Turkish Journal of Sport and Exercise /
Türk Spor ve Egzersiz Dergisi
http://dergipark.gov.tr/tsed
Year: 2021 - Volume: 23 - Issue: 3 - Pages: 390-396
DOI: 10.15314/tsed.1012852

Turkish Journal of Sport and Exercise
Türk Spor ve Egzersiz Dergisi
ISSN: 2147-5652
https://dergipark.org.tr/tr/pub/tsed

Relationship Between Intellectual Capital and Altruism (A Research of Mediterranean Region and Public Sports Organisations)

Arif ÖZSARI[1A]

[1]*Sport manager/ Provincial Directorate of Youth Services and Sports/Osmaniye*
Address Correspondence to A. Özsarı: e-mail: e-mail: arifozsari@hotmail.com

(Received): 21/10/2021 / (Accepted): 30.12.2021

A:Orcid ID: 0000-0002-4753-8049

Abstract

The present study aims to examine the relationship between intellectual capital and altruism. The research universe consists of personnel working within the public sports organizations located in the Mediterranean Region of Turkey. However, the sample group consists of a total of 363 personnel, 138 women and 225 men, who voluntarily accepted to participate in the research by being selected by convenience sampling method among this personnel. The research data were collected using the "intellectual capital" and "altruism" scales, and confirmatory factor analysis (CFA) was carried out for the related scales. In addition to descriptive statistics, correlation and regression methods were applied within the scope of the relational model in the research. According to the result of the correlation analysis, a significant, positive, but low-level correlation was found between human capital, social capital, and structural capital, which are among the sub-dimensions of intellectual capital, and altruism. According to the result of multiple regression analysis, it can be noted that structural capital, which is the sub-dimension of intellectual capital, has a significant positive contribution to explaining the impact of intellectual capital on altruism. As the level of intellectual capital (structural capital) of those who work in public sports organizations increases, their altruism will also increase.

Keywords: Altruism, intellectual capital, public sports organization.

Entelektüel Sermaye ve Diğerkamlık İlişkisi (Akdeniz Bölgesi Kamu Spor Örgütleri Araştırması)

Özet

Bu araştırmanın amacı, entelektüel sermaye ve diğerkâmlık ilişkisinin incelenmesidir. Araştırmanın evrenini Türkiye'nin Akdeniz Bölgesinde bulunan kamu spor örgütleri bünyesinde görev yapan iş görenler oluşturmaktadır. Örneklem grubunu ise bu iş görenler arasından kolayda örnekleme yöntemiyle seçilerek, araştırmaya katılmayı gönüllü olarak kabul eden 138 kadın, 225 erkek olmak üzere toplamda 363 iş gören oluşturmaktadır. Araştırma verileri "entelektüel sermaye" ve "diğerkâmlık" ölçekleri ile toplanmış ve ilgili ölçeklere ilişkin doğrulayıcı faktör analizi (DFA) yapılmıştır. Araştırmada betimsel istatistiğin yanı sıra, ilişkisel model kapsamında korelasyon ve regresyon yöntemlerine başvurulmuştur. Korelâsyon analizi sonucuna göre entelektüel sermayenin alt boyutlarından olan insan sermayesi, sosyal sermaye ve yapısal sermaye ile diğerkâmlık arasında anlamlı, pozitif yönlü, ancak zayıf düzeyli bir ilgileşim tespit edilmiştir. Çoklu regresyon analizi sonucuna göre entelektüel sermayenin, diğerkâmlık üzerindeki etkisini açıklamada entelektüel sermayenin alt boyutu olan yapısal sermayenin anlamlı bir şekilde pozitif yönde katkısı olduğu, kamu spor örgütleri iş görenlerinin entelektüel sermaye (yapısal sermaye) düzeyleri arttıkça diğerkamlılıklarının da artacağı söylenebilir.

Anahtar kelimeler: Diğerkamlık, entelektüel sermaye, kamu spor örgütü.

