



**CICLO
DE CONFERÊNCIAS 2014**
CENTRO INVESTIGAÇÃO
ISPA - INSTITUTO UNIVERSITÁRIO



IMPORTANCE OF TRUST IN WORK RELATIONSHIPS

As organizations entered the twenty-first century, work challenges increase considerably. The effects of global recession, increased competition from emerging economies, and growing migration and diversity of the workforce increases the need for coordination and collaboration across functional and organizations borders. Trust as a facilitator and coordinating factor of human interaction becomes of great importance in work relationships. More than ever before organizations need to invest, promote and facilitate trust among members in order to survive, enhance their competitive advantage, and facilitate positive working conditions within flexible organizational structures. However, building trust as sources of competitive advantage has proven difficult for organizations as the risk for abuse and opportunism also increases. In order to function to their full potential organizations require a comprehensive understanding of their composition, in terms of diversity, knowledge, job adequate skills, and in the valued creating activities that transpire trust. However, the challenge facing organisations today is the ability generate some level of trust in these situations to in order to achieve a climate that leads to positive outcomes for the organization. This presentation at the role of trust at team level and discusses the results of several studies looking at the development and dynamics of trust in work relationships.



10 FEVEREIRO 2014

12H30

AUDITÓRIO 1

ENTRADA LIVRE

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