FINTnews No.1, June 2004

The Electronic Newsletter of the First International Network on Trust

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Please send your items for the next Edition to the Editor anytime.

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1. CONFERENCES

FINT at EGOS in Ljubljana, Slovenia, July 1-3, 2004 (Preview)

by Antoinette Weibel, University of Zurich, Switzerland, antoinette.weibel@iou.unizh.ch

Together with the founder of FINT, Katinka Bijlsma-Frankema, and with Pedro Neves, I have been given the opportunity to organize a track on "Trust in Hybrids" at this year's 20th EGOS conference.

In our call for papers we argue that modes of organizing are changing and evolving within different types of organizations. Our focus is on the development of trust as a mode of organizing that is growing in importance in these new organizational realities. Trust plays a central role in new forms of organization at the interpersonal, organizational or interorganizational level. In this sub-theme, emphasis will be given especially (but not exclusively) to trust issues within hybrids.

We received 38 interesting abstracts of which we have chosen 22 to be accepted for the conference. The schedule of presentations - which we hope will also be attended partly by trust researchers not involved directly with our sub-theme - is available at the following webpage and includes the names of contributors and titles of their papers:

http://www.egosnet.org/conferences/collo20/program_30.html

This year we will adopt one AOM-style session for the first time: The interactive paper session (Session IV, Firday, July 2, 11:00-12:30h). IP sessions are grouped papers that are presented in a manner that encourages more discussion and interaction among authors and attendees than is possible during a traditional paper presentation format. Each session will be conducted in a roundtable setting. Participants will provide a 5-7 minute overview of their work and have the use of a display board to mount visual aids. Each presentation will be followed by audience questions. A general discussion led by a session facilitator will follow.

Moreover, we will organize two workshops within the sub-theme: Katinka Bijlsma-Frankema will be heading the workshop on methodology (where we are going to discuss current trends in empirical trust research). There will be a second workshop which is grouped around three topics: "trust and control", "trust and distrust" and "rebuilding trust". The idea is to form smaller subgroups that work on the topic and bring their ideas back to the whole group. This workshop should serve as a springboard to discuss possibilities for further cooperation such as a common application to ESF money.

I am looking forward to meeting as many trust researchers as possible in Ljubljana. Please do not hesitate to contact me for further information on our sub-theme (antoinette.weibel@iou.unizh.ch).

Editor's note: Andrej Rus, long-standing FINT member, is based in Ljubljana and looks forward to meeting fellow trust researchers in his city during EGOS. Chances are that his local knowledge will come in handy for socializing outside the sub-theme sessions... Further information on EGOS, the European Group for Organizational Studies, and it's annual conferences including the forthcoming one in Ljubljana (overall theme: "The organization as a set of dynamic relationships") can be found at:

http://www.egosnet.org

TRUST AT THE ACADEMY OF MANAGEMENT ANNUAL MEETING, New Orleans, United States, August 6-11, 2004 (Preview)

(1) Symposium: "Do you trust me? Examining antecedents of trust in task contexts", Program Session No. 445, August 9, 2004

The following paragraph is quoted from the AOM 2004 webpages:

"The events of the past few years have cast a sharp spotlight on issues of trust in organizations. The corporate scandals at Enron, Worldcom, Tyco, Arthur Andersen, and others grabbed worldwide head-lines while causing employees to reconsider the trustworthiness of their own organizational authorities (Schellenbarger, 2002). Not surprisingly, the results of survey and polling studies have revealed a sig-nificant decline in perceptions of trust in management during the years marked by the scandals (Aon Consulting, 2002; Watson Wyatt Worldwide, 2002). As a result, organizations must pay increased attention to trust-related issues in order to maintain a committed and motivated workforce. Thus, the purpose of this symposium is to expand our knowledge of the antecedents of trust in order to explore new ways of building, fostering, or repairing trust levels. This symposium brings together four manu-scripts examining antecedents of trust in task contexts. The first paper, by Gillespie and Mann, exa-mines transformational leadership as an antecedent of trust. The second paper, by Tomlinson, exa-mines promises and apologies as antecedents of trust following a violation. The third paper, by Col-quitt, Scott, and LePine, presents a meta-analytic test of Mayer, Davis, and Schoorman's (1995) trust antecedents: ability, benevolence, integrity, and propensity to trust. The fourth paper, by Korsgaard, Mahony, and Pitariu, examines the role of shared group identity in fostering trust in groups, and also tests the moderating role of trust on the relationship between cognitive and affective conflict. Roger Mayer will serve as the discussant for the session."

(2) Paper Sessions (inter alia):

"Organizational justice and trust", Program Session No. 613, August 9, 2004

"Developing and uitilizing trust in work relationships", Program Session No. 918, August 10, 2004

"Trust and satisfaction in the workplace", Program Session No. 1044, August 10, 2004

See http://meetings.aomonline.org/2004/ - to search for further and fuller information on trust-related activities at AOM 2004. Brief reports on any such activities will be particularly welcome for the next edition of FINTnews. Please send them to the Editor (moelleri@wiwiss.fu-berlin.de).

