

# Social Capital: A Literature Review In Resources Management

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## Abstract

*The subject of this study is resource management. By examining the literature that has the keyword "social capital" in the article title and a source region, the goal of this study is to identify research trends and research areas in the field of social capital in 2021, as well as publications from time to time and by nation (locus). The search was limited to Scopus-indexed publishers. To be used as research literature analysis material, the article must meet six inclusion criteria. A total of 120 articles were found to be related to the inclusion criteria and used as material for literary analysis in this study. The VOS Viewer Software is used in the SLR approach and there. The results of the SLR mapping in 2021 demonstrate that it is currently developing, and there are chances for social capital research with topics like cooperation, grassroots level, collaboration network, and supply chain collaboration. The scope of grassroots collaborative and social capital research is extremely vast, encompassing both technical and non-technical domains. Researchers from various countries are investigating how to bring changes in the business environment closer to the era of the digital economy and achieve a long-term competitive advantage in the field of technology, which is defined by traits such as technical mastery and innovation. This study's findings are remarkable.*

**Keywords:** Social Capital, Resources Management

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## I. INTRODUCTION

Systematic Literature Review (SLR) comes from information technology and health research (Kitchenham, 2004). SLR aims to identify, find, and observe all currently available literature sources and look for research relevant to the research topic under study (Banaeianjahromi & Smolander, 2016; Barbosa & Alves, 2011; Kitchenham et al., 2011; Kitchenham, 2004, 2004). 2007; Petersen et al., 2008). The most popular method for conducting SLR is to describe existing empirical data on the study topic first, then identify (gaps) in current research and make recommendations for future research, and last, to look for innovation and theoretical grounds. for research (Kitchenham, 2004) SLR was used to describe the different types of research activities carried out in this study. The SLR provides a high-level overview of the research as well as detailed information on the research questions. (Petersen et al., 2008). In other words, SLR can be considered as a method to get a picture of a particular research area (Kitchenham et al., 2011), because SLR can explore detailed and holistic information (Brereton et al., 2007).

The first step is to choose a primary keyword. The second stage is to go over some well-known social capital research. Researchers focused on the topic of resource management in this study. The third stage is to come up with other keyword combinations to employ in the search. . According to Banaeianjahromi & Smolander (2016), The next stage is to employ Boolean operators, which combine many search strings into a single search string. . The string used is "social capital". Strings are searched in the article title area and search sources are performed in publishers with Scopus indexing. Furthermore, determining the Exclusion criterion is a category of article exclusion that contains articles that are one of the mapping study activities to not include articles that are not relevant and only include relevant articles. articles (Petersen et al., 2008). In this study, we formulate exclusion and inclusion criteria based on the formulation developed by Barbosa & Alves (2011) and Banaeianjahromi & Smolander (2016) to facilitate the mapping presented in Table 1. Findings of relevant articles or with inclusion criteria of 120 articles. Then the researchers tabulated the data on the Ms. application. Excel by classifying findings via CSV files, and performing bibliometric analysis using VOS Viewer Software.

The next discussion is the result of mapping based on research questions (RQ). Based on the results of mapping 120 articles on social capital and grassroots collaboration, they are grouped into categories of research focus, country, year, and the relationship between variables being discussed and researched (trend research). The RQs that appear in a systematic literature review are as follows:

1. RQ1: What are the current research trends in the area of social capital (2021)?
2. RQ2: What are the current research areas (subject areas) of social capital (2021)?
3. RQ3: What is the trend of publication over time and by country (locus)?

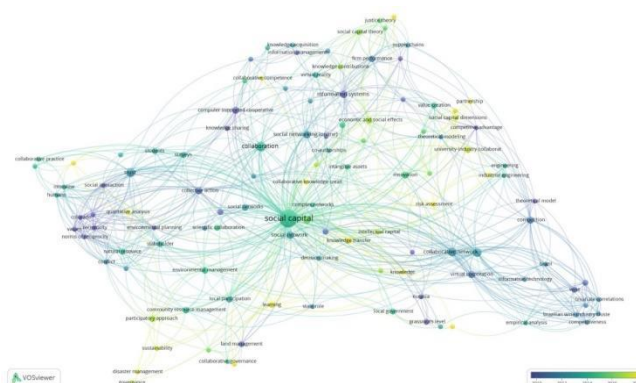
### ***Systematic Literature Review (SLR)***

The method used in SLR is to use VOS Viewer Software, where the results of the data found are bibliometric data. The aim was to identify the most relevant variables from the relationship between research focus, topics, and Scopus indexed publications on social capital from 2001 to 2021. Bibliometric data from the VOS Viewer were obtained from Web of Science and Scopus. The results are presented in a graph with correlations between variables by year of publication. The VOS viewer can be used to build a theoretical framework or to find current research gaps. Variables in VOS Viewer can be associated with shared events. To build a research framework, bibliographic database files (i.e. Web of Science or Scopus files) and reference manager files (i.e. RIS, EndNote, and RefWorks files) can be used as input to the VOS viewer. However, we use the RIS file as a joint research database on grassroots collaborative and social capital.