INTRODUCTION

Globalization has brought new structures and constitutions with it, and now more effective and efficient works are expected from public organizations. The maintenance of an institution's effective and efficient existence depends on its capacity to develop its practices (2). Intellectual capital is an intangible asset that contains the knowledge required to overcome the challenges faced by the public sector. In terms of public management, the practical and timely use of knowledge helps public sector organizations cope more effectively in the increasingly competitive public sector. The higher the public sector intellectual capital values, the greater the awareness people will have of the quality of knowledge use and management (6).

The concept of intellectual capital

Intellectual capital is one of the intangible assets owned by organizations (3). According to Stewart (29), intellectual capital is intellectual material that can create wealth. Therefore, intellectual property is information, knowledge, and experience. According to Hoche (15), intellectual capital refers to the intangible values of an organization. It can also be said that the concept of intellectual capital is a concept that refers to a collection of knowledge and experience accumulated and ready for use at any time, as well as focused on continuous development and change (27).

It would be a mistake to evaluate organizations today only with the tangible assets they own and consider their tangible assets as a measure of success. The current structure of organizations, corporate memory, knowledge, experience, and all the innovative thought structures that organizations have through both internal and external stakeholders are facts that add value to organizations. At the very center of all these facts that we have listed is knowledge. Organizations obtain this knowledge through intellectual capital (26).

Intellectual capital in public sports organizations

Public sports organizations are characteristically non-profit organizations. They take several measures to protect and improve Turkish citizens' physical and mental health by carrying out youth and sports activities by the provisions of Articles 58 and 59 of the current constitution of the Republic of Turkey. Public sports organizations have also been made responsible and authorized to organize national and international sports organizations by directing individuals to sports, social and cultural activities. While public sports organizations fulfill their duties within the powers and responsibilities of their personnel, it is an undeniable fact that their intellectual capital accumulation reflects on their working skills. Following this, it is considered that the accumulation of intellectual capital in public institutions that direct sports and similar activities in our country is the most vital aspect of organizations as well as individuals. It can also be stated that intellectual capital in public sports organizations can meticulously preserve corporate memory and corporate culture within the framework of innovations, in which innovation is combined with tradition. For this, it is thought that it is an essential situation for sports organizations of which input and output in a particular process are human, to create, protect, strengthen and make them their property, to adapt to changes, and to continue their consisted existence (28).

Components of intellectual capital

The concept of intellectual capital is widely researched and discussed. Therefore many components are available in the relevant literature to evaluate this concept (11). According to Subramaniam and Youndt (31), these components are grouped into three dimensions: human capital, social capital, and structural capital.

Human capital

Human capital represents the human factor in an organization. It can be defined as a component of different characters within the organization, such as intelligence, skills, and expertise (7). The education level and quality of the personnel, who are the main source of intellectual capital and are the producers of services in sports organizations, their professional background in sports and their physical and mental literacy, organizational and communication skills, solution-oriented information sharing, analytical and conceptual thinking skills can be considered to be constituting the human capital dimension of intellectual capital. It can also be noted that the fact that the current human capital profile is high quality and is combined with sports culture will increase the likelihood that public sports organizations will succeed in achieving their objectives (28).

Social capital

Social capital is a set of embodied values and norms that promote cooperation between two or more people or groups (12). We can consider the network of relations established by public sports organizations with other institutions-organizations and their personnel while fulfilling the duties assigned to them as a part of social capital. The protocols that public organizations have signed with private organizations and their affiliated units and non-governmental organizations and units can be considered clear examples. In this way, both personnel of public sports organizations and employees of organizations who interact with each other internalize the concepts of "social solidarity," "trust," and "cooperation" within the definitions of social capital under the structure of their institutions (27).

Structural capital

Structural capital consists of organizational structure, equipment, databases, software, and organizational capacities that support employee productivity. It refers to all kinds of capacities left behind in the organization when the personnel return home (4). To the extent that all technological tools, especially infrastructure, process, software, and hardware that carry out the functioning of public sports organizations, have a holistic aesthetic functioning mechanism, service provision, and limits will be able to expand. In the end, infrastructural values, systems, and mechanisms are related to organizational accumulation and processes or the organizations. The better these processes are followed and used by organizations and structural innovations, the more benefits can be provided to society and the organization in the long term (27).

