Investigating the Relationship between Social Capital and Cultural Intelligence with Organizational Innovation in the Supreme Audit Court

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Abstract
This applied research study was conducted with the aim of examining the effect of money on innovation in the Supreme Audit Court. The statistical community of research consists of all employees working in the Supreme Audit Court including 31 offices. Out of total 2648 people, we chose 337 employees as the sample with the Cochran formula. Questionnaire was used to collect data based on social capital with validity of 0.95 and reliability of 0.89; cultural intelligence with validity of 0.82 and reliability of 0.89; and organizational innovation with validity of 0.93 and reliability of 0.94. Data analysis with SPSS and also structural equation modeling with PLS was employed. The results revealed the positive relationship between social capitals consists of the cognitive, structural and relational dimensions with organizational innovation as well as the significant positive relationship between cultural intelligence and its dimensions, including the behavioral, motivational and cognitive dimensions with organizational innovation in the Supreme Audit Court. Finally, it is suggested to improve innovation in an organization should be accorded more attention with the indicators of social capital and cultural intelligence that played a major role in this regard.

Key words: Social capital, cultural intelligence, organizational innovation, the Supreme Audit Court

Introduction
Innovation has been increasingly transformed to one of the leading factors in long-term success of companies in competitive markets, because companies with high innovation will enable to meet environmental challenges with more speed (Rezvani & Gerayolinejad, 2011). Hence, to bring about change and innovation in addition to economic, physical and human capitals considered in traditional views, companies should increasingly pay attention to social capitals, because use of the capitals will not come to realize optimally without this capital. Why social capital is called a capital lies on this fact that it is accumulated in the form of stocks and flows. Hence, social capital goes beyond a social organization or social value, and this capital often improves the output through increasing the productivity of other resources including human and physical capital (Hashemi, 2010). On the other hand, in today’s work environment, the staffs familiarized with different cultures and enabled to make a suitable relationship with other cultures are required. For this purpose, individuals require cultural intelligence. The person’s ability to adapt himself with values, traditions and customers and work in a different cultural environment represents his cultural intelligence. Cultural intelligence refers to a potential source to create competitive advantage and facilitates innovation at organizations (Friedman, 1995). In this research, firstly problem statement of research is clarified and then the significance of research is mentioned. In following, the research aims and hypotheses are elaborated and
ultimately the research variables and components as theoretical and operational concepts are defined.

**Problem statement**

Rapid and unpredictable changes, severe international competition and changing technology have obliged today's organizations to mention innovation in products, services and processes so essential so as to maintain survival (Baron & Tang, 2011). Innovation has been increasingly transformed to one of the leading factors in long-term success of companies in competitive markets, because companies with high innovation will enable to meet environmental challenges with more speed (Rezvani & Gerayolinejad, 2011). Innovation plays a major role in economic growth and development, accounted as the leading source in competitive advantage (Afshari et al., 2011). Nonetheless, studies indicate that not just most of organizations are not innovative and creative, but also are not able to adapt themselves with developments, advancements and changes in current age (Moayednia, 2006). Inattention to innovation in organization causes the organizations to remain far from their competitors and lose their market share and causes a reduction in efficiency and effectiveness in organizational processes and as a result a reduction in organization's performance. With regard to existing problems at the area of innovation, it requires detecting the factors which cause increasing this factor. Social capital and cultural intelligence have been mentioned two leading factors. Social capital goes beyond a social organization or social value, and this capital often improves the output through increasing the productivity of other resources including human and physical capital. Social capital is accounted a fundamental concept to understand innovation, creativity and organizational dynamisms, because it influences processes of innovation, creativity, team learning and so forth (Goyal & Akhilesh, 2007). Nahapiet & Ghoshal (1998) have known social capital as a series of resources that exist in a relation network in which people interact with each other. Yadolahi Farsi et al. (2013), quoted from Florida et al. (2002), stated that when the individuals belong to a community with high level of social capital, individuals will have a high tendency to work together exposed to risk, deducing that such social capital causes expanding innovative activities among individuals. Cultural intelligence is another factor which affects innovation, as mentioned in numerous research (Ng et al. 2012). Severe competition between organizations at national, international and world arenas has obliged the organizations to pay a particular attention to intangible assets in addition to tangible assets. Cultural intelligence is one of the intangible assets that refers to the person's ability to adapt himself with different cultural situations and different cultural areas (Ang et al. 2007). Cultural intelligence provides a framework for an innovative method in understanding cultural terms, social identity, international management and cross-cultural communication (Williams, 2008). Earley & Ang (2003) defined cultural intelligence as the individuals' ability for personal growth through continuity of learning and recognition of cultural heritages, traditions and different values and effective behavior with individuals with different cultural background and perception (Fayazi & Jan Nesari, 2006). To sum up, it can say that cultural intelligence encompasses personal insights that are useful for adaptation with intercultural interactions and situations and successful involvement in multicultural work groups (Abbas Ali Zadeh & Naeiji, 2007). Since advancement of sciences and complicatedness of economic and political space have raised changes in operational approaches of organizations and influenced performance and activities of budgeting and monitoring bodies, Supreme Audit Court necessitates to adapt its monitoring and professional activities with these changes. These changes encompass different dimensions of staff, support and professional activities. Such changes play a major role to design strategic plan at Supreme Audit Court and cause formulation of knowledge-based vision at Supreme Audit Court in strategic plan (Rahmani Fazli, 2012). Hence, with regard to the value of change and innovation in Supreme Audit Court and attention to key issues including social capital and cultural intelligence in this organization which cause improvement of innovation and performance, the present research seeks to give a response to this question "whether a
significant relationship exists between "social capital and cultural intelligence" and organizational innovation in Supreme Audit Court or not".