## **II. RESULTS AND DISCUSSION**

### **Literature Review Social Capital**

In the last two decades, the concept of social capital has increasingly received the attention of researchers from various fields such as Social Sciences, Business & Management, Finance & Accounting, Economics, Environmental Sciences, Medicine, Physics, Arts, Humanities & Anthropology, Engineering, and others. . . The researcher conducted an SLR study on social capital and grassroots collaborative research, by selecting the type of publisher in the categories of journals, books, and conference proceedings. The focus of the researcher is to search with the keyword “social capital” in the Elsevier database. The results of previous studies found 10,697 articles from 1936 to 2020. The frequency of research references on social capital recorded in the Elsevier database shows a popular trend until the 21st century. Based on the results of SLR analysis using VOS Viewer software, SLR models of social capital and grassroots collaboration and their relationship to other research topics are currently being developed. Figure 1 is an overview of SLR using VOS Viewer.



**Fig 1.** SLR Use *VOS Viewer*

SLR has provided a more comprehensive understanding of the concept of social capital. Social capital theory predicts that higher individual activity in a social community can foster a sense of attachment, relationship, and give birth to cooperative behavior, feedback, and mutual trust that develops to solve collective action problems and asymmetric information problems, based on several findings from the literature review Andriani (2013). The general idea of the concept of social capital states that collaborative relationships are important. In this sense, the involvement of relationships of trust, cooperation, and reciprocity has a positive impact on people's behavior by facilitating collective action and reducing

opportunistic behavior that takes advantage of short-term profit opportunities at the expense of long-term gains. On the other hand, social capital represents collaborative bonds, grassroots networks, and social relationships and relationships that a person builds over time. Based on the theory of social capital Bourdieu (1986) and Coleman (1988) show that companies that lose some resources such as tacit knowledge can be replaced by relying on social capital to get support to increase the company's capacity. Different types of social capital can provide strong knowledge not only about what resources are required to run a business but also about where and how those resources might be obtained. Social capital can supply businesses with a variety of valuable, unique, and non-replicable strategic assets. Companies will be able to engage in value creation activities that will provide good returns in the long run if they have organizational assets with these unique features. (Roxas et al., 2017).

