



NEWS ON TRUST RESEARCH
from the First International Network on Trust

FINT 2019 Update

Preparations for the FINT 2019 workshop in St. Gallen, Switzerland are well underway. We were excited to receive many submissions and these are currently under review. Thank you to all who are reviewing for the conference right now, as we could not do this without you. Please be sure to return your reviews by the July 31st deadline!! Decisions will be sent out later in August.

For those of you who would like to go ahead and register, the website is now open (<https://fint2019.exordo.com/login>). Please note that you register using the same website as was used for conference submissions. Early registration is encouraged. Looking forward to seeing everyone in lovely St. Gallen!!

**Academy of Management 2018
Chicago**

Program Highlights for Trust Researchers

11 Aug	PDW 237	Trust between Individuals and Organisations
11 Aug	PDW 309	Stakeholder Trust/Distrust
11 Aug	PDW 454	Trust in Digital Platforms
11 Aug	PDW 453	The Trust and Monitoring Relationship
13 Aug	Paper Session 841	Family Business: Careers, Trust, Emotion
13 Aug	Paper Session 1060	Developing Trust
13 Aug	Paper Session 1252	Examining Trust and Blame in Supply Chains
14 Aug	Symposium 1718	New Directions in Building and Rebuilding Trust
14 Aug	Paper Session 1758	Trust, Distrust and Contracts
14 Aug	Symposium 1837	Shaping the Context for Trust
14 Aug	Paper Session 1944	Draining the Trust Fund
14 Aug	Paper Session 2076	Trust, Cooperation and Networks

For more details and information on the full AOM program please visit

<http://aom.org/annualmeeting/program/>.

For more details from the organisers of PDW sessions 309 and 453 see below.

Professional Development Workshop: Stakeholder Trust / Distrust

Program Session: **309** | Submission: **16154** | Sponsor(s): **(SIM, OB)**
Scheduled: **Saturday, Aug 11 2018 10:15AM - 11:45AM at Marriott Chicago
Downtown - Magnificent Mile in Sheffield**

Trust is a fundamental element of the relationship between organizations and their stakeholders. Among other things, trust fosters stakeholders' commitment and cooperation, reduces transaction costs, has a positive effect on innovation and organizations' ability to adapt to external changes and, in the end, can result in a competitive advantage for organizations, not least when it comes to managing stakeholder relationships (Bridoux, Stofberg, & Den Hartog, 2016; Greenwood & Van Buren III, 2010; Harrison, Bosse, & Phillips, 2010; Pirson, Martin, & Parmar, 2015; Pirson & Malhotra, 2008). At the same time, however, cursory evidence suggest that stakeholders increasingly distrust organizations. Stakeholder relationships can get caught in a stalemate which is often perpetuated by distrust (Intelligence, 2017) with negative consequences such as lower contributions of stakeholders, then leading to a negative relationship dynamic of stigmatization, hostility as well as fierce and often intractable conflicts and, as a result, lower organizational productivity and performance.

In this PDW, we aim to discuss recent challenges and opportunities in stakeholder trust/distrust research: (1) to understand how distrust differs from trust as recent evidence suggests that distrust might be better analyzed as a unique construct which, while still being linked to trust, is caused by different factors than trust (Bijlsma-Frankema, Sitkin, & Weibel, 2015) and evokes a number of consequences that are not linked to trust (Guo, Lumineau, & Lewicki, 2017) as well as (2) to discuss how the methodological challenges in analyzing such a multilevel, multidimensional and possible interdisciplinary construct can be addressed.

Organizer: Antoinette Weibel, U. of St. Gallen/Sybille Sachs, U. of Applied Sciences, Zurich

Panelist:

- Nicole Gillespie, U. of Queensland
- Harry J. Van Buren, U. of New Mexico
- C. Ashley Fulmer, Georgia State U.
- Bidhan Parmar, U. of Virginia

Professional Development Workshop #453

**The Trust and Monitoring Relationship
Saturday, Aug 11, 4.45 p.m.- 6.45 pm. Sheraton Mayfair**

Trust and monitoring constitute different ways of managing interdependencies and uncertainties in relationships. Two main perspectives have been identified: the substitution perspective and the complementary perspective. The differences between the characteristics of the two perspectives at the individual, group and organizational level are not fully understood and there may be practical management implementations necessary after their discovery.

Interesting topics are yet to be explored, such as: • What are the main factors affecting the relationship between trust and control? • How critical is the type of task when establishing trust and control? Is the ability associated with the type of task or the perceived benevolence of the trustee more important? • Can a control system bridge the perceived risk to a level that can be managed by trust? • How is this relationship configured at the team and organizational level? Does an increase in monitoring necessarily imply a decrease in trust?

This PDW wants to bring together researchers interested in the dimensions and characteristics of this relationship. This will be done via an initial presentation by prominent scholars in the area, followed by group discussions on relevant topics. At the end, each group will briefly present their results to the audience. The moderator will summarize the conclusions in a single document that will serve as the takeaway of the session.