The Concept of Altruism

There are various explanations about the perspectives on altruism and its conceptualization. Therefore, there is no single accepted definition of altruism (1). Undoubtfully, human beings are at the highest level of the realm of beings. The humanistic features stem from the principle of "creating to exist." The essence of this principle is to love, respect, not to alienate, share, realize their responsibility in this regard, and fulfill what is necessary based on tolerance. When all this is taken into consideration, the subject's essence is to give willingly, that is, altruism (10). Altruism can also be defined as the behavior of helping someone else to improve their well-being (30). Although it is referred to differently in field researches, it would be most appropriate to define the phenomenon of altruism as a form of behavior that is carried out only voluntarily, without expecting any response from the counter-side that they are sacrificing for (37).

This research, conducted with personnel working within the public sports organizations located in the Mediterranean Region of Turkey, aims to examine the relationship between intellectual capital and altruism. When the relevant literature is examined, no research has been found in which these two concepts are evaluated together within the framework of public sports organizations. It is thought that the research findings will contribute to all public sports organization employees, especially sports managers.

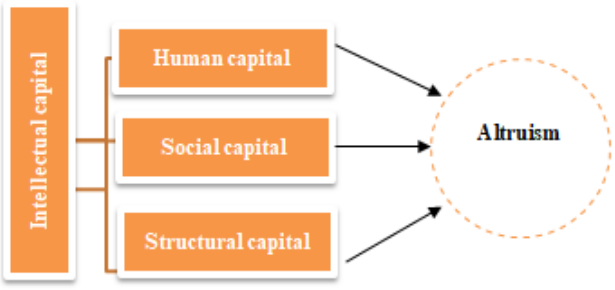
METHOD

The Research Model

Relational or singular researches can be performed as well as the general survey models (17). In the present study, a relational survey model was performed. The research was evaluated by the scientific research and publication ethics committee of the relevant institution within the relevant (b) circular framework, and it was deemed appropriate to conduct the research (E-36592570-730.08.03-89436).

The Model of the Research

The model of the research is shown as follows.



Research Group

While the study group consists of personnel working in public sports organizations in the Mediterranean Region of Turkey, the sample group consists of 363 personnel, 138 women and 225 men, who were selected by convenience sampling method among these individuals and accepted to participate in the research voluntarily.

Data Collection Tools

The intellectual capital scale: It was developed by Subramaniam and Youndt (31) and translated into Turkish by Özdemir and Taşçı (25), and its validity and reliability were ensured. The scale consists of 3 sub-dimensions and 14 proposals: human capital, social capital, and structural capital. As a result of the confirmatory factor analysis of the "intellectual capital scale" used within the scope of this research, the model fit criteria were examined and found to be CMIN/DF(x2/df): 2,768, GFI: 0.928, AGFI: 0.893, CFI:0.961, IFI:0.961, RMSEA:0.07. Cronbach Alpha values of the scale for this research have been determined as human capital: .896; social capital: .860; structural capital: .890.

Altruism Scale: Developed by Ersanlı and Doğru-Çabuker (10). The scale consists of 2 sub-dimensions and 20 proposals, including the "Dedication" dimension of 15 items and the "Selfism" dimension of 5 items. It is a 5-point Likert-type scale ranging from the least (1) to the most (5). Model compliance criteria were examined as the result of confirmatory factor analysis related to the "altruism scale" used within the scope of this research and was found to be CMIN/DF(x2/df): 2.132, GFI: 0.917, AGFI: 0.888, CFI:0.912, IFI:0.914, RMSEA:0.056. In addition, the Cronbach Alpha values of the scale are determined as dedication: .840; selfism: .788. That X2 /DF is below 3, RMSEA value is below 0.08, and GFI, AGFI, CFI, IFI values are within the value ranges stated in the literature indicate that both scales have been verified by the data collected (9,14,18).

Analysis of the Data

The data collection tools' validity and factor structure appropriateness were tested through confirmatory factor analysis with the statistics program. Descriptive statistics were applied. Pearson correlation and regression methods have been used to test the relationships between scales within the scope of the relational model.

