic	18	5	91.3
Etc.	31	8.7	100

Level of education	frequency	Percent	Cumulative percentage
Training	8	2.2	2.2
Bachelor	220	61.6	63.8
MSc	129	31.6	100
Ph.D	0	0	100

Work experience	frequency	percent	Cumulative percentage
Less than 5 years	80	22.4	22.4
Between 5 and 10 years	112	31.4	53.8
Between 10 and 15 years	65	18.2	72
Between 15 and 20 years	52	14.6	86.6
More than 20 years	48	13.4	100

Organizational post	frequency	percent	Cumulative percentage
Auditor or par	145	40.6	40.6
Senior Auditor or equivalent	97	27.2	67.8
The auditor or par	75	21	88.8
Senior Srhsabrs or par	40	11.2	100
Auditor-General and above	0	0	100

age	frequency	percent	Cumulative percentage
Less than 30 years	80	22.4	22.4
Between 30 and 40 years	112	31.4	53.8
Between 40 and 50 years	65	18.2	72
Between 50 and 60 years	52	14.6	86.6
More than 60 years	48	13.4	100

#### Descriptive statistics of responses given to the questions

In this section, data obtained through questionnaires, with using statistical methods and spss software were analyzed. Questionnaire used in this study contained 37 closed questions with a range of 5-point Likert has been designed.

Sub-hypothesis: there is significant difference between current situation and suitable current of human resources in Supreme Audit Court.

To examine this hypothesis, four factors in the form of 17 questions in the questionnaire has designed. Central and dispersion parameters of the current situation and the desired responses to questions in the table below:

	Desired situation Current situation						
Gap	variance	Standard deviation	mean	variance	Standard deviation	mean	factor
0.936	0.084	0.289	4.277	0.332	0.576	3.341	merit
1.035	0.070	0.265	4.265	0.324	0.569	3.23	Job satisfaction
0.299	0.047	0.261	3.614	0.266	0.515	3.315	Organizational commitment
0.736	0.118	0.366	4.316	0.356	0.596	3.579	Citizen behavior

In the ideal situation, citizenship behavior has highest average and organizational commitment factors have the lowest average. Response analysis shows that the total human capital indicators index "Employees have the experience required to perform job duties" with (4/38) of the eligibility criteria has the highest average index "than the staff out of other organizations» by (1/66) are the average lowest component of organizational commitment.

In addition, the maximum gap between existing and desired component is belonged job satisfaction and organizational commitment component is the smallest gap.

# **Test Status Distribution of variables**

Before hypothesis testing is needed to determine the distribution of the state variable that it has a standard distribution or not.

Thus, test Kolmogorov - Smirnov and the results are as follows:

	Coefficient k-s	sig	Result
Current situation	1.075	0.198	normal
Suitable situation	1.542	0.017	Non-normal

According to the amount of sig in suitable situation that it is less than 5%, claimed normal distribution is declined but in current situation that amount of sig is more than 5% so claimed normal distribution is accepted.

#### **Testing hypothesis**

In this study, because distribution of data concerning suitable current in not normal we should use paired sample sign test (Wilcoxon).

Wilcoxon test commonly used to determine significant differences in mean abnormal distributions. The research hypothesis is that there is a significant difference between the current situation and the desired situation.

This is an experimental hypothesis (H1) that in significant tests does not test directly but negative state will be recognize as hypothesis zero (H0) and should test H0. In fact, (H0) expresses that there is no difference between the existing and desired status.

Significance level (sig) is also considered in this study is 95%. If the significance level is greater than (0/05) will be declined. If significance level be smaller we strongly can decline the H0 and confirmed the H1.

#### **First Hypothesis**

Hypothesis H1: there is significant relation between current situation and suitable situation of human asset in Supreme Audit Court.

Hypothesis H0: there is no significant relation between current situation and suitable situation of human asset in Supreme Audit Court.