- o **Chris Long**: summarize the main topics in past research about trust and control, and explore the missing pieces suggesting a future research agenda.
- o **Ana Cristina Costa**: using a recent research with NASA, explore the trust and monitoring forces in a space crew. The complementary-substitute perspectives in an isolated, long-time, and critical team environment.
- o **Antoinette Weibel**: Automatization of control and trust in the employer. Using a fresh research, explore how new technologies impact organizational control and how this might relate to trust.
- o **Sim Sitkin**: The effect of suspicious motives behind control. Societies around the world have become more polarized in recent times and this has had several trust-and distrust-related effects. Both formal and informal mechanisms for ameliorating pervasive distrust and for building trust are available, but are not often recognized or fully utilized, thus undermining the effective and appropriate exercise of control.

Recent Papers of Interest

Börjesson, L. (2018). Trust and betrayal in interorganizational relationships: A systemic functional grammar analysis. *Human Relations*, 71(3), 399-426.

Capell, B., Tzafir, S. S., Enosh, G., & Dolan, S. L. (2018). Explaining sexual minorities' disclosure: The role of trust embedded in organizational practices. *Organization Studies*, 39(7), 947-973.

Connelly, B. L., Crook, T. R., Combs, J. G., Ketchen, D. J., & Aguinis, H. (2018). Competence- and Integrity-Based Trust in Interorganizational Relationships: Which Matters More?. *Journal Of Management*, 44(3), 919-945.

Haesevoets, T., Van Hiel, A., De Cremer, D., & Van Overwalle, F. (2018). Understanding the Positive Effect of Financial Compensation on Trust After Norm Violations: Evidence From fMRI in Favor of Forgiveness. *Journal Of Applied Psychology*, 103(5), 578-590.

Kim, T., Wang, J., & Chen, J. (2018). Mutual Trust Between Leader and Subordinate and Employee Outcomes. *Journal Of Business Ethics*, 149(4), 945-958.

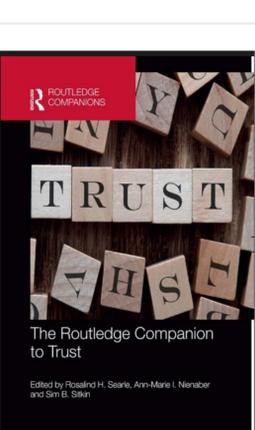
Nerstad, C. L., Searle, R., Černe, M., Dysvik, A., Škeriavaj, M., & Scherer, R. (2018). Perceived mastery climate, felt trust, and knowledge sharing. *Journal Of Organizational Behavior*, 39(4), 429-447.

Ozyilmaz, A., Erdogan, B., & Karaeminogullari, A. (2018). Trust in organization as a moderator of the relationship between self-efficacy and workplace outcomes: A social cognitive theory-based examination. *Journal Of Occupational & Organizational Psychology*, 91(1), 181-204.

Schuh, S. C., Van Quaquebeke, N., Keck, N., Göritz, A. S., De Cremer, D., & Xin, K. R. (2018). Does it Take More Than Ideals? How Counter-Ideal Value Congruence Shapes Employees' Trust in the Organization. *Journal Of Business Ethics*, 149(4), 987-1003.

Tasselli, S., & Kilduff, M. (2018). When Brokerage Between Friendship Cliques Endangers Trust: A Personality–Network Fit Perspective. *Academy Of Management Journal*, 61(3), 802-825.

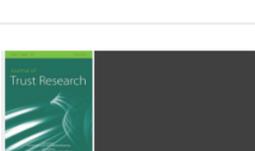
Wang, L., Restubog, S., Shao, B., Lu, V., & Van Kleef, G. A. (2018). Does Anger Expression Help or Harm Leader Effectiveness? The Role of Competence-based versus Integrity-based Violations and Abusive Supervision. *Academy Of Management Journal*, 61(3), 1050-1072.



Check out the new Routledge Companion to Trust edited by Rosalind Searle, Ann-Marie Nienaber and Sim Sitkin.

This book comprises 31 chapters arranged into six thematic sections to provide its readers with a comprehensive overview of the field of trust research. It has contributions from a wide range of international experts, to offer a comprehensive examination of the major topics of this field, highlighting key issues and inconsistencies, and proposing some compelling agendas for further work. The book commences with a preface from Roy Lewicki and contains sections on the foundations and theories of trust, levels of trust analysis, trust repair and applications of trust. It concludes with Michele Williams' reflections on how to teach trust.

"We wanted to create the ultimate one-stop shop for researchers, practitioners and the curious" says Rosalind Searle. "We thought about all the topics we would want to have in once place if we were new to the topic, and were delighted how each of our authors approached our challenge to offer readers some compelling questions and thoughts. We also included the last section as a nod to our colleague Graham Dietz to whom the book is dedicated, and a passionate teacher and scholar at the top of his game. We hope it is a companion to both new scholars and the more experienced."



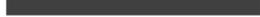
**Journal of Trust Research
New Issue**

To access the latest issue of the JTR check out:

<http://www.tandfonline.com/toc/rjtr20/8/1>

This issue contains six articles exploring and refining trust research, and an interview with Piotr Sztompka. Thanks for reading, recommending, citing, supporting us and we are looking forward to your own submissions!

Guido Mollering
Editor in Chief



Very best wishes from the FINT Board - we look forward to seeing you in January!

Antoinette Weibel (President)
Guido Mollering
Sandro Castaldo
Cecily Cooper
Mark Saunders
Lisa van der Werff

Please join the FINT LinkedIn Group to stay involved in FINT's ongoing discussions and announcements: <https://www.linkedin.com/groups/4824312>

Send your content for the next issue of FINT news to lisa.vanderwerff@dcu.ie