FINDINGS

Table 1: Demographic features of the participants of the study

		n	%
Gender	Female	138	38.0
	Male	225	62.0
Age	18-25	12	3.3
	26-35	172	47.4
	36-45	130	35.8
	46 and above	49	13.5
Level of Education	Primary School	16	4.4
	Secondary School	30	8.3
	High school	72	19.8
	Associate degree	32	8.8
	Undergraduate	193	53.2
	Graduate	20	5.5
Type of Position	Worker	114	31.4
	Officer	104	28.7
	Coach	73	20.1
	Specialist	33	9.1
	Manager	18	5.0
	Other	21	5.8
Duration of Employment	1-3 years	99	27.3
	4-6 years	104	28.7
	7-9 years	70	19.3
	10-12 years	45	12.4
	13 years and above	45	12.4
Total		363	100%

When the participants' demographic features were examined, it was seen that 62% of the 363 participants (225 people) were male, and 38% (138 people) were female. 47.4% of the participants (172 people) are in the age range of 26-35 years, 35.8% (130 people) are in the age group of 36-45 years, and 13.5% (49 people) are in the age group of 46 years and over. The smallest share is 3.3% (12 people), consisting of those aged 18-25 years. This includes 19,8% (72 people) high school graduates, 8,8% (32 people) associate degree graduates, 8,3% (30 people) secondary school graduates, 5,5% (20 people)

graduate degree holders and 4,4% (16 people) primary school graduates as the smallest ratio. According to the type of position, participants are consisted of 31,4% (114 people) workers, 28,7% (104 people) officers, 20,1% (73 people) coaches, 9,1% (33 people) specialists, 5,8% (21 people) other and 5,0% (18 people) manager groups. According to the duration of employment, participants consist of 28,7% (104 people) those working for 4-6 years, 27,3% (99 people) those working for 1-3 years, 19,3% (70 people) those working for 7-9 years, 12,4% (45 people) those working for 10-12 years and 12,4% (45 people) those working for 13 years and above.

Table 2. Correlation analysis of intellectual capital and altruism

N =363		M	SD	1	2	3	4	5
Intellectual Capital	1. Human capital	4.68	1.235	-				
	2. Social capital	4.67	1.160	,632**	-			
	3. Structural capital	5.18	1.230	,578**	,594**	-		
	4. Dedication	4.13	,515	,214**	,168**	,262**	-	
	5. Selfism	2.18	,954	,016	,047	-.074	-,290**	-

**p<.01

According to the results of the correlation analysis between human capital, social capital, and structural capital, which are the sub-dimensions of intellectual capital, and altruism (dedication, selfism), there is a positive and moderately significant (r= ,632; p<0.01) relationship, a moderately significant positive correlation between human capital and structural capital (r=.578; p<0.01), and a significant, positive and moderate relationship between social capital and structural capital (r=.594; p<0.01) found between human capital and social capital. No correlation has been found between the three sub-dimensions of intellectual capital and the selfism dimension of the altruism scale. A significant, positive but low-level correlation was found between human capital, one of the sub-dimension of the intellectual capital, and dedication (r=,214; p<0,01), between social capital and dedication (r=,168; p<0,01), between structural capital and dedication (r=,262; p<0,01).

Table 3 . Regression analysis of intellectual capital and altruism

Independent Variables	Dependent Variable	β	P	F	R	R^2	Corrected R^2
Human capital	Altruism (Dedication)	,105	,129	9.692	,274	,075	,067
Social capital		-.028	,691				
Structural capital		,218*	,001				

Table 3 shows the multiple regression analysis conducted between the dependent variable and altruism compared to the three sub-dimensions of the intellectual capital scale, an independent variable. As a result of the correlation analysis was not included in the regression model because there was no correlation between the dimensions of selfism and intellectual capital, which is the negative dimension of altruism (Table 2). With the regression model created, the explanatory power, influence, and direction of the intellectual capital that constitutes the independent variable on altruism that constitutes the dependent variable were revealed. The results of the multiple regression model are statistically significant (F(df=3,359) =9,692, p< 0.001). R2 value of the study is 075. The corrected R2 value is 067. This finding shows that the independent variable intellectual capital explains about 07 % of the changes in the dimension of the dependent variable altruism. It can be considered that the sample group has an effect on the fact that the R2 values are quite low.

