

THE IMPACT OF SOCIAL STRUCTURE IN JORDANIAN UNIVESITIES' ORGANIZATIONAL INNOVATION ACCOMPLISHMENT

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ABSTRACT

This research planned to recognize the part of social capital in accomplishing organizational innovation at Al-Ahliyya Amman University. To accomplish the targets of this examination, the analyst utilized the expressive and analytical Methodology through the investigation device spoke to by the poll, which was circulated to all examination populace, which numbered (630) Representatives (exhaustive overview). The investigation questions and theories were analyzed and tried through the Statistical Package for Social Sciences (SPSS). The investigation finished up certain outcomes, the most showing up was there is a statistically huge impact of social capital on accomplishing organizational innovation at Al-Ahliyya Amman University. The analyst suggests A. A. University zeroing in on building up a collaboration of culture and Agreeable commitment, as it attempts to set up trust in the public eye and spread viable values to lessen ethnic clashes.

Keywords: Social Capital, Organizational Innovation, Private Jordanian Universities, Al-Ahliyya Amman University

INTRODUCTION

Social capital is a sociological idea about the value and adequacy of social relations, and the part of participation and trust in accomplishing the planned targets. Social capital is a wellspring of network assets that predicament individuals, join them and empower them to stay up with their targets all the more successfully, as it controls the desire of individuals and welcomes them to help out one another, to take an interest in everyday issues aggregates, in this manner of speaking to the foundation of social relations (Mustafa, 2018).

The social capital that an individual acquire relies upon the size of the organization of connections that he can be overseen effectively, just as on the measure of other capital, for example, cultural, emblematic, and financial capital that others partaking in the organization of connections have (Abd al-Rahman & al-Husayni, 2018).

Social capital is also one of the models qualities of society as it adds to building a sound society and building a developmental personality with all its values, guidelines, and social excellencies that make the personality all the more having a place and participatory. Along these lines, social capital adds to getting sorted out individuals to accomplish an improvement, proficiency, and viability of arranging, development, dynamic, and preparation endeavors (Badrawi & Al-Khafaji, 2015).

The specialist accepts that the idea of social capital alludes to the assets that individuals have, regardless of whether they are quantitative or qualitative assets, which can be utilized in an

essential method to acquire benefits and different assets - economic specifically. Hence, social capital speaks to a power that makes and settle in social advantages for staff.

Predictable with the vital significance of the Jordanian private universities and their central goal and the significance of the nations set on them considering what Jordan is encountering from the Covid-19 pandemic, and what the world has been seeing as of late of fast changes and advancements in the monetary, technological, educational, and health fields, and these progressions have not thought about the idea of crafted by private Jordanian universities, Accordingly, it is vital for it to look to contend locally and regionally to protect its scholarly position and notoriety, They won't be capable without receiving regulatory and organizational Innovation, so Innovation and improvement turn into its first concern, to improve its administrations by following and applying imaginative thoughts and strategies in learning and training, needed by the cycle of modernization and improvement to stay up with the requirements and challenges of the occasions. What's more, a proficient reaction to the prerequisites of the current educational stage (Al-Dulaimi, 2020; Salameh & Zamil, 2020).

Study Issue and Questions

With the beginning of the current regional and global turns of events, changes, and challenges, and settle in the skyline of significant changes forced on all the world in different fields, another pattern has started calling for a system for change, advancement, and thinking in another and current route in a way that depends on dealing with recognizable training in a new manner, fit for framing and building up an educational cycle with Integrated Education and introducing it in another manner, to create and adjust sentiments to fulfill educational necessities in another manner that empowers it to tackle issues in manners that is a real expansion to all partners.

This caused the total issue in the lives of numerous individuals from the primary part of social capital and demonstrated that most private Jordanian universities are not set up to confront these fast and abrupt challenges, and not utilize current inventive strategies such as mixed learning. Starting here of view, the examination issue comes to fruition by addressing the accompanying questions:

The Main Question

What is the job of social capital in accomplishing organizational innovation at Al-Ahliyya Amman University as the principal private Jordanian university?

From the fundamental question above, we partition the accompanying inquiries:

1. What are the points of view of interviewees the degree of social capital accessibility at Al-Ahliyya Amman University?
2. What is the job of internal relations among laborers at Al-Ahliyya Amman University in accomplishing organizational innovation?
3. What is the part of external relations completed by the university and its workers in accomplishing organizational innovation?
4. What are the viewpoints of interviewees of the degree of organizational innovation at Al-Ahliyya Amman University?