# **Statistical hypothesis**

 $H_1$ :  $\mu_1 \neq \mu_2$ 

 $H_0: \mu_1 = \mu_2$ 

# Ranks

Naliks									
		Ν	Mean Rank	Sum of Ranks					
	Negative Ranks	17 <sup>a</sup>	44.12	750.00					
Desired situation of human capital	Positive Ranks	335 <sup>b</sup>	183.22	61378.00					
– current situation of human capital	Ties	5°							
	Total	357							
a. Desired situation of human capital < current situation of human capital									
b. Desired situation of human capital > current situation of human capital									
c. Desired situation of human capita	l = current situation of huma	an capital		Desired situation of human capital = current situation of human capital					

#### Test Statistics<sup>b</sup>

1 est statistics					
	Desired situation of human capital current situation of human capital				
Ζ	-15.870 <sup>a</sup>				
Asymp. Sig. (2-tailed)	.000				
a. Based on negative ranks.					
b. Wilcoxon Signed Ranks T	Wilcoxon Signed Ranks Test				

In this hypothesis, according to the amount of sig = 0, so H0 rejected and hypothesis H1 is accepted. This means that the views of respondents, at 95 percent confidence, are a significant difference between the current situation and desired status of human capital, there the Supreme Audit Court.

#### Questionnaire and survey weighting in the AHP and ranking by components of intellectual capital with Topsis approach

Components of intellectual capital in this study were measured using from topsis ranking to determine which component is more important priority in the Court of Audit. Summary results are presented in the following table:

Final weight	variable	row
609/0	Level of staff attention to the client's respect and reverence	1
588/0	Employee confidence in the continuation of their partnership	2
582/0	Level of staff attention to her appearance and workplace Adornment	3
567/0	Degree of fit between school staff to their job needs	4
565/0	Employee participation rate compared to other organizations	5
560/0	Tolerance, patience and tolerance level employees working Problems	6
549/0	Given the level of cooperation with other organizations	7
533/0	The rate of duty and conscience working	8
518/0	The amount of documentation and work processes in the organization	9
516/0	Amount of desired statement of organization between stakeholders	10
513/0	The amount of emphasis on the development of organizational discipline, rules and regulations	11
511/0	The amount of staff attention to the best interests of the organization in decision making	12
505/0	The amount of fit between the skills and abilities of employees to their job needs	13
503/0	Degree of acceptance of the statement of public	14
487/0	The amount of productivity in organization	15
479/0	The amount of coherence in the work processes	16
470/0	The amount of staff experience required to perform job duties	17
467/0	Stakeholder satisfaction from organization services	18
465/0	The amount of relation and collaboration with relevant international organizations	19
454/0	Satisfaction of staff salaries and benefits received	20
447/0	Proportion to The amount of authority delegated to individuals entrusted with the duties and responsibilities	21
442/0	Information and communication infrastructure in compliance with the organization's business needs	22
433/0	Employee satisfaction from managers	23
432/0	The amount of coordination among organizational units	24
431/0	Employees access to the information needed through the Information and Communication Systems	25
430/0	Efficiency of work processes in the organization	26
426/0	Existence of incentives hierarchy for selecting and executing of fast decisions	27
424/0	Efficiency of existing information and communication systems	28
415/0	The amount of fit between personality traits and interests of employees and their job requirements	29
413/0	The amount of flexibility in organizational structure	30
408/0	The amount of emphasis on the Oriented development in the organization	31
407/0	The amount of creativity and innovation in organizations	32
397/0	Positive and supportive organizational culture	33
387/0	Creative and innovative staff and managers	34
386/0	Amount of organization support in development of human resources	35
374/0	Growth and job advancement	36
297/0	Amount of desertion in comparison with another organizations	37

#### **Research Suggestion**

Suggestion based on results

According to analysis of the results, in this sector we have some suggestion that these are for amplification on intellectual capital.

# Suggestion for future researches:

According to the results, the following recommendations are offered for future research:

Similar studies in other organizations to assess the level of intellectual capital.

Comparative studies between governmental and private organizations in the field of intellectual capital.

Examine separately each of the components of intellectual capital (human, structural, relational) in Organizations.

Examine the relationship between intellectual capital with other forms of capital in organizations.

Analytical study of the interrelationships between the components of intellectual capital.

# Limitations of research

Doing every research work unfortunately has some obstacles and that is caused of problem facing in studies and researches. This study is not free of restrictions and such as another type of research for gathering data used to the questionnaire form so in this study there are the inherent limitations of the questionnaire.

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