TRUST TRACK AT THE EUROPEAN ACADEMY OF MANAGEMENT CONFERENCE, St. Andrews (UK), May 5-8, 2004

Editor's note: So far, FINTnews has not received a report on the EURAM 2004 trust track, but you can download the track programme including contributors and paper titles through the link below. One participant, Susana Costa e Silva of Universidade Católica Portuguesa in Porto (Portugal), relates the nice story that the paper she presented at St. Andrews was sparked by the FINT-organised EIASM workshop on trust in Amsterdam last October where she met her new co-author Joaquin Garcia-Cruz. This time, at EURAM, she has met yet another co-author with interests very similar to her own and with whom she has started to develop a joint paper. Obviously, this is an example of how FINT can grow and evidence for the good things that have happened at EURAM this year. Further notes/reports are very welcome.

http://www.st-andrews.ac.uk/~euram04/euram2004/tracks/tracktr.doc

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2. FINT WEBSITE AND MEMBERSHIP

FINT-WEBSITE UPDATE

Work on the FINT website is progressing, but slower than planned. Over 80 applications for the FINT membership have been received. Registered members will have access to the website and should receive login codes within the next two weeks. The site will be members-only during the first month. Afterwards, it will have a nice alias and a public front with information about FINT. It will start simple and build from there.

FINT MEMEBERSHIP

FINT members are trust researchers willing to contribute to the network by sharing ideas, news and advice. If you would like to become a registered FINT member, all you need to do is fill in a short questionnaire and email it along with the list of your publications on trust (and closely related issues) to Katinka Bijlsma-Frankema, KM.Bijlsma@fsw.vu.nl - who will be glad to send you the questionnaire, if you do not have it yet.

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3. PEOPLE ON THE MOVE

* Bart Nooteboom to Tilburg University, The Netherlands, Faculty of Economics, part-time Professor of Innovation Policy (as of May 1, 2004), b.nooteboom@uvt.nl, http://www.tilburguniversity.nl/faculties/few/organizationandstrategy/members/nooteboom/

* Frédérique Six to Vrije Universiteit Amsterdam, The Netherlands, Faculty of Social Sciences, Department of Public Administration and Organization Science, Assistant Professor (as of March 1, 2004), fe.six@fsw.vu.nl. Part of a research program on Integrity of Governance. Research interests: similarities and differences between integrity and trustworthiness, integrity dilemmas, perceptions of integrity (and trustworthiness), public integrity, trust in government, creating structures and processes that stimulate integrity and trust.

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4. AWARDS

For the Personnel Review Literati Award for Excellence 2004, the journal's editor and editorial team have selected the article by Katinka Bijlsma-Frankema and Gerhard van de Bunt (both Free University Amsterdam) on "Antecedents of trust in managers: a 'bottom up' approach", Personnel Review 32(5), 2003, pp. 638-664. Congratulations! The article is part of a Special Issue on "Trust within organisations" guest-edited by Katinka Bijlsma-Frankema and Paul Koopman (see below). The journal website is at: http://www.emeraldinsight.com/pr.htm

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5. RECENT DOCTORATES IN TRUST-RELATED RESEARCH (since 2002)

* Malin Tillmar, Linköping University (Sweden), 2002, Thesis on "Swedish tribalism and Tanzanian agency? Preconditions for trust and cooperation in a small-business context", malin.tillmar@arbetslivsinstitutet.se

* Antoinette Weibel, University of Zurich (Switzerland), 2002, Thesis on "Trust and control - How to handle social dilemmas in strategic alliances", antoinette.weibel@iou.unizh.ch

* Guido Möllering, University of Cambridge (UK), 2003, Thesis on "Trust: Social science theories and their application to organisations", moelleri@wiwiss.fu-berlin.de

* Nicole Gillespie, University of Melbourne (Australia), 2004, Thesis on "Leadership and trust: The nature and determinants of interpersonal trust in knowledge-based teams", n.gillespie@mbs.edu

* Frédérique E. Six, Erasmus University Rotterdam (The Netherlands), 2004 (June 24), Thesis on "Trust and trouble: Building interpersonal trust within organizations", fe.six@fsw.vu.nl

(If you know of any other recent trust PhDs, please let the Editor know for the next edition.)

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6. RECENT SPECIAL ISSUES ON TRUST (AND RELATED TOPICS)

"Networks, social capital and trust. A multidisciplinary perspective on interorganizational relationships", International Studies of Management & Organization vol. 3, iss. 2 & 3 (2003), published by M.E. Sharpe

by Reinhard Bachmann, Birkbeck College (UK), r.bachmann@bbk.ac.uk

Reinhard Bachmann (University of London, Birkbeck College, UK) and Arjen van Witteloostuijn (University of Groningen, The Netherlands) have recently guest-edited a two-part Special Issue of the journal International Studies of Management and Organization (Summer 2003 and Fall 2003, see above). They present a wide variety of divergent approaches to the study of the nature and the mechanisms of building cooperative relationships among organizations. At the theoretical level, the range of perspectives reaches from sociological institutional theory to economic game theory, and further to psychological joint-activity theory and practice-oriented action research. At the methodological level, the articles draw on case studies, multivariate statistics, discourse analysis, and repertory grid techniques. In cutting across discplinary, theoretical and methodological boundaries, this publication provides very useful insights into the reach and capacity of current approaches to the study of interorganizational relationships. For further information, please consult the following website:

http://www.mesharpe.com/mall/results1.asp?ACR=imo

"Trust within organisations", Personnel Review vol. 35, iss. 5 (2003), published by Emerald

by Guido Möllering, Free University of Berlin (Germany), moelleri@wiwiss.fu-berlin.de

