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INTELLECTUAL CAPITAL AND ITS IMPACT ON HIGH PERFORMANCE OF ORGANIZATIONS

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Abstract
This study focuses on the impact of the dimensions of Intellectual Capital (IC) which include (Structure-ST, Human-HU, Relational-RE) on the High Performance (HP), of organizations, which includes the dimensions (Participation-PA, Strategic-ST, Efficiency-EF). Information and data for the target sample that the researcher obtained in his study by using a questionnaire form and distributing it to workers in Baghdad Mall / Iraq. Their number was (96), and (4) were incorrect questionnaires, and (92) were valid questionnaires. The researcher used SPSS to reach the basic results of the study. In this study, positive and important results of high quality were proven, and the influence of the dimensions of intellectual capital on high performance in the organization was confirmed. Researcher uses SPSS statistical analysis in this study and (7) point Likert scale. The researcher had broad and useful interests and information in his research, in further expanding the link between the dimensions of intellectual capital and the high performance of organizations.

Keywords: intellectual capital, high performance, structure, Human, Relational.

Introduction

The researcher works to obtain results of positive value. Emphasis on determining the effectiveness of the dimensions of intellectual capital on the high performance of organizations in the targeted sample of workers in Baghdad Mall / Iraq (Ngan & Yang, 2022; Kadhim & Ahmad, 2021). The researcher Aljasir & Hariri, (2020), focused on the results he obtained, and the idea was similar to this study in fully preparing to develop basic plans and increase the organizations production to eliminate the obstacles and problems facing the organizations (Zhou et al., 2019; Stor, 2021; Amer et al., 2021; Kumar Pandey, 2020). The necessity of adopting modern technology, a single work team, and constant cooperation through continuous communication between top management and workers to develop performance to compete with organizations and confront obstacles (Martinaityte et al., 2019; Sadiku et al., 2019; Kadhim & Ahmad, 2019). The researcher also focuses on the necessity of providing the required basic data for continuous meetings between top management and employees in the organization (Ghani & Obeidat, 2020; Al-Baidhani & Alsaqqaf, 2022; Ahmed et al., 2020). Activating to Obeidat et al (2021) the impact of employees on the performance of organizations to develop intellectual capital. Empowering employees to determine the effectiveness of intellectual capital on the high performance of organizations (Saeidi et al., 2021; Dhar & Thesis, 2021; Matos et al., 2018). The relationship between intellectual capital and the high performance of organizations and the

information collected by the researcher in support of his (3) theories is that it will be supportive (Subramanian & van, 2019; Al-Jinini et al., 2019; Kadhim & Ahmad, 2022).

1. Research problem

In this study, the dimensions of intellectual capital and their impact on the high performance of organizations were chosen to increase their profits with the rest of the institutions in order to solve obstacles and problems (Vătămănescu et al., 2019; Martín et al., 2019; Kadhim & Jassmy, 2019). The researcher works to find the appropriate solution to the problems faced by organizations (Hasan, 2021; Ali & Anwar, 2021; Yassin, 2021; Kadhim & Hani, 2024). Choosing the best modern methods to expand companies' work, Choosing the best modern methods to expand companies' work, and using the most advanced path to increase the organizations' production and capital because many organizations are profitable in their performance (Susanti et al., 2020; Capital et al., 2020).

2. Research hypotheses

The researcher created (3) hypotheses in this study to determine the role of the impact of intellectual capital on the high performance of organizations (Abdullah & Othman, 2019; Miao & Cao, 2019). The impact of the dimensions of executive capital on the high performance of organizations is very necessary to reach the desired goals, shown Figure 1, and these hypotheses are:

1. There is a statistically significant effect of Structure (ST) on Intellectual Capital (IC).
2. There is a statistically significant effect of Human (HU) on Intellectual Capital (IC).
3. There is a statistically significant effect of Relational (RE) on Intellectual Capital (IC).