Objectives of Study

The investigation means to distinguish social capital and its part in accomplishing organizational innovation in private Jordanian universities, and to accomplish this goal, many the sub-objectives were planned as follows:

1. Identifying the parts of social capital at Al-Ahliyya Amman University, as the principal private Jordanian university.
2. Identifying the degree of accessibility of organizational innovation at Al-Ahliyya Amman University.
3. Explain the idea of the Effective connections between the examination factors.
4. Providing suggestions and proposals to officials at Al-Ahliyya Amman University to upgrade the job that social capital plays in accomplishing organizational innovation at the investigated university.

The Significance of the Study

The abrupt, later, and quickening advancements comprise a fixation in the brains of those answerable for educational foundations in Jordan, notwithstanding the inaccessibility of Jordanian universities to utilize imaginative procedures to face these turns of events, especially educational ones, and the capacity of the individuals who make up their social capital to do so.

From this outlook, this investigation came to show the accompanying:

1. The study reveals insight into one of the sections to the current administration thought, which is social capital, and its job in accomplishing organizational innovation in the explored Jordanian universities.
2. Featuring the significance of social capital in accomplishing organizational innovation and confronting the challenges that Jordanian universities face.
3. To attract the consideration of officials' educational foundations to the significance of the part of social capital as a steady technique for accomplishing organizational innovation in Jordanian universities.

LITERATURE REVIEW

What is Social Capital?

Social capital is viewed as perhaps the main ideas that researchers and specialists looked to epitomize in a theoretical system through which clear lines can be set fit for gathering the jargon of this idea in a logical structure that eliminates the equivocalness and tangled that encompasses this idea because of the trouble of estimating and recognizing it like other jargon of other social sciences.

The main appearance of the idea of social capital was by (Hanifan, 1816), where he put stock in the perpetual association between the individual and society, as this cycle of correspondence depends on the mutual reliance or influence and be influenced between the individual and society (Beams & Atencie, 2008).

In any case, the advancement of this idea was related with three scholarly researchers who were credited with exhibiting and introducing this idea, to be specific: (Pierre Bourdieu, James Coleman, and Robert Putnam). Furthermore, that what these researchers proposed speaks to a predominant flow in the hypothesis of social capital and simultaneously reflects two sorts of sociological dreams of this idea: "The first is the critical example that reveals social inequality and the current clash in the public arena and this is spoken to by the Bourdieu mentalities, and the second is the integrative functional example that depends on Consistency and adherence to norms spoke to by (Coleman) (Putnam) and (Jones, 2010).

Bourdieu accepts that social capital alludes to the assets that emerge from connections, these assets lead to inequality between social classes. (Bourdieu) characterizes social capital as "the individual reaching each other deliberately, their investment in open life to fabricate different types of capital or social powers and afterward attempting to utilize them to profit by them (Bold and Allan, 2008: 277).

Also, his translation of social capital, obviously the majority of his advantage was on the effects and advantages brought about by from social capital, yet he demonstrates that this idea exists through the social organization (social structure) and between the individuals from this organization of social connections that help its continuation (Abd Al Azim, 2011).

At the point when, Kolman sees that social capital exists in building connections between at least two individuals, just as inside and outside the family in the public eye. That is, social capital is a social asset that isn't restricted to a specific social class, but instead is delivered equally among citizenry, and his meaning of social capital spotlights on the connections and guidelines between individuals, through the social structures where they are found, however his emphasis was more on Connections (Clopton & Finch, 2010: 379-380).

As per (Putnam) the principle thought of social capital is the value of the social organization, since these organizations advantage the profitability of individuals and gatherings, as individuals help each other without searching for a specific benefit.

(Putnam) expressed that human resources demonstrates social association, for example, trust, rules, and social organizations that emerge among individuals that can improve the limit of society in encouraging composed activities and encouraging agreeable cooperation for the normal premium (Ueshima, 2010).

It is obvious to the scientist that these scholars have clarified that the idea of social capital in a social association has connections, values, standards, and organizations between its individuals.

Notwithstanding, there are numerous meanings of social capital, some of them see that social capital is spoken to by the social associations and foundations that exist in the public arena, while others see that the connections exist between individuals in the public eye in general, and in social establishments specifically (Ozigi, 2018).

