



Investigate the relationship between employee trust and organizational transformation in forensic medicine of Kohgiluyeh and Boyer Ahmad

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ABSTRACT

Employee trust is referred to the positive expectations of individuals and the demands of organization's members about the competence of reliability and benevolence of managers and other members. Trust is essential for organizational success, constant changes in roles and technologies and also design jobs and responsibilities. Employee trust can create Intrapersonal and interpersonal effects and influence the relations inside and outside the organization. The aim of this study is to achieve this important thing that the existence of trust between employees of an organization what relationship has with organizational transformation? Whether by creating trust within the organization we will also see the creation of organizational transformation or not? Therefore this research has been done in this regard. Find important strategies to create trust within the organization have found a special importance and necessity and it can be said that access to the methods and strategies that by creating and expanding public trust in the organization, we can see a boom and change in the organization is also main objectives of this research. Therefore, for the realization of these strategies and results by using employee trust model that has designed by two scientists named Thomas and Chindler (1993) and have considered the five dimensions of employee trust include honesty, competence, consistency or stability, loyalty and frankness, it is attempt to study issues related to this issue. The population of the research includes the employees of forensic medicine of Yasouj who were about 41 employees. In this study, the descriptive survey method was used and questionnaire was used to collect data. The questionnaire distributed in a small sample size of 20 respondents and after collecting the data, the results were evaluated by using Cronbach's alpha coefficient, and the reliability of all questions was obtained 970% and high reliability of questions was confirmed. Then the data was analyzed by using descriptive and inferential statistics and by testing the hypotheses, the rightness or wrongness of them were checked in the area of critical values. Notably, it can be said of the results: Trust is closely related to productivity, organizational commitment and effectiveness and employee trust variable has a direct effect (0/876) on organizational transformation. And the results indicate that to make any change in the organization we require to create trust in the organization.

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INTRODUCTION

Today's organizations do not have the opportunities of yesterday's organizations, so always should keep updated their abilities by appealing to speed and skill, and in the current field of competition, by appealing to the key factor of improvement i.e. "efficient human resources", move a step ahead of other competitors.

For this purpose, there must be a high degree of trust within the organization to employees with faith to each other and rely on together, hand in hand create and organize a team that is leading. "Trust in the workplace is one of the main sources of competitive advantage". (Lamsa and Postit, 2006).

We can say that trust in a company or institution improve the quality of communications within the