EDITORIAL

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Over the last decade the phenomenon of trust, within and between organisations, has been the focus of increasing attention, on both an international and national level. This has resulted in a substantial growth in the body of knowledge surrounding organisational trust. The *SA Journal of Industrial Psychology* now continues this trend by gathering a number of papers from various parts of Europe and South Africa in this special edition focusing on organisational change and trust. Not only do these papers come from different parts of the world, but they also indicate the multi-disciplinary nature of organisational change and trust, as there are Psychologists, Social Psychologists, Industrial Psychologists, Management Scientists, Philosophers and Sociologists amongst the contributors.

Although the papers in this edition were all written independently, with only a general theme in mind, there is a common thread that runs through all of them. In line with this, an attempt has been made to introduce a logical sequence to this issue that leads the reader through a chronological development of this body of knowledge on organisational change and trust. The first two articles serve as an introduction, the next five deal with trust at an empirical level and the last two, although also empirical, relate trust to organisational change at a more practical level.

In the first paper, Bews and Rossouw address organisational change and its effects at the macro-level while in the second paper Wilczycska-Kwiatek provides some insight at the micro-level. This paper offers proof that the individuals psychological self-portrait changes in relation to changing situations and that the self-image of a person influences that person's capacity to manage in such situations.

Bews and Martins then test aspects of a model for trust, finding support for the work of Mayer, Davis and Schoorman (1995) and that of Engelbrecht and Cloete (2000). The next paper follows on from the previous one in that Bews and Uys expand on the Bews and Martins study, moving it onto a longitudinal level and relating it to organisational change. In their study Bews and Martins indicate the need for researchers to address the relationship between leadership and trust which, quite independently of this suggestion and in another part of the world, Den Hartog, Schippers and Koopman had already taken up. Den Hartog et al examine various leadership styles and the effect that these styles have on trust in generalised others. The research done by Den Hartog et al indicates that trust in the leader and trust in management were highly positively related to transformational leadership. Andrè Büssing's paper focuses on personal trust and organisational commitment and job and work involvement, while in a longitudinal study, Amanda Hay examines what the effects of introducing new work practices have on organisational trust. The results of this study show that significant changes in trust occur over time, while the study by Andrè Büssing indicates a significant relationship between organisational commitment, trust and involvement.

The final two papers deal with trust on a somewhat different level in that they suggest how organisations can maintain trust while undergoing significant change. Martins and Von Der Ohe evaluate a questionnaire to determine how employees select the best company to work for and determine the role of trust in a relationship where employers must attract, motivate and retain employees. They find a correlation between trust, job satisfaction and leadership as subsequent authors have done. In the final paper, while examining the types of culture best able to support creativity and innovation, Martins and Martins find that, amongst other things, trust plays a pivotal role in the probability of successful change.

It is clear from the contributions in this special edition that there has been progression in empirical studies that address the phenomenon of organisational trust. It is also clear that this has occurred on a multi-disciplinary basis. The nature of trust, however, transcends a number of disciplines in such a way that it lends itself to an interdisciplinary approach. Rather than approach the issue in what is largely an independent multi-disciplinary manner, researchers should, perhaps, give thought to combining their skills and talents and forming project teams, which can tackle the issue of trust in a more holistic way. In this manner a number of research problems, particularly those of a longitudinal nature could be addressed.

Not only do these papers provide us with new insight concerning trust but they also point us in new directions. For instance Bews and Martins suggest investigating pre-trust conditions, while Bews and Uys advocate a comparative approach with the need to focus on different social settings. Both Büssing and Hay stress the need to undertake longitudinal studies while Hay advocates the study of trust on different organisational levels. Den Hartog et al suggest investigating "the dynamics of trust and distrust between leaders and followers and the antecedents and consequences of such trust and distrust ...".

REFERENCES

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