

Call for papers

for the First Seminar of Nordic Research Network on Trust within and between Organizations in Finland, University of Eastern Finland, Joensuu, May 24-25, 2011

Theme: “Interpersonal trust development between actors within organizations”

The theme of the seminar in Finland has a local focus under the overall theme of the network seminars ‘Trust in a Nordic context’. The seminar theme is based on the research focus of the UEF research group ‘Trust within organizations’. Mainly qualitative research approach is taken in the studies of the group to understand how interpersonal trust develops between actors (e.g. leaders and followers over time).

Submission guidelines, instructions and deadlines

Submission period for papers for the seminar:

Start: March 24, 2011 (seminar registration deadline)

Latest deadline: April 23, 2011

For submitting your paper, please take first a look at the following background, submission guidelines and instructions for the UEF Seminar in Finland. As to papers and seminar, please contact the group leader in your country (see contact information on the web site). As to practicalities of the seminar please follow the additional information available on the Nordic Research Network on Trust web site (seminars) and contact information there.

Background

Trust in and within organizations has been questioned considerably in the last decade or so. The economic crises in Europe and elsewhere have recently focused attention to trust within and across organisations. The common challenge is faced by organizations on the long term survival and sustainable performance. They depend largely on intellectual, human capital including trust as intangible asset and human resource for organizations and leadership. Widespread recognition is that trust operates at multiple levels and that trustworthiness is one of the key sources of competitive advantage (see e.g. Barney and Hansen 1994).

Interest in trust research has increased enormously in the past 20 years in several fields of social sciences internationally. Although trust in inter-organizational relationships have been studied more widely within networks, alliances and partnerships trust is still relatively scarcely studied in *intra-organizational relationships*, and in management and leadership research. Until the turn of the new millennium trust research has been mainly conceptual. It seems a natural ‘evolution’ for a fairly new research topic. Only recently has the research moved more clearly into an empirical direction. Quantitative methodology with testing and modelling has dominated in empirical studies. Needs and demands for complementary methodological approaches, and qualitative research approach in particular, have been called for only recently, in the last five years. There is no question about the need in the field to build some balance between approaches. That would contribute to the current research and increase understanding of the yet abstract and elusive concept and phenomenon of trust in organizations.

Purpose and focus of the seminar and papers

The seminar, therefore, aims to advance our conceptual and empirical understanding of trust at different levels and perspectives within organizations, management and leadership. The seminar will include both empirical research and theoretical papers. Qualitative methodological approaches and methods are welcome. Although our approach to trust in the Nordic Network is mainly exploratory and process-oriented, quantitatively oriented contributions are also welcome. In our

network we actively encourage multi-disciplinary papers aiming at integrating, contrasting and complementing different approaches, views and type of analyses of trust in different contexts (private, public and not-for-profit, third sector organizations). Exploring trust in a Nordic context will be extremely interesting, and papers on that will be also highly expected. The Nordic network aims to evolve over time through the research training in the network. That is why PhD students are strongly encouraged to participate and be involved in developing the research themes. Participants will discuss and share multi-level analyses and critical reflections on the concept and nature of trust, dynamics, processes, antecedents and consequences of trust. Thus, the seminar aims to both increase our existing knowledge and stimulate creating of new ideas, themes and research collaborations.

While recognizing of the importance of trust and need for the research in managerial and organizational contexts, empirical research specifically on *interpersonal trust development* is still at a fairly early stage. In other words, the investigation into the antecedents of trust, proximal and distal outcomes of trust across levels (e.g., individual, team, unit, and organization) in various intra-organizational work relationships is needed. A *research gap* seems to exist regarding the key work place relationships managerial, between leaders and followers. As far as qualitative, empirical research settings are considered, the gap is evident in this research topic. The seminar attempts to fill in this gap.

By now the trust research has indicated its role as an antecedent to many performance outcomes but somewhat also as *a process* and *developments* that result from collaborative interaction between different actors *within* organizations, and in processes such as communication, cooperation, and information sharing (see e.g., Burke et.al. 2007).