**Significance of research**
Concerning significance of innovation at current age, it can state that change and development at current age and increasing increase of competition, complexity, dynamism and lack of trust on environmental conditions have caused the big organizations fail to compete with small companies which have high flexibility, speed and innovation. For this, under such circumstances, survival of large organizations relies on a fundamental development that fosters creative and innovative individuals in country and changes the traditional culture to entrepreneurial culture. Hence, at current age, organizations responsible for development must gather around the managers qualified to plan creative and innovative projects and organize develop innovation within organization with this important implication (Mogholi & Maleki Tabbas, 2009). In addition, concerning importance of innovation, it can say that the ability for adjustment and administration of changes is the leading factor in success and survival of any organization that acquisition of these abilities requires for attention to individuals' creativity and innovation within organization. Hence, successful organizations are those organizations that innovation develops their movement (Ahmed, 1999). In this regards, it can assume social capital and cultural intelligence as two important factors that can assist for improving organizational innovation. Acquisition of social capital as one of the forms of capital classified by World Bank is assumed so important, because evolutionary trajectory of movement from industrial community to knowledge-based community has been described by means of rapid growth of intangible assets and social activities than tangible resources. As Lesser(2000) mentioned, social activities play a major role in knowledge-based economy. Social activities refer to a series of resources that cause creation of essential competencies and abilities. Further, social activities increase the capacities for creation, sharing and management of knowledge. Through recognition of dimensions of social capitals, organization can have a better understanding from the model of inter-personal and group interactions, that they can conduct their organizational systems through social capitals (Alavi, p. 130). In addition, social capital is mainly based on sociocultural factors that identification of it as a capital can raise a new recognition from socioeconomic systems and assist the managers in conductance of systems (Amin Bidokhti & Sharifi, 2011). Concerning the significance of research at the area of cultural intelligence, among the required skills in 21th century, it can say that the ability to adapt with individuals with different cultures and the ability to administrate intercultural communications are of great importance. in today's work environment, the staffs familiarized with different cultures and enabled to make a suitable relationship with other cultures are required. For this purpose, individuals require cultural intelligence. In addition, those managers who enjoy suitable cultural intelligence and personal and technical skills will be qualified in modern organizations(Poorsadegh et al. 2012). Ang et al.(2006) stated that however the approach to diversity in cultural intelligence has a long history, this approach has not received a huge attention in organizational sciences. Cultural diversity is required for development and innovation. Cultural diversity is a major issue that managers face it. Unfortunately, most of managers do not suffice to cultural differences as effective sources and factors in creation of competitive superiority and evade thinking about cultural differences and required skills to administrate them(Fayazi & Jan nesari, 2006). This research is of importance for Supreme Audit Court because importance and how to supply the services have been drawn into attention by Supreme Audit Court due to its monitoring nature. To have an acceptable level in performance and quality of providing services by staffs, staffs' satisfaction must be given a priority. This satisfaction causes the staffs to engage in more activities within organization and ooze different innovative ideas from their mind, that such thing might be useful for organization. Further, the managers must develop an atmosphere which advocates that conditions for facilitation of innovation. On the other hand, the issues pertaining to trust, norm, relations and so forth that embed in social capital are taken into account in the organizations which have more likely
monitoring aspect. Since Supreme Audit Court is a governmental organization which acts independently in financial and administrative affairs and undertakes monitoring all financial processes of country serving as the regulatory arm, the significance of research concerning social capital in supreme audit court is of great importance.