Six papers originally presented in Amsterdam at the November 2001 first workshop on "Trust within and between organisations", which also gave rise to the creation of FINT, have been selected by guest editors Katinka Bijlsma-Frankema and Paul Koopmann (both Free University Amsterdam, The Netherlands) to form a Special Issue of Personnel Review. The articles mirror some of the many themes that surfaced in the workshop, e.g. the legitimacy of the field of study, common understanddings and disagreements in terms of theory, and empirical results that need to be elaborated or tested further. Among the specific topics covered are: trust in new organisational realities, trust in manager-subordinate relationships, trust and commitment, trust in teams, trust among works council members, and trust in management. Contributors include Tom Tyler, Julia Connell, Natalie Ferres, Tony Travaglione, Dick de Gilder, Ana Cristina Costa, Peter Kerkhof, Annemieke Winder, Bert Klandermans, Katinka Bijlsma-Frankema and Gerhard van de Bunt. The Special Issue features an introductory article by the guest editors as well as book reviews on Nooteboom (2002) "Trust: Forms, foundations, functions, failures and figures" (review by Guido Möllering) and Lane/Bachmann (1998) "Trust within and between organizations" (review by Antoinette Weibel).To find out more click on 'Table of Contents' at this website:

http://www.emeraldinsight.com/pr.htm

"The oxymoron of Control in an Era of Globalization", Journal of Managerial Psychology vol. 19, iss. 3, published by Emerald

This Special Issue has been guest edited by Katinka Bijlsma-Frankema and Paul Koopman and was published in April 2004. For details go to:

http://www.emeraldinsight.com/0268-3946.htm

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7. NEW BOOKS

Russel Sage Foundation:

This month, the Russell Sage Foundation (New York) has published the book, "Distrust", edited by Russell Hardin. The volume includes 13 contributions from scholars in anthropology, economics, international relations, organizational psychology, philosophy, political science, and urban studies.

Also published by the Russell Sage Foundation in 2004 is the volume "Trust and distrust in organizations", edited by Rod Kramer and Karen Cook.

Further information on both books and other titles in the Russel Sage Foundation Series on Trust is available at: http://www.russellsage.org/

New titles by other publishers:

Ayios, A. (2004): Trust and Western-Russian business relationships. Aldershot: Ashgate (http://www.ashgate.com).

Six, F.E. (2004): Trust and trouble: Building interpersonal trust within organizations, ERIM PhD Series 40, Rotterdam: ERIM (http://hdl.handle.net/1765/1271).

RECENT ARTICLES/CHAPTERS

Chen, C.C., Chen, Y.-R., Xin, K. 2004. Guanxi practices and trust in management: A procedural justice perspective. Organization Science 15(2). 200-209.

Hanlon, G. 2004. Institutional forms and organizational structures: Homology, trust and reputational capital in professional service firms. Organization 11 (2), 187-210.

Huemer, L. 2004. Balancing between stability and variety: Identity and trust trade-offs in networks. Industrial Marketing Management 33(3), 251-259.

Joni, S.A. 2004. The Geography of Trust. Harvard Business Review 82(3), 82-88 [see also the related letters to the Editor in HBR 82(6)].

Kim, P.H., Ferrin, D.L., Cooper, C.D., Dirks, K.T. 2004. Removing the shadow of suspicion: The effects of apology versus denial for repairing competence- versus integrity-based trust violations. Journal of Applied Psychology 89(1), 104-118.

Tomlinson, E.C., Dineen, B.R., Lewicki, R.J. 2004. The road to reconciliation: Antecedents of victim willingness to reconcile following a broken promise. Journal of Management 30(2), 165-187.

Wicks, A.C., Berman, S.L. 2004. The effects of context on trust in firm-stakeholder relationships: The institutional environment, trust creation, and firm performance. Business Ethics Quarterly 14(1), 141-160.

Zolin, R., Hinds, P.J., 2004. Trust in context: The development of interpersonal trust in geographically distributed work. In: Kramer, R.M., Cook, K. (eds.) Trust and distrust in organizations, New York: Russell Sage Foundation.

Zolin, R., Hinds, P.J., Fruchter, R., Levitt, R.E. 2004. Interpersonal trust in cross-functional, geographically distributed work: A longitudinal study. Information and Organization 14(1), 1-24.

The next edition of FINTnews is scheduled for September 20, 2004
Don't hesitate to send news items and comments to the Editor.