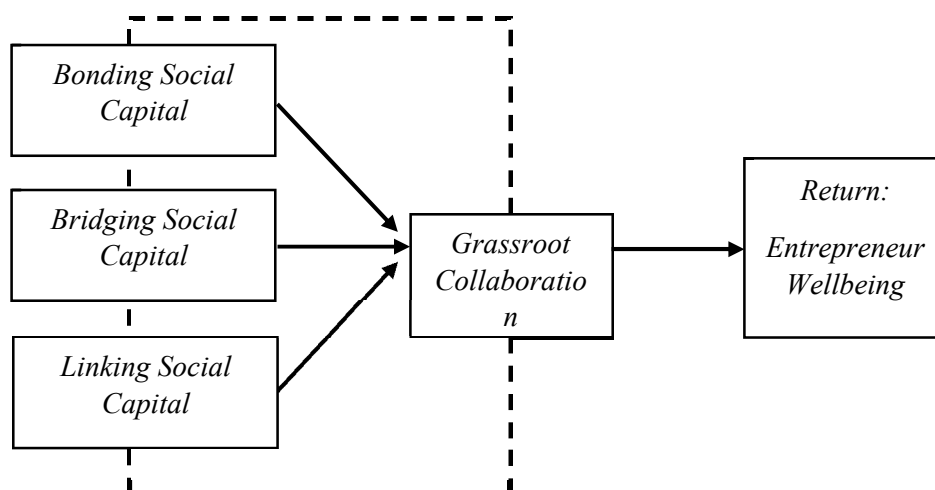
<b>Reference</b>	<b>Journal Title</b>	<b>Sample</b>	<b>Findings</b>
<i>Ardyan et al., (2017)</i>	<i>International Journal of Civil Engineering and Technology (IJCIET)</i>	<i>151 SMEs owners/ managers in Central Java &amp; Jogya.</i>	<i>The process of developing trusted relationships, mutual understanding, resources accessed, and shared actions that bring individuals, communities, and institutions together is known as social capital. Green innovation capabilities, such as social capital, help businesses gain a competitive edge.</i>
<i>Reyes-Rodríguez et al., (2016)</i>	<i>Wiley Online Library</i>	<i>surveys over 14 years among Danish manufacturing SMEs</i>	<i>The findings reveal that Danish SMEs are increasingly implementing environmental efforts that are linked to both lower costs and competitive differentiation. The survey also found that, when it comes to managerial attitudes, the strategic aim has been the most important factor in implementing such initiatives. Furthermore, we discovered that, despite some disparities in levels of environmental participation across small and medium-sized businesses, the competitive advantages are largely consistent regardless of firm size.</i>
<i>Iturrioz et al., (2015)</i>	<i>European Management Journal</i>	<i>Mondragon case an exploratory fashion</i>	<i>The case study of Mondragon is presented in this paper, along with the primary factors for building innovation networks. The importance of both context-dependent intermediaries and social capital systemic dynamics in the establishment of a shared innovation approach is highlighted in the findings.</i>
<i>Ferenhof et al., (2014)</i>	<i>Journal of Cleaner Production</i>	<i>Literature study</i>	<i>The conclusions include (1) a lack of awareness about environmental implications, (2) the requirement for training, legislation, consulting, business cooperation, and system integration, (3) high costs at the start of implementation, and (4) moral gains and cost savings associated with long-term sustainability.</i>
<i>Gelbmann (2010)</i>	<i>Sustainable Development Journals</i>	<i>Case study on SMEs in Austria</i>	<i>This article examines the establishment of an official CSR Quality Seal for SMEs in Austria, intending to assist them in effectively communicating their sustainable performance and displaying a visible indication for their stakeholders. The seal was created in response to industry opposition to the use of standardized CSR tools, particularly among SMEs.</i>
<i>Van Gelderen (2007)</i>	<i>International Journal of Entrepreneurship and Small Business</i>	<i>immigrant business owners in New Zealand</i>	<i>Social capital can be used to gain access to resources such as knowledge, money, and coworkers. There may be a drawback: social capital comes with responsibilities.</i>
<i>Andriani, L. (2013)</i>	<i>Birkbeck University of London</i>	<i>Working Papers</i>	<i>To our knowledge, the literature has identified three primary elements of social capital: bonding, bridging, and linking. These dimensions are not mutually exclusive, and each has its own set of traits and implications for society's socioeconomic processes.</i>

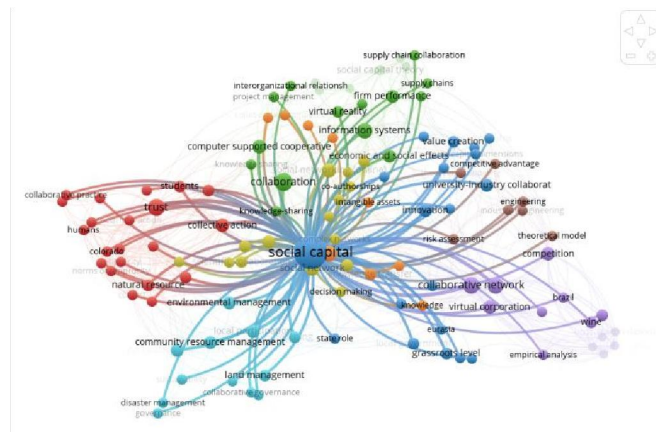
Starkey & Tempest (2004) and Matthews & Marzec (2011) offer social capital as a central issue in strategic management research on relationships. Social capital is one of the more effective approaches to explain behavior since it takes a different approach to profit maximization. (Portes, 1998) The primary goal of social capital theory is to provide insight into how to acquire access to valuable resources. It can also be used to describe control mechanisms and explain how individuals act. (Nahapiet & Ghoshal, 1998). Social capital is a concept that arose as a result of long-term interactions in society based on collaborative connections. People engage, communicate, and then work together for a variety of reasons, but they are always affected by the desire to attain common goals that are not always the same as their aims. (Fujiwara & Kawachi, 2008). These encounters generate social capital in the form of emotional attachments that bring people together to pursue similar goals, and subsequently, they promote trust and a sense of security as a result of long-term partnerships. (Matthews, Rupert Lawrence, 2011; Matthews & Marzec, 2012). According to Andriani (2013) and Coleman (1988; 2009) capital is the process of building relationships of mutual understanding, accessible resources, and collective action that can address individuals, communities, and institutions. This definition is under the concept of social capital according to Putnam (2001; 1994a, 1994b) which states that social capital is a characteristic of social organizations, networks, norms, and social trust, which facilitates coordination and cooperation for mutual benefit. .

