On the relation between knowledge management and social capital with entrepreneurship of employees in the University

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ABSTRACT: The purpose of the present study is analysis of the relation between knowledge management and social capital with entrepreneurship of employees at Shiraz University. It is of applied, descriptive-correlation type. The population consisted of 1225 staff employees of General Department of Shiraz University, and 320 persons were chosen as the sample, using simple random sampling. The study instrument consisted of a standardized questionnaire with the components of knowledge management, social capital and organizational entrepreneurship. The findings of Pearson's correlation coefficient, multivariate regression, one-way ANOVA and LSD follow up test showed that: 1. There is a significant relation between knowledge management and entrepreneurship of employees, 2. There is a significant relation between social capital and entrepreneurship of employees, 3. The variables of knowledge management and social capital jointly explained about 58% of variations of the degree of entrepreneurship of employees, 4. There is a significant difference between the level of entrepreneurship of employees as regards educational level and years of service.

Keywords: Knowledge Management, social capital, entrepreneurship and University.

INTRODUCTION

Opportunities, as the core and the starting-point of the entrepreneurship process are critical. Entrepreneurship leads to creation, upgrading and re-creation of value by owners and beneficiaries and taking the opportunity is the core of this process. Therefore, Entrepreneurship is the thinking and action method based on opportunity. (Timmons and Spindy, 2007). Johnson and Hildebrand (2008, pp.40-54) believe that entrepreneurship is a complex, multifaceted concept and most authorities agree that entrepreneurship and entrepreneurs play a significant role in economic development. Heinonen and Poykijoki (2008, pp.80-94) state that entrepreneurship is the vital factor in the birth of new ideas, new firms and businesses, and, generally, development of the economy. Knowledge management is a factor effective on people's entrepreneurship. In contrast to other methods, knowledge management is not always defined easily, since it consists of a range of concepts, managerial behaviors, technologies and tasks, all of which are under the coverage of knowledge management (Gupta, 2008). For development of knowledge management systems, much investment and activity have been provided. The activities include the following: 1. "collective practice", 2. focusing on the process of creation and application of knowledge management and programs and systems 3. Focusing on technology (Land, 2008). In the field of Knowledge Management (KM), multiple different attempts to categorize, classify, and define knowledge and related terms have been undertaken in the past and these are still questionable. Some authors see knowledge has been defined as - justified true belief (Irma & Rajiv, 2001, pp. 23-55) and a common expression for knowledge is "information in action" (Kucza, 2001). Knowledge is active because it is action oriented and subjective because knowledge is information in a certain context. Irma and Rajiv, (2001, pp.23-55) defined the effective knowledge management as key to the success of contemporary organizations. Importantly, organizations may not be equally predisposed for successful launch and maintenance of knowledge management initiatives. Therefore, a key to understanding the success and failure of knowledge management within organization is the identification and assessment of preconditions that are necessary for the effort to flourish. These preconditions are described broadly as capabilities or resources within the organizational behavior literature (Gold et al., 2001, pp. 124-185). Accordingly, there are many possible approaches to research of KM. The approach selected for this research was to look at the processes taking place within KM with the goal of developing a representation that is simultaneously both simple and comprehensively enough. Carrillo et al, (2004, pp.46-56) emphasized that knowledge management is the
