

## Investigating the Effect of Social Capital on Work Ethics in Organizations (Case Study: Varamin City Organizations)

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### ABSTRACT

This study investigated the effect of social capital on work ethics in organizations. Using theories in the field of work ethics and social capital, including Putnam, Coleman, Fukuyama, and Cadozier, the problem was described and explained. The research method was a quantitative survey type and the statistical population included education, hospital, and municipal employees, of which 384 people were studied as the sample size from the total statistical population. The measurement tool in this study was a standard questionnaire that had acceptable reliability and validity. Descriptive findings show that the three dimensions of social capital, trust, cooperation, and participation, were high, and work ethics were high. Also, the findings of the inferential section show that there is a significant relationship between the three dimensions of social capital and work ethics, and the variables of participation, cooperation, and trust have the greatest impact on work ethics, respectively, and finally the coefficient of determination ( $R^2=186$ ) shows that about 19 percent of the changes in the dependent variable are due to the combination of the three dimensions of social capital.

**Keywords:** Work ethics, social capital, participation, trust, cooperation

### INTRODUCTION

Organizations and social institutions are an important part of society, and the presence of ethics in them affects the quantity and quality of their performance, and in this regard, it is important. Weak work ethics and lack of work are one of the important issues of organizations. Therefore, the more work ethics in organizations is considered by managers and employees, the more successful the organization will be in achieving the expected goals. It has now become clear that the remarkable success of organizations lies not in their physical and technological dimensions, but in the intangible and powerful factors of the values and beliefs of employees. In order to gain and maintain a competitive advantage and be effective, today's organizations have paid considerable attention to the dimensions of ethics. In the meantime, work ethics has been emphasized by scholars as a very important category in relation to organizational effectiveness. Work ethics provides the power for the individual or the organization to be self-controlled and self-improved. On the other hand, an ethical organization is more lively in its work environment and more aware of other environments (Kumari: 2014). In this situation and provided that work ethics exist in the organization, the three general dimensions of attitude, emotion and behavior affect the individual's understanding of his or her responsibility towards work, professionalism and productivity and facilitate some of the actions of individuals within the structure. (Sharapour, 2016). Based on what has been said, work ethics is a structural and applied system that studies job relationships and in order to succeed in it, various dimensions must be considered. Some of these dimensions include responsibility, honesty, fairness and justice, loyalty, superiority, respect for others, empathy with others, and respect for social values and norms in the organizational environment (Cadozier: 2002). The relationship between social capital and work ethics is complex. Social capital refers to the networks, norms, and social relationships existing in a society or organization that pave the way for cooperation, information exchange, and mutual support (Keldy, 2015). Social capital can influence work ethics because it influences the attitudes, behavior, and expectations of individuals in a group. Research has shown that social capital can create strong norms that promote a specific work ethic. For example, organizations that have a strong culture of trust and cooperation have high work ethics. This is because employees feel empowered and motivated to perform their tasks at their best when they work in an environment where they are given a high level of autonomy and authority to manage their time and

responsibilities without undue interference. In addition, employees who work in an organization that provides favorable environments and opportunities for professional development and learning can develop a better work ethic because they are motivated to work hard and do their best. In addition, work ethic also affects social capital in a circular way; high levels of work ethic by employees can create higher levels of social capital in the organization. Theorists believe that the presence of social capital in organizations brings various consequences for the organization, including improved work ethic. Social capital is the sum of potential and actual resources provided to an individual or group. These resources arise from the ownership of a durable network of more or less institutionalized relationships that result from mutual understanding and shared experiences between individuals (Bourdieu 1986). Putnam considers social capital to be aspects of social organization such as norms, social networks, and mutual trust that facilitate cooperation and coordination among individuals to achieve benefits (Putnam, 1995). These resources, which are obtained through socialization, bring people together in a coherent and stable manner within the group in order to achieve a common goal (Zahedi, 2003). The most important sources of social capital from Fukuyama's perspective are: family and social norms (Fukuyama, 2006: 97-106). In his view, the existence of social capital effectively and efficiently maintains and perpetuates social order. (Imani Jajarmi, 2019). The volume of social capital owned by an individual depends on the size of the network of ties that he can effectively mobilize, and it also depends on the volume of capital (economic, cultural or symbolic) that he has. To take possession of those with whom she is associated.