Since the experts and managers at Supreme Audit Court have been developed from the individuals from different ethnic groups of the country and different cultures and since the year 2014 has been called “Year of Economy and Culture with National Determination and Jihadi Management” by Supreme Leader Declares, the necessity of attention to issues such as cultural intelligence at an organization which is regulatory arm of assembly and accounts of ministry, agencies and public corporations which use total budget of country as mentioned by law is of importance. Ultimately, with regard to Release of Supreme Audit Court axes and proposed issues at the Applied Research in training and planning Centre of Supreme Audit Court in 2012, an emphasis has been put on research pertaining to innovation in supreme audit court and the factors which cause increasing it throughout the organization. Further, results of this research are important for the researcher to examine the variables of research and the relationship between the variables.

**Literature review**

Gholi pour et al.(2008) examined effect of social capital on entrepreneurship in Sadid industrial group. Their research has been considered as a descriptive correlation which has been examined via Pearson correlation test. The findings of their research indicated that there is a positive significant relationship between intrapreneurship and social capital and its dimensions including seven dimensions such as new business, innovation in product, innovation in process, self-renewal, leadership, risk-taking and aggressive competition.

Laursen et al.(2012) conducted a research entitled "Regions matter: how localized social capital affects innovation and external knowledge acquisition" on 2413 manufacturing companies in 21 districts in Italy and perceived that companies in a region with high level of social capital have more tendency to innovation. In addition, local association with a high level of social capital is a supplement for investment in research and internal development; on the other hand, local association positively affects the relationship between acquisition of research and external development and tendency to innovation. Naeiji & Safikhani(2014) examined cultural and emotional intelligence as a response to entrepreneurial leadership challenges in multinational companies in Iran and deduced that there is a significant relationship between entrepreneurial leadership and cultural and emotional intelligence. Naeiji & Safikhani (2010) measured role of three variables including emotional intelligence, cultural intelligence and emotion-seeking in entrepreneurial behaviors of 136 managers in Small and Medium-Size Companies in National Iranian Oil Company (NIOC) and concluded that there is a positive relationship between all dimensions of cultural intelligence and three dimensions of entrepreneurial behaviors including detection of opportunities, inventiveness and risk ability. Mir (2012) in a research entitled “effect of cultural intelligence in success of managers at business marketing under cultural diversity” has stated that there is a significant relationship between cultural intelligence and creativity. Naeij & Abbasalizadeh(2010) conducted a study entitled "Emotional Intelligence, Cultural Intelligence, Affectivity and Entrepreneurial Behaviors: Evidence from Iran SMEs", in which they examined cultural intelligence and its relationship with entrepreneurial characteristics of managers at non-profit organizations with three years’ experience in cultural interactions in Iran. Their findings of research indicated that there is a deep relationship between four-factor model of cultural intelligence and each of characteristics of entrepreneurs. Khashei & Mostame(2011) in their review research entitled “cultural intelligence of managers as a key factor for success in management of third millennium organizations” stated that the individuals with high cultural intelligence enable to have a huge effect on strategies of marketing and development of product for customers throughout different countries. Li et al.(2013) in their research entitled " When do global leaders learn best to develop cultural
intelligence? An investigation of the moderating role of experiential learning style" among 294 managers and students in China and Ireland and concluded that the relationship between the extent of experience of managers abroad and cultural intelligence is strengthen when the managers enjoy divergent learning rather convergent learning. Elenkov & Manev(2009) in a research entitled "Senior expatriate leadership's effects on innovation and the role of cultural intelligence" among 153 managers abroad and 695 subordinates at companies in 27 countries affiliated to European union stated that there is a direct relationship between transformational leadership abroad and extent of acceptance of innovation. In this regard, cultural intelligence has a mediating role, yet the effect of cultural intelligence on innovation of product and market is not tangible. Gupta & Surie, 2004, in their research "Entrepreneurial leadership: developing and measuring a cross-cultural construct" concluded that most of entrepreneurs due to no ability or tendency in working with other cultures ad communities avoid expanding entrepreneurial activities. Vaezi et al.(2010) in their research entitled "overview of factors affecting organizational innovation" stated that today organizations need innovation and development to escape from death an statics and adapt with unsustainable environment. They stated that the current issues within organizations cannot be resolved with the solutions in the past, which the environmental conditions have been complicated so far as the organizations no longer can guarantee their long-term survival without innovation. Petrou & Daskalopoulou(2013) in their research entitled "Social capital and innovation in the services sector" tested three hypotheses about effect of social capital on innovation via existing data in Greece tourism industry. Results of their research indicate that knowledge of a company results in innovative activities within the company. Further, innovation in tourism industry is positively influenced of the process of creation of internal and external social capital.