Though, the specialist accepts that social capital is "social associations whose individuals have social connections and collaborations, joined by regular guidelines, values, and goals that they try to accomplish through the presence of trust, trade, and participation among them.

Organizational Innovation

Innovation is viewed as quite possibly the main things that all associations look for, especially those confronting a changing serious climate, as the significance of innovation has expanded considering the expansion in rivalry among associations and the requirement for this association to advance to evade the danger of a plunge and vanishing (Sakarneh, 2011) (Areiqat, and Zamil, 2019).

Innovation is characterized as a kind of conduct that is unique, unforeseen, and proper to the circumstance, at the end of the day, it is an imaginative mental cycle that prompts the creation of new and unfamiliar thoughts by the individual or a gathering of individuals who cooperate (Kamal, 2013).

Concerning organizational innovation, it was characterized as making and putting resources into groundbreaking thoughts.

(Gupta, 2018) alluded to it as "embracing the cycle of progress in the association and the general climate".

It is important that organizational innovation should be founded on the individual's qualification in seeing issues and tackling them, on his mental limit, intellectual familiarity, and information that can be created with the accessibility of the suitable atmosphere, successful cognizant authority, and intelligent working connections that build up the capacity to get to groundbreaking thoughts and arrangements in the soul of danger inventively. (Muhammad, 2012).

Normally, the conditions that make the requirement for innovation are forced by the challenges and technological changes by the rise of a superior strategy for work, which makes it obliges for rational associations (Jordanian universities) to screen their current circumstance to estimate new earnest requests in the educational cycle, and save to confront them, This is known as coordinated innovation, which incorporates the proposed examination and examinations of changes, and logical analysis of the imagination openings that could result from these changes (Azzouz, 2014; Areiqat, Hamdan, Zamil, Horani & Al-Khoury, 2020).

Related Articles

Alireza, et al., (2020). The Effect of Social Capital and Social Association on Clients' Buy Aim, Considering Information Partaking in Social Business Setting.

In this examination, we distinguish factors affecting the conduct of information sharing and client buying expectation dependent on two speculations of social capital and social collaboration. The conceptual model, planned dependent on theoretical establishments, incorporates the components of these two hypotheses. Additionally, knowledge/information sharing is considered as a moderate variable and is endeavored to analyze the connection between these factors and clients' buy expectation with regards to social business. The statistical example is 254 individuals, who have purchased in excess of multiple times from social business destinations. The outcomes show that the components of social capital hypothesis and social collaboration hypothesis have a huge relationship with knowledge/information sharing. Additionally, "knowledge/information sharing" has an intervening job in the proposed model.

Ben (2019). The Advancement of Science Strategy and Innovation Considers.

This article inspects the causes and development of the field of science policy and innovation studies (SPIS). Like different examinations in this Special Issue, it tries to systematically recognize the key intellectual advancements in the field throughout the most recent 50 years by analyzing the distributions that have been profoundly referred to by different scientists. The analysis reveals how the arising field of SPIS drew upon a developing scope of orders in the last part of the 1950s and 1960s, and how the relationship with these controls advanced after some time. Around the mid-1980s, substantial pieces of SPIS began to coalesce into a more intelligent field focused on the selection of a transformative (or neo-Schumpeterian) financial aspects structure, an intuitive model of the innovation cycle, and (somewhat later) the idea of 'systems of innovation' and the asset-based perspective on the firm. The article finishes up with a conversation of whether SPIS is maybe in the beginning phases of turning into a control.

Guoyang, et al., (2019). TMT Social Capital, Network Position and Innovation: The Nature of Micro-Macro Links.

Utilizing an example of 1476 firms and 5130 firm-years in China, we look at the connection between social capital and full-scale organizational innovation. In light of the relational view and social capital hypothesis, this examination explores how the Top Management Team (TMT) inside an association scaffolds and bonds social capital to impact innovations joined with organizational network position. Through empirical tests dependent on recorded organizations in the entire organization of the interlocking directorate utilizing the dataset of recorded organizations in China from 2008 to 2014, the examination finds that: (1)

TMT global social capital has an essential beneficial outcome on innovation, (2) TMT abroad social capital has huge positive results on glory and force (network position), (3) network position intervenes the connection between TMT abroad social capital and innovation, and (4) TMT bank social capital moderatingly affects the connection between network position and innovation.

Raj, et al., (2019). Responsible Research and Innovation: An Efficient Audit of the Writing and its Applications to Regional Examinations.

