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The Study of The Relationship Between Cultural Capital With Organizational Entrepreneurship Among Staffs of Government Organizations of Kerman

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ABSTRACT

In this study, the cultural capital of the government organizations in Kerman and its relation with the staffs of organizational Entrepreneurship is discussed. Survey forms to all employees of government organizations in Kerman city. The population size of 1915 individuals, 13 organizations that will be. Sampling for this study was conducted using Cochran formula for the number of samples is 322 employees. Data collection consisted of two questionnaires cultural capital and entrepreneurship is the validity and reliability of cultural capital, respectively, 0/89 and 0 /93, and the validity and reliability of the organizational enterurship 0/87/5 & 0/90 respectively. In order to describe and analyze the data collected from the questionnaires, the frequency distribution of various types of graphs, the coefficient of determination (r^2), the median and mean Pearson correlation test and independent was used for all statistical analyzes were performed with a computer and Spss software. Data reflects the fact that increasing the cultural capital, including the scale scores (legalism, Responsibility, popular culture) is an organizational Entrepreneurship scores of employees increases, indicating that there is a direct relationship between these two variables. As the results indicate that the amount of cultural capital and organizational entrepreneurship, government organizations of Kerman positive relationship exists. That staff be increased as the cultural capital of organizational entrepreneurship rate increases. Accordingly, recommendations are offered to guide for managers and Organizational leaders.

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INTRODUCTION

The concept of cultural capital in the past four decades a leading role in making subsequent empirical research in various scientific disciplines such as sociology, history, cultural studies. This study examines the role of culture and cultural resource issues are dealt with social inequalities. The importance of cultural capital can be increased by additional capital will be explored. Cultural Capital of the World Wide disguised as an investment but as an essential element of sustainable development is taken into consideration (Janalyzadeh *et al.*, 2010).

On the other hand, in the past few years, due to social pressures, cultural and competitive rates of interest to Entrepreneurship has increased One of the cheapest tools for growth and business development entrepreneurship that is probably the best and most efficient To have a successful business, you need more than a good idea and it is good entrepreneur. Fostering entrepreneurial individuals within an organization requires providing a suitable platform to promote the spirit of entrepreneurship. Entrepreneurial spirit can be a valuable advantage. In particular, for large companies that has the human resources capacity and its ability to promote the organization. Spread the spirit requires that agencies, organizations and independent entrepreneurs the freedom to leave (Ahmadi and Darwish, 2011). Therefore, a detailed understanding of the scientific and cultural capital and entrepreneurial components and measure the impact of each of the constituent elements of cultural capital on organizational entrepreneurship is important.

The main objectives of the study include, identify and describe the level of cultural capital and the level of organizational entrepreneurship in the government organizations of Kerman. Also the relationship between these two variables is also checked.

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The minor aims of the study include, identify and describe the Legalism and analysis of its relationship with the organizational entrepreneurship staffs. Also identify and describe the relationship of Responsibility and organizational entrepreneurship and identify and describe the analysis of popular culture and its relationship with the organizational entrepreneurship staffs in government organization of Kerman.

The concept of cultural capital:

About Bourdieu's theory of cultural capital, first with the definition of the term capital, productive capital knows that we are facing and enable you to achieve the goal of value to you do, you do in the lives of on a mission a role to play wherever in the world play (share poor and khosh Far, 2002). Woget believes "the wealth-generating asset or a resource that can be used to create additional sources of income (Waget, 1993). On the other hand, Bourdieu received from investors, the broader meaning of money capital in the economy is. In fact, the common source of capital that can be in the form of monetary and non-monetary, tangible and intangible, as well as take (Anherier & Gerhard, 1995). Bourdieu's words: "If we are to understand the social world, the idea of capital accumulation and the effects it back to the social world, to introduce (share poor and khosh Far, 2002). In other words, Bourdieu's "accumulation of capital" is defined as (Ebrahimi and Zya'poor, 2011). "Capital" Bourdieu refers to any capability that the skills and abilities that person can be attributed to society and earned or acquired it in its relations with other individuals and groups to advance their position benefited. Bourdieu emphasized that "capital" not merely as a source of material (including material wealth) is considered, it can be symbolic capital (prestige and respect) and cultural (individual abilities and cultural knowledge) as well. Distribution of all forms of capital, inequality rooted in class constructs (Stons, 2000).

