

# **Social Capital and Job Satisfaction as the Predictor of the Organizational Commitment**

**By**

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## **Abstract**

*There is a large cycle of works on regarding social capital, job satisfaction and organizational commitment of administrators. However, no study has been found that has been conducted on the correlation among effect of social capital, job satisfaction and organizational commitment and their explaining ratios of each other. The level of correlation and the effect of the social capital, job satisfaction and organizational commitment with each other and explaining ratios of each other have been tested in this research. For this, five hypotheses were developed. The participant group in the study consists of 315 school principals who are working in Bağlar, Kayapınar, Yenişehir and Sur central districts of Diyarbakir province. The relational survey model was utilized while conducting the research. This research is done by using the social capital scale, Minnesota job satisfaction scale and organizational commitment scale. Exploratory factor analyses of scales were analyzed via SPSS 21.0 software. For the confirmatory factor analyses of scales and the structural equation modeling, SPSS 21.0 and AMOS 16.0 softwares was used. The fit index of the model built was obtained as follows. RMSEA=.058; SRMR=.068; CMIN\DF=2,039; GFI=.936; CFI=.954; AGFI=.917; NFI=.921; Chi squared=3222,302; df=1580 and p=.000. This result illustrates that the model fit index is at an acceptable and desired level. The most significant finding of this study is that social capital and job satisfaction are important predictors of the organizational commitment.*

**Keywords:** *Organizational commitment, social capital, job satisfaction, structural equation modeling*