While innovation ought to be about the financial change of society, concerns have been raised about its negative externalities including developing incongruities inside and between districts. Seemingly, Responsible Research and Innovation (RRI) offers a potential answer for address these worries. Be that as it may, in principle, its conceptualization and operationalization stay equivocal. Further, by and by, this makes its application to regional improvement troublesome. Appropriately, this investigation first leads an orderly writing audit of conceptual papers on RRI. It distinguishes topics and arranges them into four areas: drivers, instruments, results, and hindrances. Second, these areas are applied to regional innovation examines. The paper adds to an expanded comprehension of RRI, and its applications to feasible regional advancement just as how RRI and regional innovation studies can profit by one another.

Minisha (2018). The Innovation Cycle from a Plan to a Final Item: A Review of the Literature.

Innovation has been recently investigated by scholastic researchers and associations to distinguish its determinants, qualities, and has regularly finished in creating incongruent outcomes. This paper innovation the exploration on innovation by systematically building up a structure of the innovation cycle. The investigation has been fused by the basic hypotheses, types, cycles, forerunner and contextual factors, and wellsprings of the innovation cycle. The conceptual turns of events, age and reception cycles, precursors, and impacts of innovation on associations have been clarified completely in the examination. Past exploration work has been aligned with both of two parts of the innovation cycle. Be that as it may, this paper examines every single piece of the innovation cycle to join them in a solitary structure and talks about their commitment in producing differentiated yields. By building up a comprehension of innovation as a cycle, this paper means to supplement existing speculations of innovation to additionally broaden and propel hypothesis and exploration on the innovation cycle and result in associations.

Sang & Silvana (2018). Innovation for Making a Brilliant Future.

Today, we live in a dynamic and tempestuous global network. The rush of super-patterns, remembering fast change for globalization and technological advances, is making new market influences. For any association to endure and thrive in such a climate, innovation is basic. In any case, innovation is not, at this point only for making value to profit individuals, associations, or social orders. A definitive motivation behind innovation ought to be significantly more expansive, making a savvy future where individuals can appreciate the most ideal quality of life. Consequently, innovation should look for astute answers for tackle significant social ills, look for more proactive ways to deal with foresee the unsure future, and seek after methodologies to

eliminate boundaries to the savvy future. This investigation investigates the nitty gritty necessities of a brilliant future, including both equipment types and delicate social/cultural parts.

Angel, et al., (2018). The Impact of Structural Social Capital on Innovation Execution Through Absorptive Limit.

The intercession impact of absorptive limit on the connection between structural social capital and innovation execution is analyzed. This connection is first theoretically demonstrated and is therefore empirically tried inside the setting of an artificially created spatial agglomeration, to be specific, the organizations got comfortable a youthful science park. Results show that science-push absorptive limit doesn't drive structural social capital towards innovation execution in this science park, yet request pull absorptive limit does. Proposals to firms and science park supervisors are given.

Lyndon, et al., (2018). Innovation, Social Capital, and Regional Arrangement: The Instance of the Communities First Customized in Wales.

This paper analyses how and why various types of social capital are related with various types of innovation inside the Communities First modified in Wales. Quantitative analysis shows that the Communities First modified associations analyzed in this examination are steady of building both holding and connecting social capital. Various sorts of holding social capital give off an impression of being emphatically related with two of the three kinds of innovative movement; it is spanning social capital, which is statistically more unequivocally identified with innovation results, for certain sorts of holding social capital actually contrarily identified with concealed innovation.

Cristina, et al., (2017). The Job of Social Capital in Regional Innovation Frameworks: Imaginative Social Capital and its Institutionalization Cycle.

In the writing on regional innovation frameworks, one strand of study has recognized various holes that limit the proficiency and viability of regional innovation frameworks, including alleged 'managerial gaps', 'structural holes', 'innovation gaps', and 'valleys of death'. Our venture plans to show how social capital, in an imaginative pressure that balances holding and spanning components, may add to decreasing these particular holes distinguished in the regional innovation frameworks writing. This point of view is analyzed inside a specific setting: the Mondragon Cooperative Group in the Basque Nation.

Research Strategy

The scientist employments of the engaging and analytical strategy, which contemplates the marvel in its measurements and communicated in quantitative and qualitative terms to accomplish the exploration destinations and to arrive at explicit outcomes.

Study Populace

The examination populace consists of all the representatives of Al-Ahliyya Amman University, whose number is (630) workers, regulatory workers, and scholastics.