Capital in Marx's political economy, labor is embodied or stored, it placed in social relations in which productive labor to accumulate more capital employed Be used. Agren, believes When the term capital in other areas to go to work, nothing lasting or enduring term investment in mind also that the supplier is its identity after repeated use, keeping. What career would be over, destroy and acquired or improved (Ebrahimi and Zya'poor, 2011). Cultural capital to certain cultural practices in formal education and family fixed refers to individuals. And the capacity to identify individuals in the application covers cultural Accessories. The use of various aspects of cultural capital, causing a difference in the lifestyle and the incidence has varied tastes. And consequently, the difference in business and social situations better use of resources such as books, newspapers, cinema and upper classes in particular sports such as horse riding, golf and the like, it makes. The users of cultural capital in social stratification are upper class society. In other words, the economic owner of the upper class community. Easily get into various aspects of cultural capital (Noghani, 2002).

Dimension Capital of Culture:

Bourdieu's cultural capital is manifested in three forms:

Embodied cultural capital:

a typical outer as an integral part of one's wealth accordingly. It is part of the cultural capital associated with the birth of Bourdieu calls that cannot be bought through gift or exchange to another, can be transferred. This type of investment, the constant readiness of mind and body is manifested (share poor and khosh Far, 2002). This investor can invest time in learning the rise. The capital, the person type of behavior is ingrained and therefore cannot be transmitted instantaneously (Niyazi & Nasrabadi, 2007). Accumulation of cultural capital is embodied in the person's childhood is formed. Capital accumulation requires action Childhood Education. This means that parents and other family members the time needed to raise children and spend time with them or that of teachers qualified to sensitize children to their cultural distinctiveness. However, early in life, the most important part of this process (swartz, 1997).

Objectified cultural capital:

the capital, the most obvious and visible form of cultural capital that individuals can benefit from it. "Objectified cultural capital, mostly in the form of cultural goods material and media including magazines, paintings, sculptures, pictures, books, dictionaries, instruments, machines, etc. Featuring embodied and visible has been transferred. This investment, in the form of a kind of economic issue and also symbolic aspects are preserved. In short, all things cultural goods, cultural capital objectively says. But the fundamental nature of capitalism is the educational impact it will. (Bourdieu, 1986, quoted from Ebrahimi and Zya'poor, 2011).

Institutionalized cultural capital:

to be said by way of institutionalizing rules and regulations for its own social base buildup. Institutional cultural capital requires, first and foremost, qualified and talented individuals, achieving a variety of degrees and academia. On the other hand, requires that the qualifications issued by official bodies and also to give recognition. Featuring the capital, is the bridge between economics and culture, and the ability to act as cultural

capital through the use of reasonable and formal ways, the kind of economic capital, has become (Bourdieu, 1986, quoted from Ebrahimi and Zya'poor, 2011).

The term "cultural capital" of the analogy with economic capital, ideas and legislation related to the analysis of capitalism gained currency (Rooh al-Ameeni, 1986). Turner is the cultural capital of the symbols used always, manners, linguistic practices, qualifications and training, taste and lifestyle that is informal, between the common man and the common people. Defines. Collins cultural capital includes resources such conversations from saving in memory, language practices, and certain kinds of knowledge and skills, in particular the right decision and the right to respect finds (Molahoseyni, 2002). Boride's analysis of cultural capital is based mainly on lifestyle and he speaks from the perspective of cultural capital is more important. Cultural capital encompasses social tendencies during that stable person in her building and is internalized. Education Bourdieu's cultural capital as a manifestation of cultural objects tend to accumulate cultural capital is home to cultural products. Cultural assets include interests in a stable community of people that have accumulated during (Fazeli, 2003). What Bourdieu called cultural capital was not under the control of commercial and industrial capitalism was determined by layers of intellectual and artistic (Bakak, 2002).

Development of cultural capital:

Basically, capital accumulation, and agencies need time to accumulate cultural capital should not lose time. Organizations can correct programs, cultural capital increases to their organization's Plan to boost cultural capital is the interaction of hard and soft measures.

1. Soft actions:

- 1-1. Changing attitudes and knowledge managers and staff about cultural capital and its dimensions;
- 1-2. Use reservation systems theory about organizational capital;

2. Hard actions:

- 1-2. Recruitment and selection of employees with high cultural capital;
- 2-2. Organizational support consumption of cultural goods.

Cultural capital in the postmodern attitude:

Look at the expression of disrepair postmodern view of culture, is not in compliance and conformity and not in a stable. According to Martin looked disrepair can be described as postmodern critical look towards the resolution is considered. Look at the breakdown, fundamental differences within the established hierarchical system starts with dimension comparable with the dominant group is evaluated. But in view of disrepair, culture is not monolithic and is always changing. (Qorune, 2010).