Conceptual model of research
It should be noted that since a huge emphasis has been put on administrative and process innovation in Supreme Audit Court and a little emphasis has been put on manufacturing innovation, thus the manufacturing innovation is removed from the final model of research and two dimensions of administrative and process innovation in Supreme Audit Court are examined. Further, as there is an overlapping between cognitive dimension of cultural intelligence and cognitive dimension of social capital, thus cognitive dimension of cultural intelligence is removed; ultimately, cultural intelligence regarding meta-cognitive, motivational and behavioral dimensions will be examined in the final model of research. Finally, the relationship between variables has been indicated in form of a conceptual model in figure 1.

<table>
<thead>
<tr>
<th>predictor variable</th>
<th>Criterion variable</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cognitive</td>
<td>Social capital</td>
</tr>
<tr>
<td>Structural</td>
<td>Organizational innovation</td>
</tr>
<tr>
<td>Relational</td>
<td>Cultural intelligence</td>
</tr>
<tr>
<td>Behavioral</td>
<td>Process innovation</td>
</tr>
<tr>
<td>Motivational</td>
<td>Administrative innovation</td>
</tr>
<tr>
<td>Meta-cognitive</td>
<td></td>
</tr>
</tbody>
</table>

Figure1. Research Conceptual model
Investigating the Relationship between Social Capital and Organizational Innovation in Supreme Audit Court

Research hypotheses
Primary hypotheses of research
- There is a significant relationship between social capital and organizational innovation in Supreme Audit Court.
- There is a significant relationship between cultural intelligence and organizational innovation in Supreme Audit Court.

Secondary hypotheses of research
- There is a significant relationship between cognitive dimension and organizational innovation in Supreme Audit Court.
- There is a significant relationship between structural dimension and organizational innovation in Supreme Audit Court.
- There is a significant relationship between relational dimension and organizational innovation in Supreme Audit Court.
- There is a significant relationship between behavioral dimension and organizational innovation in Supreme Audit Court.
- There is a significant relationship between motivational dimension and organizational innovation in Supreme Audit Court.
- There is a significant relationship between meta-cognitive dimension and organizational innovation in Supreme Audit Court.

Research methodology
The present research is an applied research in sake of aim. Since the present research seeks to examine the relationship between organizational innovation and "social capital and cultural intelligence" in Supreme Audit Court and use the results of findings, the present research is considered as an applied research in sake of aim. The present research is a quantitative research in sake of data collection. Ultimately, it is considered as a descriptive correlation in sake of implementation of method. Since the present research seeks to examine the relationship between organizational innovation and "social capital and cultural intelligence" in Supreme Audit Court, it is considered as an applied research in sake of aim and a descriptive correlation in sake of data collection.