The benefits of membership in a group create solidarity that makes it possible to obtain benefits. (Tajbakhsh, 2005). In fact, and in general, the higher the social capital, the lower the need for skill and supervision, and as a result, public costs (Renani, 2017). On the other hand, it has been said that no individual can achieve success without social capital (Ghaffari, 2017). Meanwhile, studies by experts in the field of social issues show that work ethics in Iran is at a much lower level compared to industrial countries and societies. For example, research results show that in Iran, out of 8 working hours, less than one hour is done as useful work. While this figure in Japan is about seven and a half hours. Therefore, the need to think about ways to improve work ethics in the country's organizations is fully felt, and naturally, for any planning and practical action, it seems necessary to recognize the factors related to improving work ethics. Therefore, given that, based on field observations, organizations in Varamin city face many problems in the field of work ethics, this study aims to answer the basic question while examining the subject under discussion: What effect can social capital have on work ethics in organizations in Varamin city?

### **THEORETICAL FRAMEWORK OF THE STUDY**

One of the important concepts that has been considered in the field of sociology is social capital. Social capital refers to the set of resources, connections, networks, and social values that exist in a society and between its members. Social capital consists of several aspects. The first aspect is social networks, which include social connections and relationships between individuals and groups. These networks provide individuals with information, resources, and social support through direct and indirect communication. The second aspect of social capital is social trust. Social trust helps strengthen social connections, cooperation, and positive interactions between individuals. The third aspect of social capital is social institutions. Social institutions include laws, rules, obligations, values, and customs that influence the behavior and performance of individuals and groups in society. In general, social capital affects the ability of society to solve problems, develop economically, build trust and cooperation, increase social welfare, improve the mental health of members of society, and prevent and deal with social problems. In this article, the theories of Putnam, Coleman, and Fukuyama have been considered. In addition, Cadoisier's work ethic theory has been considered as another part of the theoretical framework of the research.

**Putnam's Social Capital Theory** Social capital is those features of social life, networks, norms, and trust that enable participants to pursue their common goals more effectively. More precisely, social capital helps to achieve collective action by increasing potential costs, separating and reinforcing strong norms of exchange, facilitating the flow of information, including information about the participants' participation, and embodying past successes (Field, 2013). Putnam distinguishes between two primary forms of social capital, namely: connective (or comprehensive) social capital and intragroup (or exclusive) social capital. Cohesive social capital brings together individuals from diverse social divisions, while intragroup social capital reinforces exclusive identities and maintains homogeneity (ibid., 56). According to Putnam, the social relationships of individuals and their interactions with each other are the most

fundamental components of social capital. He proposes networks as the origin of two other components of social capital, namely trust and reciprocal norms, and says that formal and informal networks of communication and exchange exist in every society, some of which he considers horizontal or egalitarian, and others vertical or monopolistic.

### **Coleman's Social Capital Theory**

Coleman believes that social capital is defined by its function. In his opinion, social capital is not a single entity, but consists of multiple entities that have two common characteristics, and these characteristics are that first, they constitute an aspect of the social structure, and second, they facilitate certain actions for individuals within the social structure. In another division, Coleman examines social capital in three areas: James Coleman considers three forms of social capital, which are duties and expectations, information channels, and effective deterrent norms and rules (Hasnawi and Meskhan, 2017).