Organizational Entrepreneurship:

Term	Year	Name Of Research	NO
Process that makes companies more innovative and faster react to the market opportunities and by creating a sense of ownership, employees Cause to be motivated	1990	Vesper	1
A multifaceted process with many forces that act in a coordinated and implemented an innovative idea lead.	1991	Neffziger & Hornsby & montagno & kuratko	2
Entrepreneurship as a process, a process that will survive if you need encouragement, praise and support and be recognized. Organizational Entrepreneurship is a process through which instill entrepreneurial culture in an organization to provide leading product innovation and process.	1993	Fry	3

(Ahmadi & Darvish, 2011)

Bareto "(1989) in their study entitled" Evaluation of the Role of Entrepreneurship in Economic Theory "is shown in the following table:

Functional role of organizational entrepreneurship in economic perspectives:

The main theorist	Functional role
Cantilon.R	Dealer
J.B.say	Coordinator
F.Hawley	Product Owner
J.schumpeter	Innovator
Knight.F	Decision Maker
I.krizner	Broker

(Ahmadpoor Dariani & Rezaeian, 2003)

*Dimension organizational entrepreneurship:**Support the Director of Corporate Entrepreneurship:*

Style your manager encourages employees to be part of the organization so that employees can believe innovation is for everyone

Independence and freedom to Work:

Workers are free to the extent that they work the way they think is effective implementation decisions. The organization allows employees to the working process and the critical staff decide to avoid mistakes when innovation.

Organizational rewards:

rewards and incentive to strengthen their commitment to innovative behavior raises

Availability Time:

To promote and foster new ideas and innovative staff need to have enough time. Organizations must balance their workload and time constraints comprehensive set of individuals refused to allow people to solve the long-term issues working together, with

Around organizational boundaries:

real or imagined boundaries that are causing the problems people cannot see the scope of their job and people should be encouraged to see the organization from a perspective broader (Zabihi & Moghadasi, 2006).

Barriers of the organizational entrepreneurship:

1 - a lot of the uncertainty that causes paralysis management objectives are 2 - limited managerial autonomy, coupled with the potential savings of interventions that are causing frustration and despair of innovation; 3 - Because actions are subject to public managers people have seen and are sensitive to them, thereby increasing managerial behavior conservative government managers; 4 - Unsuitable reward system that makes no motivation to take risks. 5 - Short-term thinking in retrospect that undermine its long-term vision, which in turn has negative impacts on entrepreneurial initiatives; 6 - constraints related to policies and personnel policies that reduce managers' ability to motivate subordinates leads (Ahmadi & Darvish, 2011).

Theoretical framework:

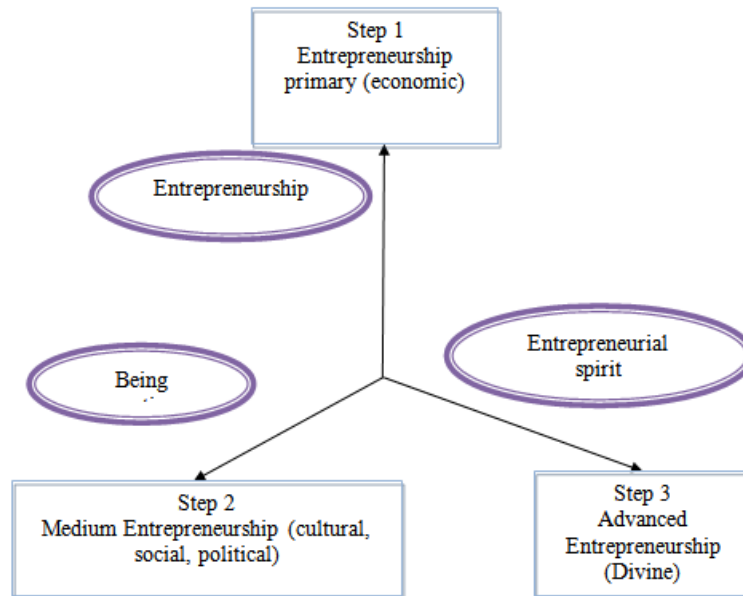
What is the cultural capital associated with corporate entrepreneurship?