continues process of managing all knowledge in order to anticipate current and future needs, to identify and exploit existing and acquired knowledge as well as developing new opportunities. Gold et al. (2001, pp.124-185) suggested that acquisition, conversion, application and protection are the main condition of knowledge process capabilities. Alavi and Leidner (2001, pp.107-136), to develop organizational knowledge management process based on framework of the view of organizations as social collectives and "knowledge systems". Based on this framework, Alavi and Leidner (2001) suggested that organizations as knowledge systems consist of four sets of socially enacted "knowledge processes": (1) creation (also referred to as construction), (2) storage/retrieval, (3) transfer, and (4) application. According to those different characteristics of KM, the appropriate definition might be that knowledge management is the overall task of managing the process of knowledge creation (acquisition), conversion, utilization, and protection, as well as the related activities. On the other hand, among the important debates in the past two decades, one can mention the debate on the value or the capital the organizations enjoy regarding economy. Scholars such as Fukuyama, (1999, p. 36), have paid special attention to the fact that the capitals of an organization are beyond its physical capitals, financial capitals and even its human capitals, which is called social capital. Recently, the social capital has led to creation of theories that constitute a basis for other managerial studies. This capital is among modern concepts that play a role much more important than physical and human capitals in organizations and communities, and is extensively used today in sociology, economics, and recently in management and organizations, referring to the links and communications between members of a network as valuable resources. In the absence of the social capital, other capitals, their effectiveness and traversing the paths of cultural and economic development becomes unsound and difficult (Adler, 2002, pp.17-40) To date, several, varied definitions of the social capital are given Pierre Bourdieu believes that the social capital consists of the collection of physical or non-physical, material or non-material resources that let an individual or a group to have a stable network of more or less institutionalized understanding or mutual understanding at his disposal (Bourdieu, 1992, pp32-33). On the other hand, Robert Putnan\textsuperscript{3}, in his expressing views, states that the social capital is a collection of concepts such as trust, norms and networks that lead to creation of optimal communication and participation of members in a community and at last, will meet their mutual interests (Putnam, 2000). Luckily tries to summarize different plans for the components of the social capital. He divides the social capital into two components: The quality component and the structural networks component. The quality component consists of interrelations and trust, while the trust component itself is divided into two subcomponents: Institutional and social. Variables that are considered for measuring this component are: social trust, political participation civil networks, leadership, forgiving and Morales seeking, religious participation, informal social networks, variety in friendships and justice in civil participation (Lee, 2005). In Coleman’s belief, solidarity and integrity of social networks, as well as stability or order in social structure and organization, lead to social norms and creation of social capital (Coleman, 2007, pp.95-120). One of the factors affecting taking opportunity, is the social capital, which includes social networks and indeed, these networks, face the entrepreneur with more resources and opportunities and broaden his circle of choice (Davidsson, 2003, pp.301-331 ), Bhagavatula et al, 2010, pp.245-260). The main components of the social capital are mutual commitment and trust, shared values among individuals, a sense of ownership and social transaction between them. Social trust and social network are two basic pillars of the social capital (Waistband, 2009, pp.409-425). Common norms, as the accepted model of behavior and deed, could create a kind of informal control and influence the performance of individuals (Presiendorfer, 2007, pp.272-523).