### **Fukuyama's Social Capital Theory**

Fukuyama believes that social capital can be simply defined as the existence of a certain set of norms or informal values that are shared by members of a group among whom cooperation and collaboration are permitted. Of course, according to Fukuyama, not every participation in values and norms leads to the production of social capital, but only those norms that are based on honesty, fulfilling obligations and mutual communication can be effective in the production of social capital. From Fukuyama's point of view, one of the main sources for the production of social capital at the global level is the family, but he has not paid much attention to the role of the structure and functions of the family in the production of this type of capital. Fukuyama mentions two important features of social capital: First, social capital belongs to groups, not individuals. Second, social capital is not necessarily a desirable thing. (Sharapour, 2016). Fukuyama believes that modern societies, instead of trying to improve the morality of their members, seek to establish institutions such as; Governments rely on constitutional law and free market-based exchange to regulate the behavior of their members. He believes that modern society would collapse without the support of religion, culture, and historical tradition. Fukuyama considers social capital to be a fundamental component of civil society, and at the same time believes that civil society institutions play a key role in creating social capital and transmitting civic values and behaviors. Understanding the relationship between civil society social networks and the associative environment, such as local government, is essential to understanding social capital. Social capital can be embodied in the smallest and most basic social group, the family, as well as in the largest group, the nation, and in all other groups in between. Social capital differs from other forms of human capital because it is usually transmitted through cultural mechanisms such as religion, tradition, or historical habit. Therefore, social capital is composed of the institutional relationships of a vibrant civil society based on solidarity-based individualism and active citizenship. (Powell, 2012).

### **Kaduzir's work ethics theory**

The following is also mentioned in the definition of work ethics: Work ethics is a structural and practical system that studies job relationships and in order to succeed in it, various dimensions must be considered. Some of these dimensions include responsibility, honesty, justice and fairness, loyalty, superiority, respect for others, sympathy for others, and respect for social values and norms in the organizational environment (Kaduzir: 2002). Kaduzir states the following about the characteristics of people who have professional ethics:

- Responsibility: In this case, the person is accountable and accepts responsibility for decisions and their consequences;
- Striving for superiority and competitiveness: In all cases, he tries to be excellent; has self-confidence; achieves high skills in his profession; is serious and hardworking;
- Honesty: is opposed to hypocrisy and hypocrisy;
- Respect for others: Respects the rights of others;
- Adherence and respect for social values and norms: Respects social values;
- Justice and fairness: Supports the right; Does not have bias in judgment;

-Empathy for others: Is compassionate and merciful; Shares in the suffering of others and supports them;

-Loyalty: Is committed to his duties; Is confidential to others; Is trustworthy to others (Cadozier: 2002).

After examining various theories about work ethics and social capital, the theoretical framework of this research in the discussion of social capital has been determined based on Putnam's theories, which are the influential factor on the subject of the research, namely work ethics. The components of social capital examined in this research, which are derived from Putnam's theory, are: trust, cooperation, and social participation. Also, Cadozier's theory has been used in the field of work ethics. The components of work ethics examined in this study, which are derived from Cadoisier's theory, are: responsibility, honesty, justice and fairness, loyalty, superiority and competitiveness, respect for others, sympathy for others, and respect for social values and norms.

### **Research Hypotheses**

The main hypothesis of the research is that social capital affects work ethics in organizations in Varamin. The secondary hypotheses of the research are:

-Social trust affects work ethics in organizations in Varamin.

-Social cooperation affects work ethics in organizations in Varamin.

-Social participation affects work ethics in organizations in Varamin.

### **Research Method**

This research is a quantitative research. Also, the present research is classified as analytical and survey research based on its purpose, application, and method of work. Administrative staff of education, hospital, and municipality of Varamin are considered as the statistical population of this research. Since the sample size is equal to the statistical population, there is no need to estimate the sample size and the entire statistical population is questioned. Therefore, the sampling method is a census or referendum. The data collection tool in this research is a questionnaire. Two standard questionnaires, Pantam Social Capital (2007) and Cadoisier Work Ethics (2002), were considered as data collection tools and information needed for this study. Since the questionnaires used in this study are standard, there was no need to determine validity and reliability by the researcher. Data analysis of this study was performed using SPSS software and through two methods of descriptive statistics and inferential statistics. In the descriptive statistics section, percentage and frequency tables, standard deviation, correlation were used, and in the inferential statistics section, regression test was used to analyze the data.

### **Research findings**

The findings of this study showed that most respondents had high trust (1.66). Also, 33.3 percent had medium trust and only 0.5 percent had low trust.

In the cooperation dimension, most respondents had high cooperation (2.62 percent). Also, 36.5 percent had moderate cooperation and only 1.3 percent had low cooperation.