It is this specific aspect of *trust development* within organizations and a *process* view of trust development which is in the focus of the first Nordic Trust Network seminar in Finland.

Relevant questions that may be addressed but are not limited to include the following:

- What and what kind are the processes, developments and dynamics of trust in interpersonal relationships between actors in organizations in the present environment of competition and cooperation when models of organization and management change globally and in Nordic countries?
- How do these inter-relate and become integrated with organizational level trust?
- How does trust develop between different organizational actors and in different contexts?
- How does trust develop and what is the nature of the process, and dynamics of trust development at the interpersonal levels (e.g., building/formation, maintenance, and repair/restoration of trust)?
- How and to what extent do development and processes of trust vary across different organizational levels, groups and contexts (e.g. dyadic, group/team, employees, etc.) ?
- Exploring trust in a Nordic context: what is 'Nordic' trust (if such a concept exists)? What are the elements and foundations? how has it evolved? how does it develop?

Papers can be different types and in different stages of development. They may represent early or more advanced stages of development. Dependent on the circumstances papers can be "work in progress" or "short papers", which will receive feedback on the seminar and be presented again at a subsequent seminar in a more developed form. They can be also a "full paper" or a "finalised article" which has already been submitted to a journal. The main objective of work in progress and short papers is to develop and discuss ongoing research or create new opportunities for co-authorship. The main objective of full papers or submitted articles is to discuss recent research findings and methods, and inspire new research. Therefore, elaboration and further development of

the papers in the seminars will be encouraged as well as submitting them to the international publication forums, for example, in Special Issues focusing on the topic of 'Trust in a Nordic context' in the coming years.

Papers should explain the purpose of the paper, theoretical background, the research gap that is to be filled, the approach taken and the methods of analyses (in empirical papers), main findings, and contributions as well as further developments (if in progress). In addition, it is useful to indicate how the paper links with the theme of the seminar and the overall theme of the Trust Research Network. Papers do not need to 'strictly' focus on the seminar's or overall network's themes but trust should be involved somehow. Creativity, innovativeness, theoretical grounding, critical thinking and empirical discoveries are encouraged and welcome.

Publication instructions for seminar papers

Please submit as ONE document in pdf on the web site <http://trust.ruc.dk/>

For submitting the paper you will need the password from the project leader, Lars Fuglsang, whose contact information you'll find on the above web site. /contact

The cover page and the paper. Cover page should be a separate sheet including:

- Title of the paper
- Each author's name, affiliation, address, e-mail, telephone.

The format of the paper follows:

Language: The language is English.

Abstract: Please provide a 150-250 words abstract immediately following the names of the authors.

Keywords: Select three to five keywords that capture the essence of your paper.

Length: Papers should be between five (5) and fifteen (15) pages, including tables, figures, references, abstract and keywords. This means about 3.000-7.000 words (cover page not included).

Page size & Margins: The page size is standard A4 (21.0 cm by 29.7 cm). All four margins (top, bottom, left and right) should be one (1) inch or 2.54 cm.

Alignment: The paper should have justified alignment, except for the title and 1st headings.

Font: Papers should be single spaced in 12-point font in a conventional style (Times New Roman).

Before submitting please check once again that the final submitted paper includes the following:

- Abstract 150-250 words
- Topic/purpose/objectives of research
- Theories used to develop ideas, propositions, framework or hypotheses
- Research approach or method chosen (if it is a conceptual paper)
- Data gathering and methods analyses (if it is an empirical paper)
- Main findings or expected outcomes/results
- Contribution of research and possible implications
- Further steps/stage or progress (if the paper is in early stage, work in progress).

Welcoming you to Finland in May

Taina Savolainen

Chair of the seminar

Professor of Management and Leadership

Leader of the Finnish group in The Nordic Research Network on Trust

Consortium partner in the Nordic NordForsk funded project

Director of the research group "Trust within organizations"

at University of Eastern Finland, Dpt. of Business, Joensuu

www.uef.fi

<http://trust.ruc.dk/>

<http://uef.academia.edu/TainaSavolainen/About>

<http://fi.linkedin.com/pub/taina-savolainen/13/aa9/733>