The Study Sample

The sample is viewed as a piece of the examination network and is taken to an exact portrayal of the network, and the sample is utilized to consider the attributes of the investigation network and distinguishing its highlights, and to guarantee that the size of a sample that is illustrative of the network is picked and liberated from predisposition. This is reflected in the chance of generalizing the outcomes to all individuals from the study network.

To accomplish this, the specialist utilized the exhaustive overview by including all the things of the statistical network at Al-Ahliyya Amman University, which numbered (630) things.

The Statistical Strategies Utilized

1. Rates, frequencies, math mean, relative weight, and game plan for the motivations behind knowing the recurrence of a variable classification in the segment qualities of the examination test and analyzing the passages of the investigation factors.
2. Cronbach's Alpha test to discover the solidness of the items of the poll.
3. Pearson connection coefficient to evaluate the direct connection between social capital in its measurements and its part in accomplishing organizational innovation.
4. Linear Regression test to contemplate the impact of free-factors on the reliant variable and the primary theory.
5. Durbin - Watson test for self-connection of study factors.
6. Pearson's Chi-Square Test.

Number	Study variables	Number of paragraphs	paragraph numbers	Cronbach's Alpha
1	Internal relations for laborers at Al-Ahliyya Amman University.	4	1-4	0.904
2	External relations of the university and its representatives with outside interests.	5	5-9	0.895
3	Critical thinking.	5	10-14	0.787
4	Dynamic.	5	15-19	0.907
5	Variables	5	20-24	0.879
Total		24	1-24	0.874

Table No. (1) shows us that the Cronbach's Alpha coefficients fall between (0.878-0.907) and this demonstrates that all the passages of the examination factors have accomplished the state of soundness by sidelining them (0.700), which implies that all the sections of the survey are steady, that is, the dependability of the goal is high and statistically huge and subsequently The poll, in its final structure, can be appropriated to the investigation populace, whose number is (630) individuals, which makes the scientist certain about the validity of the survey and its validity to analyze the information and answer the investigation questions.

Characteristics	Frequency	Percentage
Gender		
Male	385	61.4%
Female	245	38.6%
Total	630	100%
Age		
Less than 35 years	145	23.0%
35-45	201	32.0%
46-54	186	29.5%
55 and more	98	15.5%
Total	630	100%
Educational Level		
Diploma & Less	51	08.1%
Bachelor	188	29.9%
Master	153	24.2%
Doctoral	238	37.8%
Total	630	100%
Job Title		
Administrative	82	13.0%
Instructor	51	08.1%
Asst. Prof.	140	22.2%
Associate. Prof.	233	37.0%
Professor	124	19.7%
Total	630	100%
Working Experience		
Less than 5 years	76	12.0%
5-10	190	30.2%
11-15	248	39.4%
16 and more	116	18.4%
Total	630	100%

PRESENTATION AND DISCUSSION OF RESULTS

The First Question

What is the role of internal relations among Al-Ahliyya Amman University representatives in accomplishing organizational innovation?

n	Paragraph	Arithmetic Mean	Standard Deviation	The relative weight of the sample estimates	t test value	Sig.	Rank
1	University representative relations are ruled an environment of getting, cordiality, and mutual respect among	4.09	0.765	%81.8	18.49	0.000	2

	them.						
2	The university's public issues office advances internal social relations for workers.	3.87	0.878	%77.4	10.99	0.000	4
3	All university representatives participate in taking care of issues confronting work.	4.12	0.831	%82.4	14.71	0.000	1
4	University laborers trade social visits on different practical occasions.	3.99	0.797	%79.8	12.46	0.000	3
General Measure		4.02	0.719	%80.4	14.23	0.000	

Table (3) shows that the value of ($t=14.23$) t-test and the value of the calculated test was sig (0.000), which is a huge value demonstrating that there is an away from to the field of internal relations among university representatives and the general load of this field is equal to (80.4%).

This outcome shows that the focal point of the internal relations was at a serious level at Al-Ahliyya Amman University, and that the most noteworthy passage was No. (3) and acquired approval with a serious level with a relative weight (82.4%) and an importance level under (0.05), which accommodated "All university representatives participate in taking care of issues confronting work"; consequently, this passage is viewed as a statistical capacity, similar to the remainder of the sections in this field.