Also, these findings indicate that most respondents had high social participation (89 percent). Also, about 11 percent had moderate social participation.

Also, in general, in the field of social capital, most respondents had high social capital (81.5 percent). Also, 19.5 percent had moderate social capital.

These findings indicate that most respondents (93.2 percent) had high work ethics and only 6.8% had moderate work ethics.

Finally, these findings indicate that respondents who have moderate social capital have high work ethics. Also, the data from this study shows that respondents who have high social capital also have high work ethics.

Table 1: Percentage of work ethics, social capital and its dimensions

Work Ethic	Social Capital	Partnership	Collaboration	Trust	Variable Amount
0	0	0	3%/1	0%/5	Low
6%/8	18%/5	10%/7	36%/5	33%/3	Medium
93%/2	81%/5	89%/3	62%/2	66%/1	High

As can be seen in Table 2, the average of trust is 14.13 out of 20, the average of cooperation is 17.03 out of 25, and the average of participation is 32.82 out of 40, which indicates that the average scores of respondents are higher than the average of all social capital components. Also, the average of work ethic is 64.20 out of 79, which indicates that the average scores of respondents are higher than the average of this variable.

Table 2: Minimum, maximum, mean, and standard deviation of social capital and work ethic components

Standard Deviation	Mean	Maximum	Minimum	Number	Variable
2/079	14/13	20	4	384	Trust
3/284	17/03	24	5	384	Collaboration
4/860	32/82	40	16	384	Partnership
6.702	64.20	79	37	384	Work ethic

The main hypothesis of the research: Social capital has an effect on work ethics in organizations in Varamin city.

To examine the relationship between social capital and work ethics, Kendall's rank correlation was performed (Table 3). Based on this statistic, the Kendall-Taube rank correlation coefficient calculated at the 0.01 error level is 0.352. Therefore, it can be accepted that there is a significant relationship with 0.99 confidence between social capital and work ethics, and since the sign of the Kendall coefficient is positive, the form of the relationship is direct, meaning that with an increase in social capital, work ethics also increases.

The first hypothesis of the research: Social participation has an effect on work ethics in organizations in Varamin city.

To examine the relationship between social participation and work ethics, Kendall's rank correlation was performed (Table 3). Based on this statistic, the Kendall-Taube rank correlation coefficient calculated at the 0.01 error level is 0.377. Therefore, it can be accepted that with a confidence of 0.99, there is a significant relationship between social participation and work ethics, and since the sign of the Kendall coefficient is positive, the form of the relationship is direct, meaning that with increasing social participation, work ethics also increases.

The second hypothesis of the research: Social cooperation has an effect on work ethics in organizations in Varamin city.

To examine the relationship between cooperation and work ethics, Kendall rank correlation has been implemented (Table 3). Based on this statistic, the Kendall rank correlation coefficient Taub calculated at the 0.01 error level is 0.210. Therefore, it can be accepted that with a confidence of 0.99, there is a significant relationship between



cooperation and work ethics, and since the sign of the Kendall coefficient is positive, the form of the relationship is direct, meaning that with increasing cooperation, work ethics also increases.

The third hypothesis of the research: Social trust has an effect on work ethics in organizations in Varamin city.

To examine the relationship between social trust and work ethics, Kendall rank correlation has been implemented (Table 3). Based on this statistic, the Kendall Taub rank correlation coefficient calculated at the 0.01 error level is 0.134. Therefore, it can be accepted that there is a significant relationship with 0.99 confidence between social trust and work ethics, and since the sign of the Kendall coefficient is positive, the form of the relationship is direct, meaning that with increasing social trust, work ethics also increases.