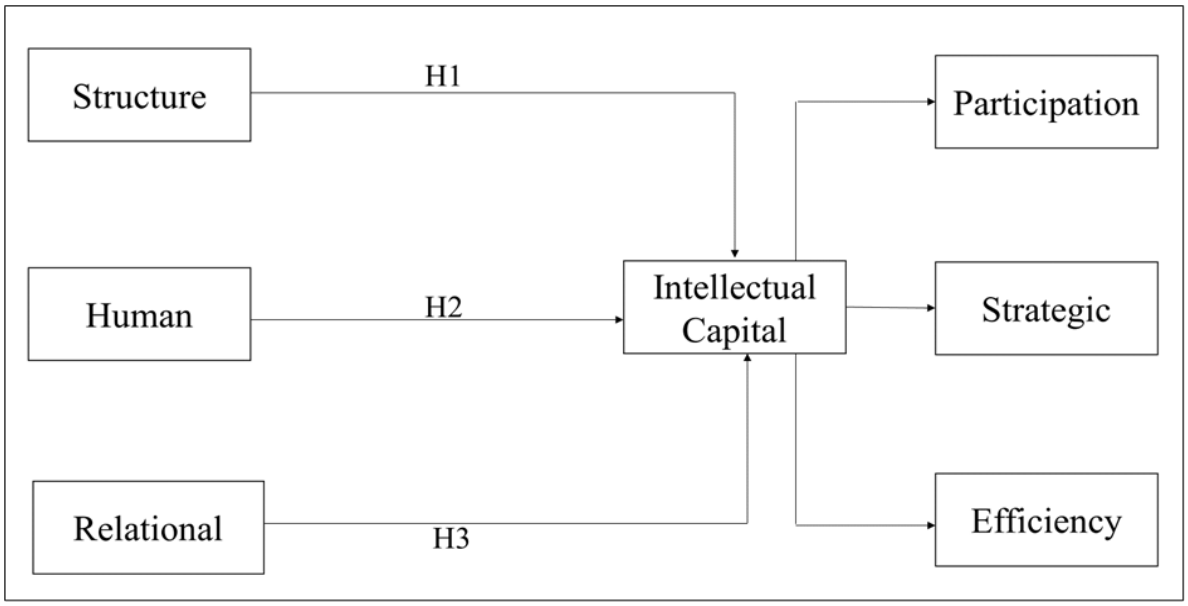

Figure 1: Framework

4. Methodology

In this study, the researcher used the quantitative method to collect data for workers in Baghdad Mall / Iraq (Elkordy, 2014). The researcher emphasized the use of quantitative surveys to obtain the results required in this research study (Ahmed et al., 2020). The researcher also relied on encouragement to use experimental research to obtain information for organizations. Rresearcher uses SPSS statistical analysis in this study and (7) point Likert scale (Asiedu & Doe, 2022; Kadhim & Habeeb, 2024).

5. Results

The statistical measurement of the results is determined by the standard model that demonstrates reliability (Samad & Ahmed, 2021). Table 1 shows that the loadings of all factors exceed Cronbach's alpha of 0.825, and the table (Pakurár et al., 2019; Kadhim & Atiyah, 2019). Cronbach's alpha is a measure of how items relate to each other as a group, shown Table 1.

Table 1. Cronbach's alpha result

Travels	Cronbach's alpha
ST	0.825
HU	0.947
RE	0.770
IC	0.884

Table 2, shows that it is used by companies of different sizes and records the highest levels of 5.3125 among organizations (Tarsakoo & Charoensukmongkol, 2020). The dimensions of intellectual capital by different companies work on design and manufacturing in organizations. Total analysis, matrix diagram and relationships, shown Table 3, minimum and maximum results (Hernández et al., 2021).

Table 2. Extent level of travels tools and techniques

Items	No.	Mean	Interpretation	Standard Deviation	Rank
ST	92	5.3043	High	1.22353	1
HU	92	4.1185	Moderate	1.38928	4
RE	92	5.1730	High	1.06778	2
IC	92	5.1630	High	1.06778	3

Table 3: External level minimum and maximum

Items	No.	Minimum	Maximum	Sample
ST	92	1.75	7.00	5
HU	92	1.00	7.00	5
RE	92	1.60	7.00	5
IC	92	1.60	7.00	5

Intellectual capital in organizations works to develop the high performance of institutions through the results obtained. Shown Table 4, in finding an interconnected relationship correlation between dimensions (Malik et al., 2020; Ahmad & Kadhim, 2020).