Cultural capital cases that the values, beliefs, morals, laws Guys and form of human behavior and people's understanding of different issues related to organizing (Alavi, 2005)

Components used in this study (legalism and responsibility, and popular culture) is. However, organizational entrepreneurs Kuratko a multifaceted process with many forces that act in a coordinated and implemented an innovative idea lead. The components used in this study (supported by the Director of Corporate Entrepreneurship - independence and freedom at work - corporate awards - the availability of time - around organizational boundaries) is. As a Mac Klnd has expressed the essence of entrepreneurship is a widespread sense that we can be active in different aspects of the three most common are:

- A) entrepreneurship primary (economic)
- B) Medium Entrepreneurship (cultural, social, political)
- C) entrepreneurship development (Divine)

Three dimensions mentioned in various stages of entrepreneurship as show below



(Ahmadpoor daryany, 2008)

Considering that the highest and The most precious favors and of divine In order to achieve the true human nature of humanity , "seeking perfection" is to explore the essence of the cultural dimension - the social organization will be discussed in relation to organizational entrepreneurship. If you seek perfection in the cultural dimension - social activist, and one of our words are to be created and all their powers and functions are to serve the community, to the community, animated Revolutionize and all that. If the entrepreneur tries by offering new products and services, meet customer needs and material comforts, it is also one of its benefit to the satisfaction of feeling (vetr, 1994).

Study population and sample size:

The study population included employees of state agencies, city of Kerman. A total of 13 government organization and their employees who have been selected as the sample is 322.

$$n_{max} = \frac{\frac{pqz^2}{d^2}}{1 + \frac{1}{N} \left[\frac{pqz^2}{d^2} - 1 \right]} = \frac{384/16}{1 + \frac{383/16}{N}} = 322$$

The stratified random sampling proportional to size classes are used.

Data collection instrument:

To measure and evaluate the cultural capital questionnaire includes 20 questions is made by the researcher. Kuratko organizational entrepreneurship standard questionnaire was used to measure that covers five main dimensions of corporate entrepreneurship. 35-item questionnaire based on Likert scale option is set to 5.

Reliability and validity of the questionnaire:

In this study of validity and common method, the first validity of the questionnaire, 0/89 and 0/87/8. Has been approved and the Cronbach's alpha reliability for the questionnaire for the cultural capital of 0/938 and organizational entrepreneurship 0/908 that the amount of the 0/70, which is more than can be said that the internal components (i.e. all items) scales correlated with each other are acceptable.

Data analysis method:

Descriptive statistics: frequency tables and charts, column and box. Using these tables and graphs, descriptive characteristics of the general manager of research questions and questionnaire variables are presented. Inferential statistics in this section to check the assumptions of the Pearson and Spearman correlation and Stepwise regression analysis was used. Before running the regression criterion variables for normality by the Kolmogorov - Smirnov one sample was used. Normal assumption for all variables was established.

The main hypothesis:

Between cultural capital and entrepreneurship in the city of Kerman, there are government organization. Based on the results of correlation test, Pearson correlation coefficient equal to 0/354 and Spearman correlation coefficient equal to 0/455, which indicates that there is a significant relationship between cultural capital and entrepreneurship ($p < 0/05$). And calculated the correlation coefficient is positive, indicating a direct relationship between these two variables, namely, the rise of cultural capital, entrepreneurship can be accelerated by.

Sub-hypotheses:

1-Between legalism and entrepreneurship in the city of Kerman, there are government agencies. Based on the results of correlation test, Pearson correlation coefficient equal to 0/360 and Spearman correlation coefficient equal to 0/421, which indicates that there is a significant relationship between legalism and organizational Entrepreneurship ($p < 0/05$). And calculated the correlation coefficient is positive, indicating a direct relationship between these two variables, namely the increasing legalism, organizational Entrepreneurship increases.

2-Responsibility and entrepreneurship in the city of Kerman, there are government agencies. Based on the results of correlation test, Pearson correlation coefficient equal to 0/283 and Spearman correlation coefficient equal to 0/ 384, which indicates that there is a significant relationship between accountability and corporate entrepreneurship ($p < 0/05$). And calculated the correlation coefficient is positive, indicating a direct relationship between these two variables, i.e., with increasing responsibility, entrepreneurship increases.

3-Between popular culture and entrepreneurship in the city of Kerman, there are government agencies. Based on the results of correlation test, Pearson correlation coefficient equal to 0/309 and Spearman correlation coefficient equal to 0/398, which indicates that there is a significant relationship between popular culture and entrepreneurship ($p < 0/05$). And calculated the correlation coefficient is positive, indicating a direct relationship between these two variables, i.e., with increasing popular culture, entrepreneurship increases.