Statistical population
In the present research, statistical population consists of all the staffs working in departments of Supreme Audit Court consisting of 31 departments with 2648 individuals.

Sample group, sampling method and sample size
The stratified random sampling method regarding the sample size has been used in the present research. After determining the sample size, simple random method has been used. In this research, the statistical sample (337) has been determined via Kokran formula. 337 individuals are selected in sample group via Kokran formula regarding statistical population (2648).

Data collection instruments
Library sources, articles, books, world information network have been used to collect data at the area of theoretical background and literature review. Further, questionnaire was used to collect data.

Data analysis method
The data obtained from implementation of questionnaires will be analyzed in two descriptive and inferential sections via software SPSS and Smart PLS. In descriptive section, the operations pertaining to demographic information of individuals in sample group will be fulfilled via software SPSS. In inferential section, the hypotheses will be tested via correlation and regression tests one hand and structural equation modeling on the other hand. Software Smart PLS will be used to examine research hypotheses and examine the relationship between the hypotheses.
Research findings  
**The results from descriptive statistics:**
Findings of the present research in descriptive section indicated that 87% and 13% of participants develop from men and women, respectively. A majority of participants are at the age group 30-40 years old. 53% of the individuals in sample group have had bachelor degree. A majority of individuals in sample group(80%) have been educating in the field of human sciences. The results about experience of participants indicated that a majority of them (34%) have had experience for over 15 years.

**The results from inferential statistics**

**Results of primary hypotheses:**
With regard to the obtained results, summary of results from primary hypotheses of research has been represented in table 1.

<table>
<thead>
<tr>
<th>Hypotheses of research</th>
<th>Correlation</th>
<th>Pearson correlation coefficient</th>
<th>Path coefficient</th>
<th>t-value</th>
<th>Result of test</th>
</tr>
</thead>
<tbody>
<tr>
<td>First hypothesis</td>
<td>social capital and organizational innovation</td>
<td>0.53</td>
<td>0.60</td>
<td>2.64</td>
<td>Confirm the hypothesis</td>
</tr>
<tr>
<td>Second hypothesis</td>
<td>cultural intelligence and organizational innovation</td>
<td>0.54</td>
<td>0.55</td>
<td>2.36</td>
<td>Confirm the hypothesis</td>
</tr>
</tbody>
</table>

**Results of secondary hypotheses:**
Summary of results from secondary hypotheses of research has been represented in table 2.

<table>
<thead>
<tr>
<th>Hypotheses of research</th>
<th>Correlation</th>
<th>Pearson correlation coefficient</th>
<th>Path coefficient</th>
<th>t-value</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>First secondary hypothesis</td>
<td>cognitive dimension and organizational innovation</td>
<td>0.34</td>
<td>0.24</td>
<td>4.27</td>
<td>Confirm</td>
</tr>
<tr>
<td>Second secondary hypothesis</td>
<td>structural dimension and organizational innovation</td>
<td>0.46</td>
<td>0.25</td>
<td>5.25</td>
<td>Confirm</td>
</tr>
<tr>
<td>Third secondary hypothesis</td>
<td>relational dimension and organizational innovation</td>
<td>0.52</td>
<td>0.11</td>
<td>2.44</td>
<td>Confirm</td>
</tr>
<tr>
<td>Fourth secondary hypothesis</td>
<td>behavioral dimension and organizational innovation</td>
<td>0.50</td>
<td>0.10</td>
<td>2.56</td>
<td>Confirm</td>
</tr>
<tr>
<td>Fifth secondary hypothesis</td>
<td>motivational dimension and organizational innovation</td>
<td>0.44</td>
<td>0.01</td>
<td>2.08</td>
<td>Confirm</td>
</tr>
<tr>
<td>Sixth secondary hypothesis</td>
<td>meta-cognitive dimension and organizational innovation</td>
<td>0.41</td>
<td>0.75</td>
<td>2.51</td>
<td>Confirm</td>
</tr>
</tbody>
</table>
Discussion and conclusion