Table 3: Kendall correlation test to examine the relationship between the degree of relationship between social capital, participation, trust and work ethics

Number	Significance level	Kendall-Taube correlation coefficient	Variable
384	0/000	** 3520/	Work ethic and social capital
384	0/000	** 3770/	Work ethic and participation
384	0/000	** 2100/	Work ethic and cooperation
384	0/000	* 1340/	Work ethic and trust

Regression analysis of participation, cooperation and trust on work ethics

Table 4: Regression of trust, cooperation and participation on work ethics

Significance level	t-statistic	Standardized regression coefficients	Regression coefficients		Model	
		Beta	Standard error	B		
000/0	786/11		142/3	037/37	Constant Value	1
1/000	211/3	160/0	687/0	206/2	Trust	
000/0	738/3	193/0	673/0	514/2	Collaboration	
/0000	774/4	235/0	067/1	096/5	Partnership	

$R=0/431$   $R^2=0/186$   $F=28/884$   $\text{sig}=0/000$  Dependent variable: Work ethic

To predict the effect of social capital on work ethic, a multivariate regression analysis was conducted. The results of this analysis showed that trust, cooperation, and social participation affect work ethic (Table 4). ( $p=0.001$ ,  $f=28.884$  (3,380) =  $R^2 = 0.186$ ) Beta coefficients indicate the effect of each variable on the dependent variable, and the t-test significance level indicates the significance level of the relationship. As can be seen, the greatest effect belongs to

participation (0.235), followed by cooperation (0.193), then trust (0.160). R<sup>2</sup> or the coefficient of determination calculated for the sum of the variables mentioned here is equal to 0.186, which indicates that 0.186 of the changes in work ethic are explained by the three variables of participation, cooperation, and trust. In other words, based on the beta coefficients, the regression equation of the independent variables of this study on work ethic can be written as follows:

$$(\text{Trust}) 0.160 + (\text{Collaboration}) 0.193 + (\text{Participation}) 0.235 = \text{Work ethic}$$

This means that for a one-unit increase in participation, an increase of 0.235 in employee work ethic can be predicted. Also, for a one-unit increase in cooperation, an increase of 0.193 in employee work ethic and for a one-unit increase in trust, an increase of 0.160 in employee work ethic can be predicted. These results indicate that with an increase in the components of social capital including participation, cooperation, and trust, the work ethic of employees in organizations will increase.

### Regression analysis of social capital on work ethic

**Table 5: Regression of social capital on work ethic**

Significance level	t-statistic	Standardized regression coefficients	Regression coefficients		Model
		Beta	Beta	B	
000/0	494/19		297/2	787/44	Constant Value
/0000	529/8	400/0	808/0	895/6	Social Capital

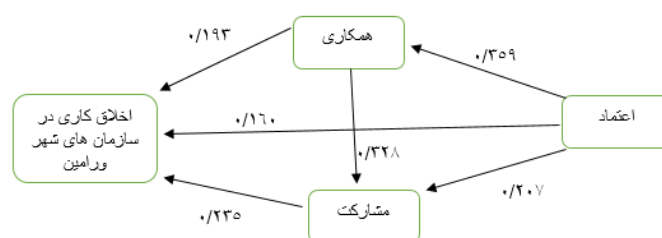
R=0/400 R<sup>2</sup>=0/160 F=72/745 sig=0/000 Dependent variable: Work ethic.

To predict the effect of social capital on work ethic, a multivariate regression analysis was conducted. The results of this analysis showed that social capital affects work ethic (Table 5). ( $p=0.001$ ,  $f=(1,382)745/72$ ,  $R^2=0.160$ ) The beta coefficient indicates the effect of the social capital variable on the dependent variable, work ethic, and the t-test significance level also indicates the significance level of the relationship. The R<sup>2</sup> or coefficient of determination calculated for this variable is 0.160, which indicates that 0.16 of the changes in work ethic are explained by social capital.

This means that for a one-unit increase in social capital, a 0.400 increase in employee work ethic can be predicted.

### Analytical model test and path analysis of research variables

Based on the standardized coefficients (beta) obtained from regression analysis tests, the path analysis of the present study is as follows:



This graph shows how the independent variables of the study affect the dependent variable, work ethic, through regression analysis and path analysis. According to this model, there is a significant relationship between the social

trust variable and work ethic. The beta coefficient of social trust on work ethic is 0.160. But when the effect of social trust on work ethic is measured through cooperation, it explains 0.069 of the changes in work ethic. Also, when the effect of social trust on work ethic is measured through participation, it explains 0.048 of the changes in work ethic. According to this model, there is a significant relationship between the social cooperation variable and work ethic. The beta coefficient of social cooperation on work ethic is 0.193. But when the effect of cooperation on work ethic is measured through participation, it explains 0.077 of the changes in work ethic. This model shows that there is a significant relationship between the social participation variable and work ethic. The beta coefficient of social participation on work ethics is 0.235. All of these correlation coefficients were significant at the 99% level.