In the opinion of Morris et al (2008, pp.91-95), innovation and providing the background for it, is a source for change in the product, the process, the strategies, the work field and the organizational model. In their opinion, the use of sustained entrepreneurial management principles with stimulation of organizational entrepreneurship leads to discovery, creation, evaluation and utilization of entrepreneurial opportunities. Looke’s (2006) study shows that the understanding of the concept of strategic entrepreneurship by managers makes them aware of the necessary elements around them. Those elements include identification of opportunities, innovation, taking risks, flexibility, mission and organizational growth.

Jong, & Hartog (2007, pp.41-64), in their study showed that innovative behaviors and creative thinking of members of an organization and the type of treatment of the organization members by the management and the type of communication established between the people and the managers plays a central role. Tatina et al (2007, pp.101-122), too, know necessary the presence of interpersonal trust for exchange of entrepreneurial ideas between the individuals of an organization with one another and the organization management. Darling et al (2007, pp.4-22), have examined three general fields for entrepreneurial leadership and management: special commitment to support innovation in continuous form, paying attention to the organization customers and attracting the attention and commitment of the organization individuals.

In Smith’s opinion (2006), the environment has a surprising effect on the outlook of the man on the self and others. Therefore, the type of treatment of individuals by the management of an organization can act as a basic facilitator in emergence of entrepreneurial behaviors.
Tommy et al (2000, pp.120-125), in their studies concluded that the support of the organization management of any entrepreneurial behavior, leads to promotion of entrepreneurial activities in the organization. Timmins et al believe that entrepreneurship occurs as a result of creation, upgrading, cognition and revival of a value, the advantages of which are for all participants and beneficiaries of a program. Therefore, the main objective of entrepreneurs is change and the facilitator of that process is the type of management and the atmosphere governing the entrepreneurs. In Mary Wood's study in 2003, entitled, "the knowledge management and organizational culture", the findings show that those organizations that have leaderships based on knowledge management and strong organizational culture act more successfully in acquiring knowledge and information and analysis of complex situations. Adler & Wookwon (2002, pp.17-40) In his research showed there was a significant relationship between social capital and knowledge transfer in organizations. Bolino, Mark etal (2002, pp.505-522) Have good evidence that the relationship between social capital and knowledge management. Koka, B. & Prescott, J (2002, pp.795-816) have sufficient evidence that the interaction of social capital, knowledge creation and utilization of knowledge. Haffman, D. T Novak (2005,p.540) In his research showed there was a significant relationship between social capital and knowledge management and higher performance by the organization. Gul Mohammad Nejad (2011, pp.71-90) there was a significant positive relationship between social capital and knowledge management. He found that there was a significant relationship between the dimensions of social capital and knowledge management. Bolino's studies (2002) show that entrepreneurship is a social – economic process, which depends on a social conditions and texture by two ways: first, the entrepreneurs are the product of their social environment and, second, entrepreneurship is a social activity, and, consequently, the presence or lack of social links and communications affect the nature of the business. If the new business will be the starting point, the development of social capital. (Nan Chen et al, 2007, p. 213-232).

Therefore, the main purpose of the present study is investigation of the relation between knowledge management and social capital and the employees entrepreneurship in Shiraz University , the special objectives of which are:
- Analysis of the states of aspects of knowledge management in the Shiraz University
- Analysis of the status of social capital aspects in the Shiraz University
- Analysis of the status of entrepreneurship aspects of the employees in the Shiraz University
- Analysis of the relation between knowledge management and entrepreneurship of employees in Shiraz University
- Analysis of the relation between social capital and employees entrepreneurship in the Shiraz University.

**The study questions**

- Is there a relation between the independent variable of knowledge management and the dependent variable of people's entrepreneurship?
- Is there a relation between aspects of knowledge management and people's entrepreneurship at Shiraz University?
- Is there a relation between the social capital and the people's entrepreneurship at Shiraz University?
- Is there a relation between the aspects of social capital and people's entrepreneurship at Shiraz University?
- Is there a relation between knowledge management and social capital and people's entrepreneurship at Shiraz University?
- Is there a difference between the level of people's entrepreneurship in the general department at Shiraz University regarding the educational level?
- Is there a difference between the levels of entrepreneurship of the people working in the general department at Shiraz University regarding their years of service record?

**METHODOLOGY**

**Sample and data collection method**

The present study is of quantitative study type as regards its nature, is of applied type as regards its objective and is descriptive - correlation, as regards method. The population of the present study consists of 1225 staff people of the Shiraz University. In this study, Morgan table was used to find the sample size and 320 person selected randomly. For collection of data, three questionnaires were used: knowledge management, designed by (Joseph Hadad, 2007), (composed of four main components: Organizational culture, Digital sophistication, Strategy, Leadership and management), social capital main components (civil participation, social trust, Social networks and moral seeking) (Nahapit, Ghoshal, 1998, pp.242-266).
Instruments

In this study, the standardized questionnaire in the subject of the study was used to measure the relation between knowledge management and social capital and the people's entrepreneurship. The questionnaire consists of 149 items based on Likert scale. Considering the main variables of the study, 58 items assess the people's entrepreneurship, 42 items knowledge management, 44 items organizational integrity, and 5 items personal characteristics of the people. For the purpose of its validity and reliability estimation, the Cranach alpha for different sections of the questionnaire was higher than 0.91.

The findings

The main question 1

Is there a relation between the independent variable of knowledge management and the dependent variable of people's entrepreneurship?