4-component of cultural capital can predict the organizational entrepreneurship

State agencies Kerman. Also explore the possibility of predicting organizational Entrepreneurship components of cultural capital variable regression (legalism, accountability and popular culture) is used on the organizational entrepreneurship.

ANOVA table for the relationship between the criterion variable (organizational entrepreneurship) and variable components of the cultural capital

P-value	F statistics	Mean of squares	Degree of freedom	Sum of squares	model
* $< 0/001$	26/722	5/295	2	10/589	regression
		0/198	319	63/204	Residual
			321	73/793	total

The results of the ANOVA table indicates that the regression model is significant ($P < 0/05$).

The regression results also cultural capital on organizational entrepreneurship

$R^2_{(adj)}$	R^2	R	P	T	Beta Standard coefficient	Non-standard coefficient		Predictive variables	
						Standard error	coefficient B		
0/138	0/143	0/379	* $< 0/001$	11/604	-	0/183	2/127	Stable	
			* $< 0/001$	4/239	0/273	0/052	0/221	legalism	cultural capital
			*0/024	2/264	0/146	0/050	0/112	popular culture	

Criterion variables: organizational Entrepreneurship

* at 0/05 level significantly ($p < 0/05$)

Based on the results of the simultaneous regression of cultural capital on organizational entrepreneurship, corporate entrepreneurship component legalism positive and additive effect is predicted ($P < 0/001$ and $B = 0/221$). Components as well as popular culture, organizational Entrepreneurship positive and additive effect is predicted ($p < 0/001$ and $B = 0/112$) Furthermore, the component is not meaningful accountability ($p < 0/05$). Organizational Entrepreneurship that cannot be predicted and is not included in the regression model. Based on the organizational Entrepreneurship R^2 14 percent of the variation is explained by cultural capital. The regression model is as follows:

Organizational Entrepreneurship= $2/127+0/221 \times$ legalism+ $0/112 \times$ popular culture

Discussion:

Culture is set of beliefs, values and behavior patterns that are common to a group of people. (ArShermerhurn, 2007). Culture can be thought of as a society, speech and behavior becomes manifest. In a general and comprehensive view of culture, ways of life (Golavar, 2012). Current world cultural capital as a competitive advantage to distinguish the nation's political, economic, social and cultural, and the format has become the only person from his personal benefit, has been removed. It competes in the global strategic balance of power and inequality, political Haas have been identified as impacting only economic capital, human and not social. Competitive advantages in the field of sustainable development in countries around the world, but the world today there is a figure in the field of cultural capital. The importance of cultural capital can be increased investment in other Search. Cultural Capital of the World Wide disguised as an investment but as an essential element of sustainable development is taken into consideration. That is, relying on the promotion of cultural capital can be benefiting from the skills and knowledge, a knowledge-based products and gave the excesses of economic growth needs in the community. Due to the conversion of funds and their management by creating a variety of cultural capital, the investor can invest in the field of resource management and sustainable development can act as a major factor (Sepehrmiya, 1999). The other hand, entrepreneurship is the dynamic process of incremental wealth. Those who produce the wealth of the major financial risks when accepting a job or a commitment or for certain products and services that create value. Product or service may be new or unique but the important point is that it gives the entrepreneur. Entrepreneur to understand and locate the appropriate skills and resources to create a super value. Organizational Entrepreneurship or the emergence of new organizational forms and dynamics, leading to the creation of new entrepreneurial organization. How the emergence and growth of the organization, how organizations interact to influence them - on each other's society, the fundamental issues of entrepreneurship. Entrepreneurial activities could include developing a new product to create a process to be effective However, measurements of organizational Entrepreneurship practices mobilize the people within an organization; way that think that people are able to make things different and better way to do. In most cases, organizational Entrepreneurship, organization are not supported, encouraged and supported by venture capital from outside organizations and independent entrepreneurs decide to take. So in order to prevent the outflow of entrepreneurs and empower the organization due to the organizational Entrepreneurship and providing appropriate for its corporate strategy strongly emphasizes and are incorporated into (mosakhani *et al.*, 2012). Between legalism and organizational entrepreneurship in government organizations, there is a direct relationship between the city of Kerman. The results of the research Alimardani *et al.*, (2009) was inconsistent because his research showed that there is significant relationship between organizational structure and organizational entrepreneurship. It means that the official, law and organizational complexity is higher, lower organizational entrepreneurship. On the other hand, with Research of gohari & Salajegheh (2012) National Conference on Entrepreneurship and business management knowledge base is consistent. There is a culture of innovation management as important and as long as the manager does not feel the need for innovations that do not believe it will not be achieved the organization. The development of entrepreneurial culture and entrepreneurial talent identification (changing beliefs) and reward entrepreneurs (established legalism support entrepreneurs) of the main things that any organization must do to become entrepreneurs. Between responsibility and organizational entrepreneurship in government organizations Kerman there is a direct relationship. The research also Mazaheri and *et al* (2012) is consistent with the responsibility of relatively stable personality characteristics, interpersonal and intrapersonal humans