Table 4: Correlations for dimensions

	Items	ST	HU	RE	PA	STR	EF
ST	Pearson Correlation	1	.416**	.365**	.365**	.609**	.382**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	Sum of Squares and Cross-products	136.228	64.408	43.335	43.335	79.937	46.583
	Covariance	1.497	.708	.476	.476	.878	.512
	N	92	92	92	92	92	92
HU	Pearson Correlation	.416**	1	.611**	.611**	.674**	.804**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	Sum of Squares and Cross-products	64.408	175.639	82.523	82.523	100.495	111.526
	Covariance	.708	1.930	.907	.907	1.104	1.226
	N	92	92	92	92	92	92
RE	Pearson Correlation	.365**	.611**	1	1.000**	.613**	.879**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	Sum of Squares and Cross-products	43.335	82.523	103.754	103.754	70.291	93.668
	Covariance	.476	.907	1.140	1.140	.772	1.029
	N	92	92	92	92	92	92
PA	Pearson Correlation	.365**	.611**	1.000**	1	.613**	.879**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	Sum of Squares and Cross-products	43.335	82.523	103.754	103.754	70.291	93.668
	Covariance	.476	.907	1.140	1.140	.772	1.029
	N	92	92	92	92	92	92
STR	Pearson Correlation	.609**	.674**	.613**	.613**	1	.677**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	Sum of Squares and Cross-products	79.937	100.495	70.291	70.291	126.582	79.710
	Covariance	.878	1.104	.772	.772	1.391	.876
	N	92	92	92	92	92	92
EF	Pearson Correlation	.382**	.804**	.879**	.879**	.677**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	Sum of Squares and Cross-products	46.583	111.526	93.668	93.668	79.710	109.426
	Covariance	.512	1.226	1.029	1.029	.876	1.202
	N	92	92	92	92	92	92

In this study, the researcher obtained Skewness and kurtosis which is a statistical factor that is necessary to extract to determine the effect between variables (Albadry et al., 2020). Shown Table 5.

Table 5: Obtained Skewness and kurtosis

Items	ST	HU	RE	PA	STR	EF
No.	92	92	92	92	92	92
Missing	0	0	0	0	0	0
Skewness	-1.333	-.777	-.889	-.889	-.896	-.854
Kurtosis	1.629	.289	.854	.854	.464	.958

The researcher obtained and sum R^2-Squers, and F^2-Sequers which is a statistical factor that must be extracted to determine the effect between variables, shown Table 6.

Table 6: Sum R^2-Squares and F^2-Squares

Items	Sum.	D.F.	R^2. Square	F^2 Square	Sig
Between People	514.579	91	5.655		
Within People	19.157	5	3.831	7.239	.000
Residual	240.805	455	.529		
Total	774.540	551	1.406		

Grand Mean = 5.0542

CONCLUSIONS

1. Determine the relationship between intellectual capital and high performance of the organization.
2. It was found that there is a positive relationship between intellectual capital and high investment.
3. The researcher worked on choosing the appropriate questionnaire form in this study to confirm the impact of intellectual capital on the organization's high investment.
4. Emphasizing the role of variables in this research and the importance of intellectual capital on high investment.
5. Implementing intellectual capital on the organization's high investment through training for employees works to increase and improve the performance of employees within institutions.
6. The researcher explained through his findings that institutions rely heavily on intellectual capital while applying modern technology in the work of companies.
7. Giving wide importance to the use of intellectual capital in institutions through positive results.

7. RECOMMENDATIONS

1. The use of intellectual capital in high investment in organizations works to raise the productive efficiency of organizations.
2. Continuous training must be adopted for employees to improve their performance and focus on the role of intellectual capital to encourage productive institutions.
3. Continuous encouragement of the use of modern technology to increase the effectiveness of companies and provide what they need in their performance.
4. Using the latest methods to expand organizations' production by providing financial abundance to create a positive policy among organizations and help solve problems.

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