

Organizational and Interpersonal Trust in Working Contract Negotiations

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ABSTRACT

This study aims to investigate the factors of interpersonal and organizational trust in the working contract negotiations that are likely to influence individual's willingness to interact in future business negotiation with the same counterpart. This research was accomplished through factor analysis and trustworthiness was measured for Romanian employees in the IT industry that had a recent working contract negotiation, less than one year. 240 valid questionnaires were inserted into the analyses. The correlations between the subjective value in negotiation and trust were considered.

Key words: trust, subjective value, negotiation, employment



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