The second primary research hypothesis: the second primary research hypothesis indicates that there is a significant relationship between cultural intelligence and organizational innovation in Supreme Audit Court. Cultural intelligence refers to intangible assets that refer to the person’s ability for adjustment with different cultural situations (Ang, S., & Van Dyne, 2008). Cultural intelligence provides a framework for an innovative method in understanding the cultural terms, social identity, global management and inter-cultural communications (Williams, 2008). Indeed, cultural intelligence causes increasing innovation and creativity among the individuals in the organization through diversifying the views and beliefs (Fayazi & Jan Nesari, 2006). In addition to the results of the aforementioned research, results of findings from other studies such as Mir(2012) and Naeji & Abbasali zade(2011) stated that cultural intelligence as a contributing factor in creativity and innovation confirms this hypothesis. Hence, it is expected increasing innovation in supreme audit court with an emphasis on cultural intelligence through indicators such as meta-cognitive indicators, behavioral indicators and motivational indicators. The first Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between cognitive dimension and organizational innovation in Supreme Audit Court. Hence, it can say that innovation will increase if values, attitudes, cooperation and trust exist among staffs. Since severe monitoring mechanisms result in decreasing creativity, thus cognitive dimension of social capital as a facilitator can be replaced with formal control mechanisms within organization, inducing the members in organization to cooperation and exchange of information and ideas, whereby this can facilitate innovation and achievement of goals in a better way. Results of this hypothesis are consistent with the results of research by Ceci, F., Masciarelli, F., & Poledrini, S., 2014, Akçomak, İ. S., & Ter Weel, B., 2007, Dakhli, M., & De Clercq, D., 2004, Rajaei poor et al. 2013, Piran et al. 2013. Hence, it is expected increasing innovation in Supreme Audit Court with an emphasis on cognitive dimension of social capital in Supreme Audit Court through indicators such as indicators of shared values, common goals, certain organizational criteria, compliance with corporate standards, cooperation based on common events. The second Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between structural dimension and organizational innovation in Supreme Audit Court. Kaasa(2009) stated that an isolated organization cannot bring about innovation. Hence, the organization requires interaction with environment so as to be innovative. Environment is an area for development for which it strengthens the factors which result in innovation. Lundvall(2006) stated that the relations networks among individuals strengthen innovation due to increasing speed at information exchange and decreasing cost at retrieval of information. Further, Subramaniam, M., & Youndt(2005) mentioned the networks with synergic effect, so that these networks connect ideas, skills and financial resources. Composition of these creative ideas result in radical innovation, the results from this hypothesis are consistent with the results from studies by Doh, S., & Zolnik, E. J., 2011, Alguezauzi, S., & Filieri, R., 2010, Deng, L., & Gibson, P., 2008, Rajaei poor et al. 2013. Hence, it is expected increasing innovation with an emphasis on structural dimension
of social capital in Supreme Audit Court through indicators such as indicators of warm personal relationships, good working relationships and facilitation in making communication. The third Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between relational dimension and organizational innovation in Supreme Audit Court. This dimension refers to trust level among the individuals and common norms. Further, common norms associate to trust to a large extent, so that they facilitate cooperation and avoid misunderstanding in organization. Notably, increasing trust level paves the way for innovation in organization. Results from this hypothesis are consistent with the results of research by Crescenzi et al. 2013, Petrou, A., & Daskalopoulou, I., 2013, Dong, Y., Jin, J., Yang, R., & Wu, S., 2008, Rajaei poor et al. 2013, Piran et al. 2012. Hence, it is expected increasing innovation with an emphasis on relational dimension of social capital in Supreme Audit Court through indicators such as indicators of relationships based on trust, team work, commitment to aims, being a member of organization and superiority of organizational benefits. The fourth Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between behavioral dimension and organizational innovation in Supreme Audit Court. This indicates that the ability of staffs at organization in their verbal and non-verbal behaviors in exposure with other individuals with different cultural areas enhances the organizational innovation. Hence, when the behavioral ability of staffs at supreme audit court goes beyond, it can expect that special behaviors have been considered in interaction with staffs at other cultures ad suitable communications to increase innovative activities of the individuals with different cultures have