The Second Question

What is the part of external relations at AlAhliyya Amman University and its workers with outsiders?

n	Paragraph	Arithmetic Mean	Standard Deviation	The relative weight of the sample estimates	t test value	Sig.	Rank
1	University representatives are quick to add to serving the local network.	3.87	1.08	%77.4	19.47	0.000	4
2	There is participation with different universities regarding the supervision or discussion of post-graduate proposals.	4.21	1.23	84.2	24.19	0.000	1
3	The university representatives have great social relations with laborers in other Jordanian universities.	3.92	0.928	78.4	21.77	0.000	3
4	Workers' social connections outside the university with partners are solid.	4.11	0.894	82.2	22.54	0.000	2
5	Large numbers of the university's representatives take an interest in altruistic associations or public social clubs.	3.76	0.798	75.2	14.22	0.000	5
General Measure		3.97	0.636	%79.4	20.64	0.000	-

Table (4) shows that the value of ($t=20.64$) T-test and the value of the calculated test essentialness was (sig=0.000), which is a critical value demonstrating that there is an away from to the field of external relations between laborers at Al-Ahliyya Amman University and other

external bodies. The overall level of the field is equal to (79.4%) and this outcome shows that the external relations at the university accompanied a serious level, and it turns out to be certain that the most elevated passage is Section No. (2), which states (There is participation with different universities regarding the supervision or discussion of post-graduate proposals) It acquired approval to an enormous degree with relative weight (84.2%) and an importance level under (0.05). Hence, this passage is viewed as a statistical capacity, similar to the remainder of the sections in this field.

The Third Question

What is the organizational level at Al-Ahliyya Amman University?

Table 5 THE ARITHMETIC MEAN, STANDARD DEVIATION, AND ESTIMATES OF THE STUDY SAMPLE AND THE T-TEST OF THE DEPENDENT VARIABLE WILL ACHIEVE ORGANIZATIONAL INNOVATION PARAGRAPHS							
n	Paragraphs of the dependent variable	Arithmetic Mean	Standard Deviation	The relative weight of the sample estimates	t test value	Sig.	Rank
Solving Problem							
1	Non-conventional strategies are utilized to analyze the issue.	4.22	1.12	%84.4	17.24	0.000	2
2	Data and information on the issue are gathered from the pertinent gatherings at the university.	4.10	1.02	%82.0	15.33	0.000	3
3	The university's senior administration analyzes the essential information about the issue at the focal point of the decision.	4.32	1.25	%86.4	18.74	0.000	1
4	The university's senior administration ensures that the data accumulated about the issue is right.	3.86	0.97	%77.2	13.75	0.000	5
5	University partners share data and conclusions about the issue.	3.92	0.84	%78.4	14.68	0.000	4
General Measure for Solving Problem		4.08	0.598	%81.68	15.19	0.000	-
Decision-making							
6	The decision to be taken at Al-Ahliyya Amman University is examined altogether.	4.38	1.04	%87.6	19.21	0.000	1
7	The university administration attempts to include its representatives in the decision-making cycle.	4.10	1.13	%82.0	17.92	0.000	3
8	The university administration utilizes the suitable methods for correspondence to declare the decision taken.	3.88	0.97	%77.6	14.74	0.000	5

9	The higher administration of the university checks that the execution of the decision is as per the arrangement.	4.29	1.16	%85.8	18.23	0.000	2
10	The university administration attempts to help the directors of departments and workers on the most proficient method to actualize and follow up the decision.	3.92	0.89	%78.4	16.26	0.000	4
General Measure for Decision-making		4.11	0.609	%82.3	17.99	0.000	
Susceptibility for change							
11	University representatives look to embrace the necessary change for university exercises.	3.83	1.09	%76.6	12.28	0.000	5
12	The university's senior administration plainly pushes the regulatory levels to accomplish the change cycle.	3.92	1.21	%76.4	14.31	0.000	4
13	The university organization energizes innovation and activities that add to the cycle of change.	4.29	0.93	%85.8	18.45	0.000	1
14	The university administration has a clear vision of the goals and aftereffects of the change cycle.	4.17	0.87	%83.4	17.36	0.000	2
15	Plans and exercises are composed to serve the accomplishment of change goals in the university.	4.09	0.97	%81.8	16.98	0.000	3
General Measure Susceptibility for change		4.06	0.589	%81.2	15.87	0.000	
Total General Measure for org. Innovation		4.08	0.612	%81.6	16.30	0.000	

As shown in table (5) (the problem-solving dimension) that the value of T. Test came to (t=15.19), and the value of the calculated test importance came to (Sig=0.000), which is a huge value showing that there is a reasonable reaction to the critical thinking field as one of the components of innovation Organizational at Al-Ahliyya Amman University, and the overall load of this field was (81.68%), which demonstrates that taking care of issues at the university accompanied a serious level. Plainly the most elevated section is Passage No. (3), which accommodated (The university's senior administration analyzes the essential information about the issue at the focal point of the decision) and got approval to an enormous degree with a general load of (86.4%) and a degree of essentialness under (0.05). Accordingly, this section is viewed as a statistical capacity, similar to the remainder of the paragraphs of this field.

