

**Intermediary role of social capital in relation of psychological capital with organizational socialization of employees of Islamic Azad University, Quchan Branch**

Reza Sajedi Quchani <sup>1</sup>

Behrang Esmaeili Shad <sup>2</sup>

**Abstract**

The purpose of this study was to investigate the relationship between psychological capital and organizational socialization and social capital. The research method is applied in terms of its purpose and is descriptive and correlational in terms of its nature. The research population consisted of all employees of Islamic Azad University, Quchan Branch, 150 people. The sample size was 109 people selected by simple random sampling method. The data collection tools were Lutangs Psychological Capital Inventory (2007), Nahapit and Goshal Social Capital Questionnaire (1998) and Taurinma's Organizational Social Integrity Questionnaire (1994). The questionnaires are standard and the validity of the questionnaires is of a formal and content type. The reliability of the questionnaires was 0.72, 0.71 and 0.70, using the Cronbach's alpha coefficient, respectively. The findings of the structural equation test showed that there is a significant relationship between the psychological capital and its dimensions with organizational socialization with an emphasis on the intermediary role of social capital among employees of Islamic Azad University, Quchan Branch, because the value of T is greater than 2.58. Pearson correlation coefficient also showed that there is a significant and positive correlation between

---

1. M.A in Educational Sciences of Islamic Azad University of Bojnourd. behrang\_esmaeili@iran.ir.

2. Ph.D in Educational sciences. Assistant Professor of Islamic Azad University of Bojnourd. Responsible Writer. behrang\_esmaeili@yahoo.com

the dimensions of psychological capital (self-efficacy, resilience, hope, optimism) and organizational socialization among employees of Islamic Azad University, Quchan Branch ( $p < 0.05$ ). Also, the results of Pearson correlation coefficient showed that there is a significant and positive correlation between social capital and organizational socialization among employees of Islamic Azad University, Quchan Branch ( $p < 0.05$ ).

Keywords: psychological capital, social capital, organizational socialization.