Considering the significance of the independent variables in this relationship, affecting the dependent variable, based on beta indicators, it was determined that the human capital dimension (β=.105; p>.05), and the social capital dimension (β=-.028; p>.05) did not show any effect because they were statistically insignificant. The significant and positive effect is on the structural capital (β=,218; p<,01), which is the sub-dimension of intellectual capital. It can be noted that structural capital has a significant positive contribution in explaining the effect of intellectual capital on altruism, and a one-unit increase in the structural capital level of the personnel of public sports organizations increases their altruism by 21%.

DISCUSSION AND CONCLUSION

Employees of public sports organizations located in the Mediterranean Region of Turkey participated in this study, which examined the relationship between intellectual capital and altruism.

According to the correlation analysis findings of the study, a moderately significant relationship was found between human capital, social capital, and structural capital, which are the sub-dimensions of intellectual capital. No correlation has been found between the three sub-dimensions of intellectual capital and the selfism dimension of the altruism scale. A significant, positive, but low-level correlation was found between human capital, one of the sub-dimensions of intellectual capital, and dedication, which is the sub-dimension of altruism, between social capital and dedication, and between structural capital and dedication. To sum up, a medium-level correlation has been found between the dimensions of intellectual capital itself. A significant, positive, but low-level correlation was found between intellectual capital (human capital, social capital, structural capital) and altruism (Table 2).

The regression model created within the scope of the study is statistically significant. When the beta indicators were examined, it was determined that they did not show an effect because the human capital dimension and the social capital dimension were not statistically significant. The significant and positive effect is on the structural capital, which is the sub-dimension of intellectual capital. It can be said that structural capital has a significantly positive contribution to explaining the impact of intellectual capital on altruism. A one-unit increase in the level of structural capital of the personnel of public sports organizations increases their altruism by 21% (Table 3). It can also be thought that technological applications that make things easier in the dimension of structural capital have positive effects on the dedicated work of the personnel.

In the literature review of the related literature, subjects such as intellectual capital as a generator of innovation in companies (23), intellectual capital, information management practices, and firm performance (16), the regulatory role of information sharing in the effect of intellectual capital on organizational performance (3), the role of organizational climate supporting innovation in the relationship between intellectual capital and corporate performance (34), the relationship between organizational learning ability, intellectual capital and job satisfaction in sports organizations (5), intellectual capital, information sharing and innovation performance (20), the effect of intellectual capital on innovative working behavior (33), the role of intellectual capital in organizational innovation (22), effect of the intellectual capital on innovative talent types (31), intellectual capital and futurism (32), intellectual capital and organizational performance (36,38), the relationship between physical education teachers' helpfulness and altruism levels (35), civic engagement and altruism (13), performance from mutual altruism (24), altruism in sports aid campaign (21), the relationship between altruism and employee performance (19), examination of social innovation tendency in the axis of altruist behavior (37) have been found to have been studied. No studies found that directly examine the relationship between intellectual capital and altruism levels of employees of public sports organizations. Therefore, it is thought that this study will make significant contributions to the related literature.

According to Stewart (29), intellectual capital is a source of wealth for individuals and organizations and is the common property of both parties. Hoche (15), however, stated that intellectual capital could be used in the context of assessing the wealth of an organization. Altruism acts as a source of positive results such as cooperation among employees, synergy, the emergence of team spirit, a sense of unity, and organizational commitment (1). Therefore, it can be stated that it is essential to carry out studies aimed at improving the intellectual capital and altruism of both public sector and private sector personnel.

As a result of this research carried out with the participation of the personnel of public sports organizations, a significant, positive. However, a low-level correlation was found between intellectual capital (human capital, social capital, and structural capital) and altruism. It can be noted that structural capital, which is the sub-dimension of intellectual capital, has a significant positive contribution to explaining the impact of intellectual capital on altruism. As the level of intellectual capital (structural capital) of those who work in public sports organizations increases, their altruism will also increase.

REFERENCES.