been founded. Results of different studies by Naeji & Safi khani(2014), Taleb pour(2013), Gupta, V., MacMillan, I. C., & Surie, G., 2004 confirm this hypothesis. Hence, it is expected increasing innovation with an emphasis on behavioral dimension of social capital in Supreme Audit Court through indicators of change in verbal behavior, change in verbal behavior with tune and accent, use of silence, change in speaking and so forth. The fifth Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between motivational dimension and organizational innovation in Supreme Audit Court. This implies that the ability of organization in conductance of staffs’ attention and energy for learning at certain situations in different cultures causes improvement in innovation within organization. As mentioned, motivational component of cultural intelligence refers to direction of individuals’ energy for an effective interaction in new culture. This dimension indicates the person’s tendency to test other cultures and interaction with the individuals from other cultures. With regard to this dimension of cultural intelligence, individuals can engage in effective interactions only when they have high self-efficacy and motivation(Ang et al. 2007). In addition, this element considers the ability for sympathy. Result of the present hypothesis is consistent with the results of research by Naeji M.J. and Abbasalizadeh M., 2010, Taleb Pour(2013), that they concluded that motivational dimension as a dimension of cultural intelligence affects creative and innovative behaviors inside the organization. Hence, it is expected increasing innovation with an emphasis on motivational dimension of cultural intelligence in Supreme Audit Court through indicators of enjoying having interactions, tolerating the pressures due to adjustment with cultures, happiness due to interaction with cultures, use of different cultures. The sixth Secondary hypothesis of research: results from this hypothesis indicated that there is a significant relationship between meta-cognitive dimension and organizational innovation in Supreme Audit Court. This implies that the process of innovation and creativity has been facilitated at all dimensions resulting in increase of organizational innovation through improvement of subjective capability for acquisition of cultural knowledge within organization. As mentioned, meta-cognitive dimension of cultural intelligence reflects information on norms, activities and contracts in different cultures due to personal and educational experiences. The individuals who have high cultural intelligence and meta-cognitive dimension understand the cultural differences and similarities better than others(Kumar et al. 2008). This dimension of cultural intelligence including formulation of strategy before inter-cultural treatment, overview of assumption during treatment and adjustment of subjective maps due to difference on real experiences from
previous expectations has been elaborated(Ang et al. 2006). Results of the present hypothesis are consistent with the results of research by Ng et al.(2009), Naeiji, M. J., & Safikhani, S., 2014, Khashei & Mostameh(2011). Hence, it is expected increasing innovation with an emphasis on meta-cognitive dimension of cultural intelligence in Supreme Audit Court through indicators of awareness from cultural knowledge, adjustment with culture, having cultural knowledge in interactions, accuracy of cultural knowledge, and organizational innovation in Supreme Audit Court.

Research Suggestions
1-with regard to the relationship between cognitive dimension and organizational innovation, it is suggested to specify the shared values, shared aims and organizational criteria precisely drawing them into attention to improve creative and innovative activities.
2-with regard to the relationship between structural dimension and organizational innovation, it is suggested to pave the way for making communication between staffs via decreasing administrative hierarchy in order to let the staffs to share their ideas.
3-with regard to the relationship between relational dimension and organizational innovation, it is suggested to assist for increasing trust among individuals by organizing different educational courses. Another suggestion is to let the staffs to be familiarized with each other as much as possible by organizing recreational programs out of work.
4-with regard to the relationship between behavioral dimension and organizational innovation, it is suggested to familiarize the staffs with verbal and non-verbal techniques by organizing different educational courses. Further, it is suggested taking step to organizing the educational courses pertaining to familiarity of staffs with customs of different cultures.
5-with regard to the relationship between motivational dimension and organizational innovation, it is suggested to familiarize the staffs with different cultures, sympathy methods and cooperation between the participants with different cultures.
6-with regard to the relationship between meta-cognitive dimension and organizational innovation, it is suggested to familiarize the staffs with different norms, values and contracts in different cultures by supply of catalog or educational brochures.

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