In driving activities, social capital works as a success of activities, because in the concept of social capital there are cooperative values, both in terms of supporting external financial sources and business cooperation. The results of the SLR carried out, the findings of research conducted by Gelderen (2007) which states that the social capital owned by the company can be used to obtain resources such as sources of information, financial capital, co-workers, and based on mutual benefits. between the company and the local community. eternal. Based on the social capital theory proposed by Coleman (1988) and the results of research by Fujiwara & Kawachi (2008), Putnam (1994a; 1994b), Roxas (2017), Starkey & Tempest (2004), Gelderen (2007), and Matthews & Marzec (2011 ), there is a possibility or confirmation research with Andriani (2013)'s concept of thinking related to social capital in the 21st century owned by entrepreneurs/companies for business development. Andriani (2013) concluded that social capital is divided into three grassroots partnerships, namely bonding, bridging, and linking social capital. Social capital affects welfare through the development of bonding, bridging, and linking social capital. In the context of grassroots collaboration, social capital has been considered as an input framework, an output process to produce a collaborative system, both internally and externally. Together with resources which are important elements for business success, the concept of collaboration must be able to integrate all stakeholders and existing resources. The role of the leader is very influential, grassroots collaboration aligns stakeholders and resources, bringing both to the table for change; this is not done effectively without significant trust as any stakeholder can face great risks by pledging resources

#### **RQ1: Social Capital Research Trends in 2021**

To answer RQ1, we classified 210 selected articles according to Kitchenham's (2007) mapping strategy. We sort the articles by and refer to Table 1, and the inclusion results are as follows:



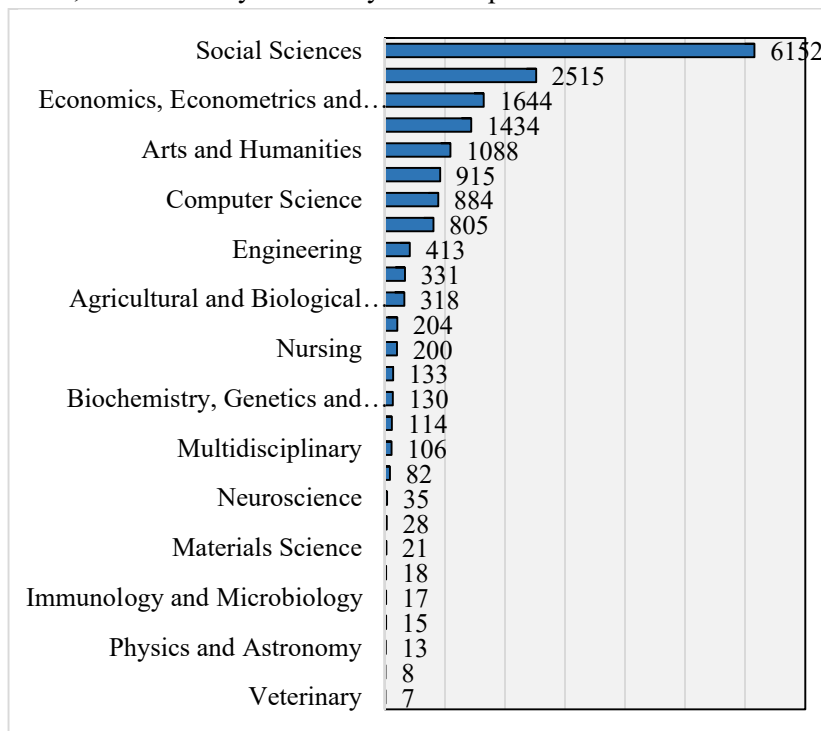


**Fig 2.** Mapping of Social Capital Research SLRs in 2021

Based on the results of SLR mapping in 2021, opportunities to focus on social capital research with research such as collaboration, grassroots level, collaboration network, supply chain collaboration, are growing. Currently, the topic of organization and collaboration is a measure of the success of applying social capital theory in an organization. So that further research is needed through broader methods such as using validation research, longitudinal studies, and Delphi studies, to find new findings of social change in every human resource in an organization.