### **CONCLUSIONS AND SUGGESTIONS**

Social capital refers to the internal social networks and relationships of a community that lead to strengthening cooperation, mutual trust, promoting social participation, and promoting and deepening social institutions. On the other hand, work ethics refers to a set of social values and expectations in the workplace that lead to correct and responsible behavior in that environment. With this description, it is clear that the comprehensive development and progress of a society depends on citizens' adherence to laws, attention to social customs and norms, and observance of ethical frameworks. This is realized when individuals in the community perform their duties correctly by having logical interactions based on social order and ethics. According to the findings of this study, one of the most important factors influencing ethical behavior is social capital, which, through the promotion of norms and mutual trust, leads to the encouragement and reinforcement of behaviors that are called desirable actions in interactions with others. The relationship between social capital and work ethics can be explained as follows: when social capital is high in society, people trust each other, have common norms, and establish effective interactions and communications. In such a context, employees of the organization cooperate and think together in different work fields and strive towards the goals of the organization with high enthusiasm and motivation. The result of such a process is that employees institutionalize ethical behaviors and values in their work and act within its framework, which in itself will lead to the realization of work ethics and increase the productivity of the organization. For example, people who play a more active role in the organization's social networks are more likely to engage in honest, responsible, and cooperative behaviors at work because they need to maintain continuity of membership and credibility in their social network. It seems that social capital, in addition to strengthening and improving social ethics, can also be used as an important factor for developing work ethics in organizations. High social capital improves communication between employees and managers and is a factor for developing work ethics in the organization. When employees can easily communicate with their colleagues and share their points of view and problems, their solidarity increases and can help reduce conflicts and increase their job satisfaction and strengthen more moral norms and values in them. Obviously, the continuation of such a trend also strengthens and stabilizes the development of work ethics. In short, the mechanisms of social capital for strengthening and developing ethical performance in the workplace are that the extensive social networks in which individuals are members usually lead to establishing close relationships and communications with different people, which can lead to increased trust and solidarity in society. On the other hand, this trust and solidarity lead to increased work ethics in organizations, reducing unethical behaviors and increasing employee productivity and efficiency in the workplace. Finally, it should be said that with the existence of social networks in the form of social capital, the individual is observed and evaluated by his group and society, and is monitored and controlled through the collective conscience of society and the work group, which strengthens his ethical behaviors. Social capital includes trust. Trust, as one of the basic pillars of social capital, can be used to develop work ethics in the organization. In organizations with high social trust, communications between employees and managers improve under the influence of this mutual trust. These improved communications can be a factor in developing work ethics in the organization. In organizations where communication between employees and managers has increased and improved based on trust, individuals can easily talk to their colleagues and share their issues and problems with them, and find appropriate solutions to each of these problems with collective wisdom. Furthermore, these trust-based communications can increase solidarity and cooperation, reduce intra-organizational conflicts, and reduce employee burnout. On the other hand, trust between colleagues, managers, and the organization can create a sense of job security for employees and encourage them to perform their duties with more accuracy and honesty. Trust can also act as a factor in reducing misconduct and inappropriate behavior in the organization. In organizations where trust between employees is at a high level, Therefore, managers can help strengthen work ethics in the organization