Table 1. Coefficients of variables related to the regression equation.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Regression coefficient (B)</th>
<th>Standard error</th>
<th>Beta</th>
<th>T</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge management</td>
<td>1.022</td>
<td>0.064</td>
<td>0.672</td>
<td>15.86</td>
<td>0.000</td>
</tr>
<tr>
<td>Fixed number</td>
<td>59.78</td>
<td>8.55</td>
<td>-</td>
<td>6.99</td>
<td>0.000</td>
</tr>
</tbody>
</table>

In the present study, regression was used to investigate the relation between the independent variable of knowledge management and the dependent variable of people's entrepreneurship.

The findings show that the regression coefficient is R=0.67 and the adjusted determination coefficient is R²=0.45 (P=0.0000, F=251.65). Therefore, given the determination coefficient, one can state that the variable of knowledge management explained about 45% of variations in the dependent variable of entrepreneurship of people at Shiraz University. Considering the above table's coefficients, the equation (Y=a+b₁x₁+b₂x₂+...) is in the form Y=59.78+1.02x, and its standardized form is Y=0.67x₁.

Secondary question 1

Is there a relation between aspects of knowledge management and people's entrepreneurship at Shiraz University?

Table 2. Summary of different stages of input of independent variables of the effects of aspects of knowledge management on the level of entrepreneurship of people of General department of Shiraz University

<table>
<thead>
<tr>
<th>Stage</th>
<th>Variable</th>
<th>Correlation coefficient</th>
<th>Determination coefficient</th>
<th>Adjusted determination coefficient</th>
<th>F</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Organizational culture</td>
<td>0.804</td>
<td>0.647</td>
<td>0.646</td>
<td>558.48</td>
<td>0.000</td>
</tr>
<tr>
<td>2</td>
<td>Digital sophistication</td>
<td>0.822</td>
<td>0.675</td>
<td>0.673</td>
<td>316.26</td>
<td>0.000</td>
</tr>
<tr>
<td>3</td>
<td>Strategy</td>
<td>0.834</td>
<td>0.695</td>
<td>0.692</td>
<td>230.11</td>
<td>0.000</td>
</tr>
<tr>
<td>4</td>
<td>Leadership and management</td>
<td>0.837</td>
<td>0.700</td>
<td>0.696</td>
<td>176.51</td>
<td>0.000</td>
</tr>
</tbody>
</table>

In the present study, multivariate regression with the step-by-step method was used to investigate the effect of variables of aspects of knowledge management on the dependent variable of people's entrepreneurship. The findings showed that the variables of organizational culture, strategy, leadership and management had positive effects on the level of entrepreneurship of people at Shiraz University. However, the variable of digital sophistication had a reverse effect on the level of people's entrepreneurship. Based on the findings available, the variables of organizational culture (x₈), digital sophistication (x₉), strategy (x₇), explained about 69% of variation in the dependent variable of the level of entrepreneurship of people at Shiraz University. Considering the coefficients of the above table, the equation of the regression line is in the form: Y=74.78+4.69x₈ – 1.98x₉ + 4.14x₇ + 0.89x₁, and its standardized equation is Y=0.49x₈ – 0.18x₉ + 0.35x₇ + 0.10x₁.

The main question 2

Is there a relation between the social capital and the people's entrepreneurship at Shiraz University?

Table 3. Coefficients of variables of the regression equation

<table>
<thead>
<tr>
<th>Variable</th>
<th>Regression coefficient (B)</th>
<th>Standard error</th>
<th>Beta value</th>
<th>T</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social capital</td>
<td>0.964</td>
<td>0.050</td>
<td>0.743</td>
<td>19.44</td>
<td>0.000</td>
</tr>
<tr>
<td>Fixed number</td>
<td>65.09</td>
<td>6.77</td>
<td>-</td>
<td>9.80</td>
<td>19.44</td>
</tr>
</tbody>
</table>

The findings of our study concerning the effect of the independent variable of social capital on the dependent variable of people's entrepreneurship through the regression showed that the regression coefficient was R=0.74 and the adjusted determination coefficient was R²=0.55 (P=0.0000 and F=378.18). Therefore, given the determination coefficient, one can state that the variable of social capital explains about 55% of...
variations in the dependent variable of the people's entrepreneurship at Shiraz University. Considering the above table, the equation of the regression line is in the form, \( Y=65.1+ 0.96 \times x_2 \) and its standardized form is \( Y=0.74 \times x_2 \).