**RQ2: Research Topic Area (Subject Area) Social Capital in 2021**

The first step in writing a scientific paper is the selection and determination of the topic. The topic is not the same as the title. The understanding of the topic is broader than the title because it includes the main content and areas to be discussed and written. In research, this topic area is also known as the scope of the research problem. The selection of this research topic/problem area is a step that determines the direction of further research activities. The topic area of a scientific paper usually does not appear and is obtained just like that. The research topic is the embodiment of things or events that need to be disclosed. Research topics can arise from the gap (gap) between what should happen (according to theory, concept) and the reality that occurs in the field (practice) in the form of facts, such as (a) loss of information that causes gaps in us. knowledge, (b) facts that require further explanation. From one of the research topic areas that have been selected and will be used, it is necessary to identify a more specific one.



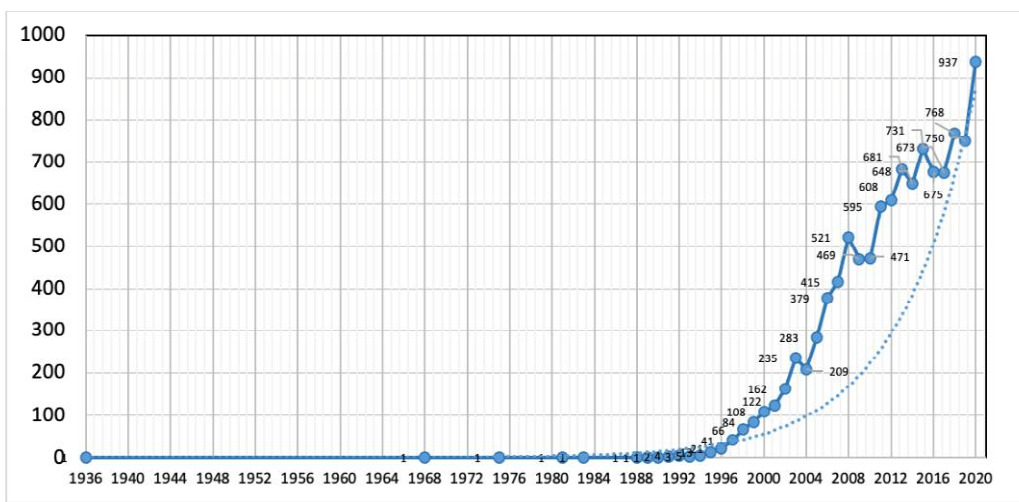
**Fig 3.** Subject Area of Social Capital

Based on the results of the SLR search, the scope of grassroots collaborative and social capital research is very broad, covering the fields of engineering and non-technical sciences. Grassroots collaborative and social capital is a frequently researched topic in the social sciences, business, management and accounting, economics, econometrics, finance. In engineering, such as medicine, engineering, and other multidisciplinary engineering sciences. Although social capital research is dominated by science and economics, collaborative research is needed by looking for research gaps (gaps) from conflicting scientific publications from the application of theory to facts in the field (practice), so that research conducted outwards gets new research.

**RQ3: What is the trend of publication over time and by country (locus)?**

Based on the results of the SLR, we found trends and research trends in the field of social capital and grassroots collaboration that are always changing from time to time. These changes follow the phenomenon of the development of the study of human resources and organizations that tend to always be adaptive and increasingly competitive. The development of the topic of social capital research continues in line with the competition in the business environment that forces organizations to make changes and adjustments to human resources to respond to increasingly complex developments in science and technology. The term "social capital" has been around since approximately 1890, although it wasn't commonly utilized until the late 1990s. The arguments between society and modernization, as well as individuality, were among the most hotly debated subjects among sociology's founders.