The people responsible for their behavior and accept the consequences ,and are reliable so if expanded sense of responsibility , common features of successful entrepreneurs attribute such separation , internal controls , risk-taking , willingness to accept multiple , Independence, creativity and tolerance of ambiguity in the organization will grow and cause excellence . Components of responsibility (conscientiousness, reliability, and having the discipline duties) but the total effect of each alone on individual entrepreneur with the impact of entrepreneurship are quite significant. . Between popular culture and entrepreneurship in Kerman public agencies direct relationship exists. The research devoted Fathi (2010) is consistent.

Between legalism and organizational entrepreneurship in government organizations of Kerman there is a direct relationship. The results of the research Alimardani and *et al* (2009) was inconsistent. Because their research showed a significant relationship between organizational structure and organizational entrepreneurship there's anything official, law and organizational complexity is higher, lower organizational entrepreneurship. On the other hand, with hoseini gohari and Salajegheh Research (2012) National Conference on Entrepreneurship and business management knowledge base is consistent.

In this regard, it is an attempt to analyze the characteristics, values, norms, and knowledge necessary for planning the use of entrepreneurship as an economic development tool, a step toward forming the basis for the expert to be removed. Instrument of Entrepreneurial including steps for implementation at the macro level, the bedding. And one of the most important aspects of creating a culture of entrepreneurship. Cultural context, as an

underlying factor, and other media or even the basis for entrepreneurship requires profound changes in knowledge, beliefs, rights, customs and morals of a nation. Organizational culture as a subculture of society that is because entrepreneurship is closely related with the affect this phenomenon. Well as the investigation of other M, Golavar (2012) was consistent in his research stated that no matter how strong our society of the Islamic culture may be the result of different aspects of our society and the political, cultural and economic transcendent becomes Islam tried it knows only of human capital strategy to achieve the grace and blessings of God and the faith and trust in the God knows. The school's liberation, unemployment, laziness, indulgence, the enmity against God, and therefore not considered in the light of the world and the Hereafter defines work as a folklorist. We need entrepreneurial principles and values of the school and believe it to identify, explain and introduce the community to our attempts to institutionalize it.

The limitation of study:

1-The attempts of the researcher attracted the attention of the employees of Government organization to collaborate with the researcher regarding the answer to the questions of the questionnaire

2-The shortage of information resources in the study

3-The inherent limitation of the questionnaire, because the questionnaire can not reflect the comments of the employees well

Research recommendation:

1- Taking advantage to organizational entrepreneurship of index for the promotion of cultural capital in the Current situation

2 - Work to improve indicators of cultural capital in strategic planning for cultural ideal situation

3 - Given the current economic challenges that kind of uncertainty and lack of stability and economic security has created , it is necessary to further support and strengthen entrepreneurial risk-taking , and the responsibility of modernism and innovation more than the development economy and to contribute actively to produce new products and consequently the Iranian economy to the global market in terms of precision, quality and speed of service , the place to be introduced.

4-WTO rules for entrepreneurs is explained. Aware of and comply with the principles of human development to realize the inalienable right of every Iranian, The minimum payment will have maximum economic efficiency with respect to this belief could produce.

5-Entrepreneurs are so supportive while respecting the laws and philosophical umbrella society, their knowledge of innovation in organizations used. And a sense of belonging to the organization and to achieve the goals and key elements of the meta-information society, decentralization, global economy and ... In the process of creating a new product to consider a dynamic economy, have contributed.

6 - Iran as a country that values and religious principles of law are supported by its ancient civilization and the context of their cultural landscape needs to benefit production of cultural and religious use of culture as a competitive advantage, monopolistic Policies of 's cultural security appropriate to promote the country's cultural assets are protected. This study derived indicators of cultural capital in governmental agencies, can decrypt the road map, is considered the country's cultural policy and cultural excellence should play a constructive role in society.

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