

# **The Effect of Intellectual Capital on Entrepreneurial Organizations: Applied Study in the Jordanian Telecommunication Sector**

**Prepared by:**

**Abeer Mohammed Khader**

**Supervised by:**

**Prof. Abdul Azeez Badir Alnidawy**

## **Abstract**

The study aimed to measure intellectual capital on entrepreneurial organizations, an applied study in the Jordanian telecommunications sector, and the descriptive analytical method was used to analyze the data collected, and the researcher relied on a field survey to collect data from the members of the inspection unit who are the upper and middle management in Jordanian telecom companies And their number reached (270) employees. The questionnaire was distributed to all of them, and the valid questionnaires reached 248 (91.9%) of the total questionnaires distributed by the researcher to the members of the sample. The extent of the validity of these questionnaires has been confirmed for the statistical analysis process.

The study concluded that many results, the most important of which was the presence of a statistically significant effect at the level of significance ( $\alpha = 0.05$ ) of intellectual capital with its dimensions (human capital, associative capital, and structural capital) on the pilot organizations (innovation, organizational structure, and culture) in the telecommunications sector in Jordan. This study also introduce series of recommendations the need to pay attention to the dimensions of leadership as it is considered one of the most important phenomena that directly affect the institutions and which may hinder the company's development and growth.

**Key words:** intellectual capital, pioneer organizations, the telecommunications sector in Jordan.