by managing conflicts and creating a culture of conflict resolution. This is done by creating appropriate policies for resolving conflicts, educating employees about conflict resolution methods, and providing appropriate opportunities for conflict resolution. In addition, trust between employees in the organization causes positive feelings such as commitment, satisfaction, and enthusiasm for work to be created for them. When an individual feels trusted, he or she will demonstrate more ethical behaviors and perform the activities expected of him or her by the organization well and within the framework of defined standards and even beyond them. In such circumstances, communication barriers between employees are reduced and individuals can better cooperate in the form of teamwork and teamwork. Finally, and in short, it can be said that the existence of trust causes employees to behave honestly, sincerely, and with charitable behaviors and their internal work ethics improve. On the other hand, when there is ethical behavior from employees, organizational trust increases and these two powerful factors reinforce each other. Collaboration, as another dimension of social capital, means the joint activity of individuals to achieve a common goal. Collaboration in organizations allows individuals to combine energies and achieve better results by using each other's complementary abilities. As shown in this sociological study, there is a positive relationship between collaboration in organizations and compliance with ethical principles and work ethics of employees. In fact, in a two-way process, collaboration as a mechanism can help work ethics, and work ethics in turn pave the way for better collaboration in the organization. Collaboration and interaction in the workplace are directly related to work ethics. Collaboration can be used as one of the factors for developing work ethics in organizations and society. Here, the effect of collaboration on work ethics will be examined. Collaboration and interaction in the workplace can help create synergy and reduce conflicts. In an organization, each employee acts as a piece of a large puzzle in the work system. By collaborating and interacting, employees can learn the best synergy for the work they do and achieve the best results by working together to advance the organization's goals. In organizations where employees cooperate and interact constructively, they generate and strengthen solidarity. One of the results of the existence of collaboration in the organization is increased employee responsibility. The more employees cooperate in performing tasks, the more likely it is that the work ethic in the organization will improve and, as a result, the efficiency of the organization will increase. Collaboration can help employees find the best solutions to problems that occur in the organization. On the other hand, collaboration and mutual interaction can help develop organizational commitment among employees. With collaboration and interaction in the workplace, employees can help develop organizational goals and dimensions as a united team. Collaboration can help create healthy competitive interaction. In many organizations, competition between employees can become excessive and inappropriate competition. By collaborating, employees can help each other instead of competing inappropriately. Collaboration can also help reduce employee stress and anxiety and create a better balance in the workplace. This leads to improved work ethics. On the one hand, collaboration makes ethical behaviors better implemented in organizations. When people collaborate to achieve a common goal, they are forced to observe ethical principles such as justice, honesty, and responsibility. In organizations where there is strong collaboration, work ethics and charitable behaviors such as helping colleagues, supporting them, and performing tasks fairly are seen more often. This is because collaboration requires mutual trust and respect between individuals, and these factors themselves pave the way for ethical behaviors. On the other hand, when people collaborate to achieve a common goal, they are implicitly encouraged to behave more responsibly and consider the needs of others. Therefore, collaboration and work ethics are two related and reinforcing concepts in organizations.

Social capital also includes participation. Participation means playing a role in society, recognizing and sharing needs, trying to respond to these needs, and actively and effectively participating in decision-making and policy-making. These activities can be carried out in various fields, including political, economic, social, and cultural. Accordingly, it can be said that participation in the workplace means the active participation of employees in the activities of the organization and their involvement in its decision-making. Participation in organizational activities has important results, such as being a factor in developing work ethics in organizations. Compliance with ethical standards by managers and employees of the organization is very important because the ethical performance of employees can lead to the reputation and productivity of the organization and ensure the optimism and loyalty of customers and clients. The formation of strong team activities, strategic planning with quality and diversity, increasing the reputation and value of the organization, employee growth and development, ensuring the legality of the organization's policies and employee performance, preventing criminal acts, and ultimately creating satisfaction among the organization's human resources and customers in society are only some of the results of observing work ethics in the organization. Therefore, paying attention to work ethics in the organization is one of the strategic plans

of managers, which is possible through recognizing and controlling influential factors such as social capital on work ethics. Since social capital resources such as trust, norms, and networks are usually self-reinforcing and self-increasing, its strengthening and development at the organizational level leads to a high level of ethics in the workplace. According to what was said, since the existence of social capital at the organizational level facilitates work norms and can be used as the main source of solving problems and correcting existing processes in organizations in times of crisis, it is necessary to strengthen and develop social capital in organizations with the aim of learning work ethics.

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