**Secondary question 2**

Is there a relation between the aspects of social capital and people's entrepreneurship at Shiraz University?

<table>
<thead>
<tr>
<th>Stage</th>
<th>Variable</th>
<th>Correlation coefficient</th>
<th>Determination coefficient</th>
<th>Adjusted determination coefficient</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Morales seeking</td>
<td>0.759</td>
<td>0.567</td>
<td>0.575</td>
<td>417.76</td>
<td>0.000</td>
</tr>
<tr>
<td>2</td>
<td>Civil participation</td>
<td>0.789</td>
<td>0.623</td>
<td>0.621</td>
<td>253.01</td>
<td>0.000</td>
</tr>
<tr>
<td>3</td>
<td>Social trust</td>
<td>0.795</td>
<td>0.633</td>
<td>0.629</td>
<td>175.13</td>
<td>0.000</td>
</tr>
<tr>
<td>4</td>
<td>Social networks</td>
<td>0.798</td>
<td>0.638</td>
<td>0.633</td>
<td>133.69</td>
<td>0.000</td>
</tr>
</tbody>
</table>

In the present study, multivariate regression with step by step method was used to investigate the effect of variables of social capital aspects on the dependent variable of people's entrepreneurship. The findings showed that the variables of Morales seeking, civil participation, social trust and Social networks had a positive effect on the level of entrepreneurship of people at Shiraz University. According to the findings, the variables of Morales seeking \((x_1)\), civil participation \((x_2)\), social trust \((x_3)\), and Social networks \((x_4)\) explained about 63% of variation in the dependent variable of the level of entrepreneurship of people in the department. Considering the coefficients in the above tables, the equation of the regression line is in the form \( Y=60.73+2.48 \times x_1+0.24 \times x_2+0.12 \times x_3+0.11 \times x_4 \).

**The main question 3**

Is there a relation between knowledge management and social capital and people's entrepreneurship at Shiraz University?

<table>
<thead>
<tr>
<th>Variable</th>
<th>Regression coefficient (B)</th>
<th>Standard error</th>
<th>Beta value</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Knowledge management</td>
<td>17057.18</td>
<td>2</td>
<td>8528.59</td>
<td>5.623**</td>
<td>0.004</td>
</tr>
<tr>
<td>Social capital</td>
<td>462611.53</td>
<td>305</td>
<td>1516.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fixed number</td>
<td>479668.71</td>
<td>307</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Multivariable regression was used to study the effects of the independent variables of knowledge management and social capital the dependent variable of people's entrepreneurship. The findings showed that the regression coefficient is \( R=0.76 \) and the adjusted determination coefficient is computed to be \( R^2=0.58 \) (\( P=0.0000 \) and \( F=212.88 \)). Therefore, by observation of the determination coefficient one can state that the variables of knowledge management and social capital have explained about 58% of variations in the dependent variable of people's entrepreneurship at Shiraz University. Considering the coefficients in the following table, the equation of the regression line is in the form \( Y=0.42x_1+ 0.69x_2+46.62 \) and its standardized form is \( Y=0.27 \times x_1+ 0.53 \times x_2 \).

**Secondary question 3**

Is there a difference between the level of people's entrepreneurship in the general department at Shiraz University regarding the educational level?

<table>
<thead>
<tr>
<th>Source of Variation</th>
<th>Sum of squares</th>
<th>Degrees of freedom</th>
<th>Squares average</th>
<th>F</th>
<th>Significant level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between the groups (a)</td>
<td>58290.72</td>
<td>4</td>
<td>14572.68</td>
<td>10.405**</td>
<td>0.000</td>
</tr>
<tr>
<td>Inside the groups (e)</td>
<td>425766.56</td>
<td>304</td>
<td>1400.54</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>484057.28</td>
<td>308</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The findings of the test showed that there is a significant difference between the levels of people's entrepreneurship in the general department at Shiraz University regarding the educational level at a 1% error.
level. That is, the educational level of the people affected their entrepreneurship level. The findings of the LSD test for the people's entrepreneurship factor regarding their educational level showed that there is a significant difference at 5% level between the people with a high school diploma and those holding associate, bachelor, master's, and PhD degrees. Also, there is a significant difference between the people at an associate degree level and those holding high school diploma, bachelor degree and PhD degree regarding entrepreneurship at a 5% level. Moreover, we see a significant difference between the people at a bachelor degree level and those holding high school diplomas, associate degree, master's degree and PhD degree regarding entrepreneurship at a 5% level. Also, there was a significant difference between the people at a master's degree level and those holding high school diplomas and bachelor degree regarding entrepreneurship at a 5% level. And there was a significant difference between the people at a PhD degree level and those holding high school diploma, associate degree, bachelor degree and master's degree regarding entrepreneurship at a 5% level.