1. Arslaner H. Hemşirelerin diğerkâmlık düzeyleri. Yüksek Lisans Tezi, Marmara Üniversitesi Sağlık Bilimleri Enstitüsü, 2019; İstanbul.
2. Ayhan U. Kamu yönetiminde etkin ve verimli takım çalışması. Verimlilik Dergisi, 2010; (3)3: 1-13.
3. Bekmezci M, Orçanlı K, Eroğluer K. Entelektüel sermayenin örgütsel performansa etkisinde bilgi paylaşımının düzenleyici rolü. İşletme Araştırmaları Dergisi, 2020; 12(2): 1585-1604. doi.org/10.20491/isarder.2020.93
4. Bontis N. Assessing knowledge assets: a review of the models used to measure intellectual capital. 2000; http://capitalintelectual.egc.ufsc.br/wp-content/uploads/2016/05/4-bontis2.pdf
5. Büyükakgül ÜC, Argan M. Spor örgütlerinde örgütsel öğrenme yeteneği, entelektüel sermaye ve iş tatmini ilişkisi. Gsı Journals Serie A: Advancements In Tourism, Recreation And Sports Sciences, 2019; 2(1): 34-53.
6. Canel MJ, Luoma-aho V. Public sector communication: closing gaps between citizens and public organizations. Wiley Blacwell, 2018; 2(9): 159-178. doi.org/10.1002/9781119135630.ch9
7. Choo CW, Bontis N. The Strategic Management Of İntellectual Capital Organizational Knowledge. 2002; Newyork, Oxford University Pres, p. 624.
8. Damar A, İraz R. Entelektüel sermaye ve rekabet avantajı ölçeklerinin Türkçe'ye uyarlanması ve değişkenler arasındaki ilişkiler. BMIJ, 2020; 8(5): 4487-4520. doi.org/10.15295/bmij.v8i5.1653
9. Doll W, Weidong X, Torkzadeh G. A confirmatory factor analysis of the end-user computing satisfaction instrument. MIS Quarterly, 1994; 18(4): 453-461.
10. Ersanlı K, Doğru-Çabuker N. Diğerkâmlık ölçeğinin psikometrik özellikleri. Elektronik Sosyal Bilimler Dergisi, 2015;14(52): 43-53.
11. Franco JCC, Verde MD. The role of intellectual capital ın the intrapreneurship process. International Association for Management of Technology IAMOT Conference Proceedings, 2018; www2.aston.ac.uk/aston-business-school/documents/IAMOT2018paper264.pdf
12. Fukuyama F. Social capital, civil society and development. Third World Quarterly, 2001; 22(1): 7-20.
13. Ghiglieri M, McAndrew R, Baum CM, Taff SD. Identity, civic engagement, and altruism: a phenomenological exploration of activity engagement in older adults. Scandinavian Journal of Occupational Therapy, 2020; doi:10.1080/11038128.2020.1735512
14. Hair JF, Black WC, Babin BJ. Anderson RE. Multivariate Data Analysis. Seventh Ed., Pearson Education Limited, London, 2014.
15. Hoche M. Connected intellectual capital. 2020; doi: 10.13140/RG.2.2.15854.36167. www.researchgate.net/publication/338346068
16. Hussunki H, Ritala P, Vanhala M, Kianto A. Intellectual capital, knowledge management practices and firm performance. Journal of Intellectual Capital, 2017;18(4): 904-22.
17. Karasar N. Bilimsel Araştırma Yöntemi. 34. Baskı, Nobel, Ankara, 2019: 114.
18. Kline RB. Principles And Practice Of Structural Equation Modeling. Third Ed. New York, The Guilford Press, 2011: 223.
19. Köksal K, Gürsoy A, Yapar H. Özgecilik ve çalışan performansı arasındaki ilişki: kamu sektöründe bir inceleme. Türkiye Sosyal Araştırmalar Dergisi, 2018;22(3):783-796
20. Li Y, Song Yu, Wang J, Li C. Intellectual capital, knowledge sharing, and innovation performance: Evidence from the Chinese construction industry. Sustainability, Open Access Journal, 2019;11(9): 1-20. doi:10.3390/su11092713
