

Christian Peters

**Affect- und Cognition-Based Trust. Das
theoretische Modell des Vertrauens
innerhalb organisatorischer Beziehungen
von David McAllister**

Masterarbeit

Affect Cognition Based Trust Theoretische Organisatorischer

Christian Peters



Affect Cognition Based Trust Theoretische Organisatorischer:

Affect- und Cognition-Based Trust: Das theoretische Modell des Vertrauens innerhalb organisatorischer Beziehungen von David McAllister Christian Peters, 2015-04-17 Die Bedeutung von Vertrauen nimmt in der sozialen Forschung einen hohen Stellenwert ein. Die vorliegende Arbeit beschäftigt sich mit dem Aufbau von multidimensionalem Vertrauen und dessen Auswirkungen innerhalb interpersonaler und systematischer Beziehungen. Ziel ist es, einen literarischen Überblick der bisherigen Vertrauensforschung im organisatorischen Kontext zu liefern. Im Fokus steht dabei ein theoretischer Rahmen, der sich auf die vorausgehenden Bedingungen und den Einfluss von affect based trust (das vom Herzen kommende emotionale Element) und cognition based trust (das vom Kopf kommende kalkulative Element) konzentriert. Dabei werden Vertrauensbeziehungen sowohl innerhalb als auch zwischen Organisationen betrachtet. Ausgegangen wird vom Modell von McAllister, welches sich wiederum auf die klassischen Theorien der Vertrauensforschung stützt. Ausserdem werden alternative Modelle zu McAllister gezeigt. Die grobe Unterteilung von berechnendem, zweckmassigem Vertrauen und emotionalem bzw. intmem Vertrauen liefert den Rahmen für diese Arbeit. Es wird ausserdem gezeigt, ob und wie affect und cognition based trust die Leistung von Teams und Organisationen beeinflusst.

Affect- Und Cognition-Based Trust

Christian Peters, 2015-01-08 Masterarbeit aus dem Jahr 2011 im Fachbereich BWL - Industriebetriebslehre, Note 1,3, Otto von Guericke Universität Magdeburg, Marketing, Sprache: Deutsch, Abstract: Vertrauen ist gut, Kontrolle ist besser. Eine bewährte Lebensweisheit. Doch wie viel Wahrheit steckt eigentlich in diesem Spruch? Ein kurzer Blick in die Praxis: Banken verdienen ihr Geld unter anderem damit, dass sie Kredite vergeben und dafür Zinsen kassieren. Doch können sie davon ausgehen, dass sie das verliehene Geld auch wirklich zurück bekommen? Viele Unternehmen leben davon, qualitativ hochwertige Produkte anzubieten. Doch woher wissen die Vorgesetzten, dass ihre Mitarbeiter die Qualitätsstandards auch wirklich umsetzen? Jegliche Transaktion und jede Art von Beziehung kommt nur durch ein Konstrukt zustande: Vertrauen. Vertrauen ist ein unverzichtbarer Bestandteil für den Aufbau und Erhalt von Beziehungen. Insbesondere in Organisationen mit komplexen Systemen sind Vertrauensbeziehungen wichtig, um effiziente Abläufe zu erreichen. Isoliert betrachtet ist es ein sehr breites Phänomen, was vermutlich mehrere Bücherregale füllen würde. Aufgrund der wachsenden Bedeutung von Vertrauen gab es in den zurückliegenden Jahren unzählige Veröffentlichungen, die sich diesem Thema widmen. Diese Arbeit soll einen Überblick darüber geben, welche Modelle beim Aufbau zwischenmenschlicher und systematischer Beziehungen existieren. Im Mittelpunkt stehen das auf Wissen und Information basierende kognitive sowie das auf emotionale Bindungen aufgebaute affektive Vertrauen. In der vorliegenden Arbeit wird wie folgt vorgegangen: In Kapitel 2 kommt es zunächst zur Klärung einiger theoretischer Grundlagen. Es wird der Rahmen festgelegt, auf dem diese Arbeit aufbaut. Dazu ist es wichtig zu wissen, welche Definition des Vertrauens hier relevant ist und was unter einer Organisation zu verstehen ist. Dies ist das Grundgerüst dieser Arbeit. Die Forschungsfelder werden genau abgegrenzt, und es kommt zur Klärung wichtiger Begriffe.

A New Trust

in Leadership Framework: A Cognition-Based and Affect-Based Process Lei Qin, 2010 A new dual process cognitive and affective trust in leadership framework is proposed and tested in a field study 504 undergraduate students participated in the study and structural equation modeling was employed to perform the analysis Cognition based trust perception works together with cognitive reaction toward the leader to form cognitive trust determinant while relationship based trust perception works together with affective reaction toward the leader to form affective trust determinant The cognitive and affective trust determinants influence trust willingness at the same time Most of the hypothesized paths were supported In addition the relationships between memory systems and different trust processes were tested using an experimental design It was proposed that semantic memory has a stronger connection to the cognitive trust path whereas episodic memory has a stronger connection to the affective trust path However results did not support these hypotheses Instead results suggested that the memory conditions equally influence cognitive and affective trust paths to trust willingness Exploratory analyses were conducted on organizational antecedents and outcomes for cognition based trust perception and relationship based trust perception Explanations and practical implications of findings future directions of research and limitations of this study are discussed *A Study of the Effects of Affect-based Trust and Cognition-based Trust on Intra-organizational Knowledge Sharing and Use* J. Scott Holste, 2003 *The Heart of the Matter* Campbell Robert Sinclair MacBean, 2000

Organizational Trust Steven Kaufman, 2019 **An Examination of the Role of Affect-based and Cognition-based Trust, Fear of Criticism and Psychological Safety on Tacit Knowledge Sharing in Knowledge Intensive Firms** Stephanie Gallagher, 2016 **Trust Development in Distributed Teams** Evgeniya Pavlova, 2012 Advances in collaborative work tools and communication technologies have made computer mediated teams a part of virtually every organization One of the challenges for members of virtual teams is the development of trust This study examined the reciprocal relationship between trust and effectiveness in virtual teams employing an input process output input approach Data were collected from 183 individuals comprising 61 teams Teams participated in a computer simulated search and rescue mission Three alternative latent change score structural equation models were fit to the data to examine the bidirectional relationships between trust and effectiveness Results revealed that the two factors of trust cognition based trust and affect based trust are always present therefore examination of the trust effectiveness relationship for each trust factor is warranted The analyses revealed that generally effectiveness has an impact on changes in trust but trust does not influence the changes in effectiveness Implications for organizations are discussed Future research should examine the relationships between trust and effectiveness on the team level Additionally research should explore the reciprocal relationship between each trust factors and effectiveness subtypes attitudinal behavioral and performance effectiveness

Affect Cognition Based Trust Theoretische Organisatorischer Book Review: Unveiling the Magic of Language

In an electronic era where connections and knowledge reign supreme, the enchanting power of language has are more apparent than ever. Its power to stir emotions, provoke thought, and instigate transformation is truly remarkable. This extraordinary book, aptly titled "**Affect Cognition Based Trust Theoretische Organisatorischer**," compiled by a highly acclaimed author, immerses readers in a captivating exploration of the significance of language and its profound effect on our existence. Throughout this critique, we will delve in to the book is central themes, evaluate its unique writing style, and assess its overall influence on its readership.

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