**Secondary question 4**
Is there a difference between the levels of entrepreneurship of the people working in the general department at Shiraz University regarding their years of service record?

Table7. The findings of the F-test concerning the average difference of the peoples entrepreneurship levels based on their years of service record.

<table>
<thead>
<tr>
<th>The source of variation</th>
<th>Sum of squared</th>
<th>DF</th>
<th>Average of square</th>
<th>F</th>
<th>Significance level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups (a)</td>
<td>17057.18</td>
<td>2</td>
<td>8528.59</td>
<td>5.623**</td>
<td>0.004</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>479868.71</td>
<td>307</td>
<td>-</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The findings of the F-test showed that there is a significant difference between the levels of entrepreneurship of the people in the general department at Shiraz University regarding the classes of years of service record at a 1% level. That is, the years of service have been effective on the people's entrepreneurship. The findings of the LSD test for the factor of the people's entrepreneurship based on their years of service record showed that there is a significant difference between the employees with a service record of 5 years or less and those with a service record of more than 10 years, at a 5% level. Also, there was a significant difference between the people with a service record of 6-10 years and those with a service record more than 10 years at 5% level while there was a significant difference between the people with a service record of more than 10 years and those with a service record of 5 years or less or those with a service record of 6-10 years, regarding the degree of entrepreneurship, at a 5% level.

**DISCUSSION AND CONCLUSION**

The first finding of the present study is the fact that there is a positive relative between the two variables of knowledge management and the people's entrepreneurship. That is, the higher the degree of use knowledge management at Shiraz University, the more the peoples entrepreneurship. Another aspect of the first finding of the study is the fact that there is a positive relation between the aspects of knowledge management that is: leadership and management, knowledge sharing, knowledge creation, digital sophistication, ideas and missions, strategy, organizational cultural, rational investment and the learning organization and the variable of the people's entrepreneurship, but no significant relation was see between the aspect of teamwork and the degree of the peoples entrepreneurship, perhaps due to the fact the organization has not much valued teamwork as regard entrepreneurship. The findings of the regression showed that the variables of organizational culture, astrology, leadership effects on the peoples, entrepreneurship in Shiraz.

The findings showed that there is no relation between the aspect of observation and the degree of the people's entrepreneurship, which may be due to low support of the people's entrepreneurship by managers and their lack of cooperation for the purpose.

Considering the issues being discussed, one can say that social capital is an important cornerstone for the people's entrepreneurship.

The managers and officials must provide the conditions required for improvement in the social capital at Shiraz University.

The third findings of this study is the fact that there is a significant difference between the people at Shiraz University regarding their educational level And years of service, which accords to the findings of studies conducted by Talebi and Zare Yektad Moghaddam (2008), and Aghajani et t (2008). Therefore, it is necessary to use people with a high educational level and with more experience towards entrepreneurship.

The fourth and the most important finding of this study is the fact that the variables of knowledge management and social capital jointly explain about 98% of variations in the dependent variable of the degree
of entrepreneurship of people in Shiraz University, showing the role and the effect of those variables for the people’s entrepreneurship in Shiraz University. The findings show that there are appropriate backgrounds necessary for people's entrepreneurship in Shiraz University but structural reforms for using knowledge management and social capital must be made in that organization to strengthen the weak points and remove the present obstacle, and problems and provide an appropriate background for implementation of the people's entrepreneurship.

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