As shown in table (5) (the decision-making dimension) that the value of the T-test came to (t=17.99), and the value of the calculated test importance came to (Sig=0.000).

It is a huge value showing that there is a reasonable reaction to the decision-making dimension at Al-Ahliyya Amman University, and the general load of the overall field was

82.3%, which demonstrates that the decision-making cycle at the university accompanied a serious level. Unmistakably the most elevated passage is Section No. (6), which expresses (The decision to be taken at Al-Ahliyya Amman University is examined altogether) and acquired approval to an enormous degree with an overall load of (87.6%) and an importance level under (0.05). Accordingly, this paragraph is viewed as a statistical capacity. Like the remainder of the paragraphs of this field.

Also, it tends to be seen from Table (5) (the dimension of variability) that the value of T-test came to ($t=15.87$), and the value of the calculated test importance came to ($\text{Sig}=0.000$), which is a critical value demonstrating that there is a clear response to the dimension of variability in Al-Ahliyya Amman University, and the general load of the total field was equal to (81.2%), which shows that the capacity to change in the university accompanied a serious level. Obviously the most elevated section is Paragraph No. (13), which accommodated (The university organization energizes innovation and activities that add to the cycle of change) and acquired approval to an enormous degree with a general load of (85.8%) and a degree of essentialness under (0.05). Accordingly, this section is viewed as a statistical capacity, like the remainder of the paragraphs of this field.

Analysis of Study Questions and Theory Testing

The Main Question

What is the part of social capital in its dimensions (consolidated) in accomplishing organizational innovation at Al-Ahliyya Amman University?

From this question, the accompanying theory is detailed:-

There is no statistically critical role at level ($\alpha=0.05$) for social capital in its dimensions (combined) in achieving organizational innovation at Al-Ahliyya Amman University.

To test this theory, numerous straight relapse analysis was utilized. (Al Zahrani, Zamil, Areiqat & Alsali, 2012).

Job commitment (y)								
variable	β	(t)	Sig	R	R²	"F" Test value	Sig (F) significance	Durbin-Watson
Constant	0.662	7.829	0.000					
Internal relations between laborers at Al-Ahliyya Amman University	0.590	6.424	0.000	0.719	0.517	66.14	0.000	1.87
External relations of the university and its laborers with outcasts.	0.492	5.479	0.000	0.698	0.487	61.93	0.000	1.72
Social capital in general	0.698	12.119	0.000	0.690	0.476	74.65	0.000	1.69

Table (6) shows that social capital in its dimensions (combined) has an unmistakable and positive part in accomplishing organizational innovation, and it very well may be seen from the above table that the logical intensity of the model for the two factors is (47.6%), and it shows the level of what the autonomous factors disclose to the principal and auxiliary of the fluctuation acquired in the reliant variable organizational innovation. (Alheet, Areiqat, Zamil & Saleh, 2020).

The self-connection test (D. Watson) demonstrated that its value was (1.69) and that the value of (F) for social capital with its combined came to (F=74.65). This demonstrates the noteworthiness of the entire model. The fixed (dependent) variable and the free variables are not exactly the degree of huge centrality (0.05). This implies that there is a role and effect on the reliant variable brought about by social capital, and accordingly we reject the invalid theory and acknowledge the alternative speculation, (Areqat, Zamil, F Ahmad & Abushaar, 2020). Which expresses that there is a statistically critical part for social capital in its dimensions (consolidated) in accomplishing organizational innovation at Al-Ahliyya Amman University, and this outcome is identical. With the investigation of (Ben, 2019; Guoyang, et al., 2019; Areiqat, 2019; Areiqat & Jaradat, 2012)

The dimension	Organizational commitment	
	Sig.	Chi-Square Test
Internal relations between university laborers	0.000	23.79

Table (7) shows the presence of a statistically critical effect connection between the internal relations of university workers and the accomplishment of organizational innovation in it, where the value of Chi-square (23.79) and statistical criticalness (0.000), which is smaller than the degree of hugeness in the speculation (0.05). Consequently, we reject the invalid theory and acknowledge the alternative speculation, that is, there is a connection between the internal connections in the university and the accomplishment of organizational innovation in it, and this outcome converges with the examination (Cristina, et al., 2017; Areiqat et al, 2018).