Theorists such as Tönnies (1887), Durkheim (1893), Simmel (1905), Weber (1946) believed that industrialization and urbanization had irreversibly altered social connections. They witness the disintegration of traditional bonds as well as the emergence of anomie and alienation in society. The development of social capital theory intensified at the turn of the twentieth century, with pioneers such as Daniel Bell (1962) and Weber (1946) with the mass society theory notion. All these factors played a role in the development of the concept of social capital in the decades that followed. Modern conceptions of social capital offer a new perspective on the subject, integrating the relevance of individual freedom in fostering social cohesion with the value of community in fostering public trust. As a result, social capital attracts scholarly and political interest. The growth of social capital research is triggered by advanced industrial countries that focus their efforts on research & development to produce products that have high added value through the collaboration of superior and competent human resources so that they have the opportunity to win the market with high prices. competitiveness. competitive

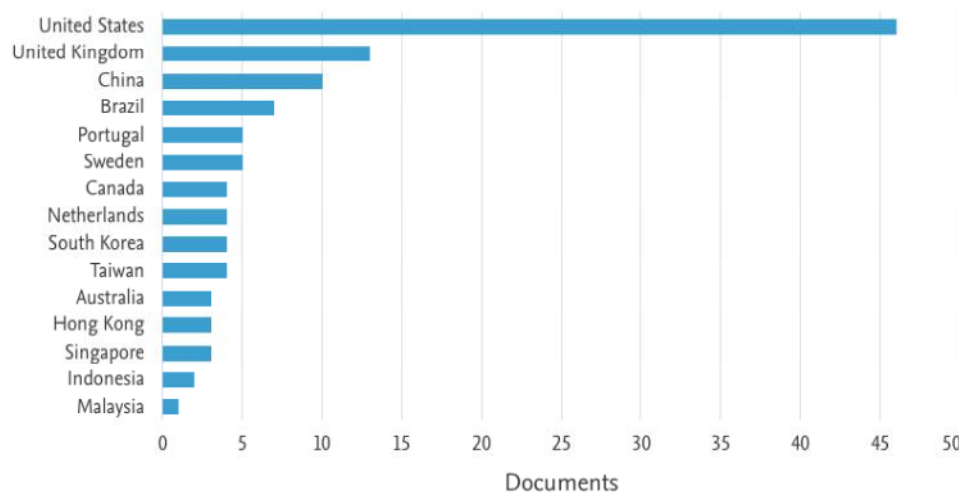


**Fig 4.** Trend Years by Years of Social Capital

Several changes in social capital research from year to year tend to focus on research methods and fields of study. The majority of researchers try to develop new research variables and focus on more accurate methods. Testing of new variables in social capital currently focuses on research methodologies, and there has been a shift from experimental research to descriptive research that uses data as a result of the interview or observation process rather than evaluation research. Some topics tend to disappear and certain topics tend

to reappear. Social capital research trends that generally develop in the United States and Europe are research related to aspects of human resources, business and management, pedagogy, and evaluation. These studies are generally conducted in society, culture, companies, government agencies, and small and medium enterprises. Some of them examine the direction of human resource research that allows the renewal of the resource system in a better direction. Based on the results of the SLR, it was found that there was a change in the focus of the research subject from the 1990s to the 2000s. In the early 2000s, the subjects were local communities and human resources in companies, especially in understanding the concepts of capability, collaboration, and knowledge management. Meanwhile, in the 2010s era, research subjects focused more on constructivism and contextual approaches.

**Fig 5.** Trend by Countries of Social Capital Research



Referring to the results of the SLR, almost all researchers in various countries research by bringing changes in the business environment closer to the era of the digital economy and sustainable competitive advantage in the field of technology, which is characterized by the attributes of mastery of technology and innovation. Human resources who cannot achieve it must be willing to be shifted to the periphery and left behind. On the one hand, Indonesia still has many factors of weakness in human resources and lack of knowledge, as well as the quality of education in general that has not been able to compete with other developing countries. So there must be a grassroots collaboration strategy based on increasing social capital capabilities. In the 21st century, the growth of research in every country is experiencing a new wave. As researchers focus more on issues of human resources, genetics, and fractals, the scientific perspective shifts to dimensions not seen in the fields of social science and management. Through tiered stages, more in-depth research then gives rise to new knowledge called research novelty. In addition, the research method adopted by SLR is through practical research methods to identify the right topics to be researched, as well as which areas are needed for further research.

### III. CONCLUSION

Research on social capital in 2021 is developing and research focused on social capital, collaboration, grassroots level, network collaboration, supply chain collaboration has the opportunity to be investigated more deeply. The scope is also very broad, can cover the fields of engineering and non-technical sciences. Researchers in various countries research by bringing changes in the business environment closer to the era of the digital economy and sustainable competitive advantage in the field of technology, which is characterized by the attributes of mastery of technology and innovation. The findings of this study are expected to provide instructions to help future scholars plan future research by identifying research gaps.

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