21. Mokos J, Scheuring I. Altruism, costly signaling, and withholding information in a sport charity campaign. Evolution, Mind and Behaviour, 2019; doi:10.1556/2050.2019.00007
22. Nedjema A. The role of intellectual capital in achieving organizational innovation study of the case of "Ain Touta" cement company, Algeria. European Journal of Business and İnnovation Research, 2016; 4,30-57.
23. Nejjari Z, Aamoum H. Intellectual capital as a generator of innovation in companies: a systematic review. Humanities & Social Sciences Reviews, 2020;8(1): 464-79.
24. Örtqvist D. Performance outcomes from reciprocal altruism: a multi-level model. Journal of Small Business & Entrepreneurship, 2019; doİ:10.1080/08276331.2019.1661616
25. Özdemir B, Taşçı D. Entelektüel sermaye ölçeğinin geçerlik ve güvenirliğinin testi: Türkiye'nin ilk 1000 sanayi kuruluşu'nda deneysel bir araştırma. International Journal of Social Science, 2017; 61, 363-72
26. Özer G, Cigerim E, Gök MŞ. Entelektüel sermaye ve bilgi yönetimi stratejilerinin firma performansına etkisi. BMIJ, 2020; 8(5), 4611-4645. doi.org/10.15295/bmij.v8i5.1644
27. Özsarı A. Kamu Spor Örgütlerinde Üç Kavram Analizi (Entelektüel sermaye, inovatif davranış ve bağlamsal performans). Akademisyen Kitapevi: Ankara, 2020: 18-25.
28. Özsarı A. Kamu spor örgütlerinde entelektüel sermaye, inovatif davranış ve bağlamsal performans ilişkisi. Doktora Tezi, Selçuk Üniversitesi Sağlık Bilimleri Enstitüsü, 2020; Konya.
29. Stewart TA. Entelektüel Sermaye, Örgütlerin Yeni Zenginliği. (Çev: Nurettin Elhüseyni), MESS Yayıncılık, İstanbul, 1997.
30. Stocks E. Lishner DA. Altruism and Sociality. The SAGE, 2016, www.researchgate.net/publication/301662483. doi:10.1016/B978-0-12-397045-900199-3
31. Subramaniam M, Youndt MA. The influence of intellectual capital on the types of innovative capabilities. Academy of Management Journal, 2005,48(3): 450-63
32. Thiagarajan A, Baul U. İntellectual capital for 21st century business contemporary thoughts and futuristic thrust. International Journal Of İnnovative Research Development, 2013; 2(1):42-55.
33. Töre E. Entelektüel sermayenin yenilikçi iş davranışına etkisinin bilgi paylaşımı, öz-yeterlilik ve iç denetim odağı perspektifinden incelenmesi üzerine bir araştırma. Doktora Tezi, İstanbul Üniversitesi Sosyal Bilimler Enstitüsü, 2017; İstanbul.
34. Tunçer A, Tarlacı ÖA. Entelektüel sermaye ve işletme performansı ilişkisinde, yenileşimi destekleyen örgüt ikliminin rolü. Uşak Üniversitesi Sosyal Bilimler Dergisi, 2020;13(1): 156-180.
35. Ulukan H. Pandemi sürecinde uzaktan eğitin veren beden eğitimi öğretmenlerinin yardımseverlik ve diğerkâmlık düzeyleri arasındaki ilişkinin incelenmesi. Turkish Studies Education, 2021;16(2):1173-1188. doi.org/10.47423/TurkishStudies.49944
36. Xinyu Z. The impacts of intellectual capital of China's public pharmaceutical company on company's performance. Journal of Chemical and Pharmaceutical Research, 2014;6(4):999-1004.
37. Yeşilkaya M, Yıldız T. Özgeci davranış ekseninde sosyal inovasyon eğiliminin incelenmesine yönelik bir araştırma. Girişimcilik İnovasyon ve Pazarlama Araştırmaları Dergisi, 2018; 2(4):81-97. doi: 10.31006/gipad.421324
38. Zeghal D, Maaloul A. Analysing value added as an indicator of intellectual capital and its consequences on company performance. Journal of Intellectual Capital, 2010;11(1):39-60