The dimension	Organizational commitment	
	Sig.	Chi-Square Test
External relations of the university and its laborers with external parties.	0.000	27.18

As can be seen from table (8) there is a statistically critical effect connection between the university's external relations, its laborers, and external offices, where the value of the chi-square was (27.18) and in statistical terms (0.000), which is smaller than the degree of hugeness in the theory (0.05). (Areqat et al, 2019) In this manner, we reject the invalid speculation and acknowledge the alternative theory, for example there is an external relationship for the

university and its laborers with external gatherings in accomplishing organizational innovation, and this outcome meets with the investigation (Sang and Silvana, 2018) (Areiqat et al, 2020).

RESULTS

1. It is obvious from the examination that most of the sample are males, with a level of over (61%), and that most of the laborers in the investigated university are youngsters whose ages are between (35 to 45 years) and that over (62%) of the sample individuals have university certificates graduate (Masters and Ph.D.) and the majority of them hold a higher scholastic position between associate professor and full professor (See table #2).
2. The examination indicated that the dimensions of social capital (combined) have accomplished various levels at Al-Ahliyya Amman University, as follows
 - The field of internal relations between university workers and each other accomplished a high reaction rating (4.02) and a relative weight (80.4%). This shows the degree of Al-Ahliyya Amman University's astuteness to give a decent relationship that is overwhelmed by altruism and mutual regard. This outcome bolsters by (Alireza, et al., 2020), and (Blessed messenger, et al., 2018) (See table #3).
 - Where the field of external relations of the university and its laborers with external parties locally and regionally accomplished a high reaction score (3.97) with an overall load of roughly (80%), and this demonstrates the university organization's perception to merge the external relations interface with it and between partners from government offices or local, regional, and even global universities. This outcome underpins by (Lyndon, et al., 2018), and (Minisha, 2018) (See table #4).
 - Organizational innovations accomplished a serious level of the investigation sample adding up to (4.08) with an overall load of over (81%), which implies that the examination sample individuals are quick to accomplish organizational innovation at Al-Ahliyya Amman University. This outcome underpins by (Cristina, et al., 2017), and (Sang and Silvana, 2018) (See table #5).
3. The examination found a statistically critical role for the internal connections between laborers in accomplishing organizational innovation for the university, as the value of the Pearson relationship coefficient (R) for this relationship was over (71%) and with a value of (0.000) not exactly the huge (0.05) (See table #6).
4. The examination presumed that there is a statistically huge part for the university's external relations and its representatives with external parties, as the value of the Pearson connection coefficient was over (69%) and with a value of (0.000), not exactly the statistical hugeness (0.05) (See table #6).

RECOMMENDATIONS

As Per the Ends and Discoveries of this Investigation, I have Finished Up the Accompanying Suggestions

1. The university thinks about a significant social structure in the upbringing and improvement of the individual. Accordingly, the analyst proposes the need of zeroing in instruction educational plans on building up the values of social capital for helpful work, chipping in and acknowledgment of others.
2. That the internal relations between laborers to be founded on strategies for training equipped for building up an age that has the substance and values of social capital.
3. Zeroing in on building up a culture of collaboration and helpful commitment as it attempts to set up the trust in the public arena and spread powerful values to lessen ethnic clashes.
4. Attempting to expand interest in social capital by holding instructional classes to characterize what social capital is to accomplish organizational innovation at the university.
5. Expanding attention to the significance of social capital, specifically as to external relations, by allocating financial plans to give occasions to logical and social gatherings between laborers in Jordanian universities to trade encounters, information, and fortify relations.

6. Calling the university organization to chip away at improving the workplace at the university and advancing the way of life of innovation and initiative, and checking it inside the guiding principle of the university.
7. Expanding consciousness of the significance of representative interest in the humanitarian effort and association with altruistic social orders and public social clubs, and receiving them as a feature of the annual evaluation newspaper.
8. The investigation suggests more examinations and exploration on social capital and its job in other ward factors that were not thought about by this examination.

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