

Investigating the Effects of Managerial Competencies on Organizational Performance through the Mediating Role of Entrepreneurship and Social Capital

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Abstract : Considering the importance of managerial competencies on organizational performance as well as the role of social capital and entrepreneurship as mediator parameters affecting organizational performance, this study attempts to examine the impact carefully. In this regard, Isfahan Science and Technology Town (ISTT) as an effective and knowledge generator company that has a great effect on improving organizational performances of many other companies such as Knowledge-Based Companies (KBCs) acting in the ISTT's site was selected as statistical population. According to coordination with the Department of Development and Technology of ISTT, all employees of ISTT and active KBCs were selected as sample. Then, to analyze the variables a standard and self-made questionnaire containing 98 questions was designed and distributed. Of the 350 questionnaires distributed, 319 questionnaires were collected that 313 cases were confirmed and analyzed. To confirm the reliability of questionnaire, the Leader professor and two other professors approved it. Cronbach's alpha coefficient was used to validate the questionnaire that all coefficient was between 0/7 and 0/95. So, the validity was confirmed. After descriptive study population, the normality of distribution was investigated with Kolmogorov-Smirnov test. Finally, the results obtained from the questionnaires were analyzed by Amos software that all hypotheses were confirmed.

Keywords : managerial competencies, personnel organizational performance, entrepreneurship, social capital

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