

Investigating the Status of Organizational Trust among First Grade Secondary School Teachers of Birjand's Education and Training Office

Mohammad Akhondi ¹

Hadi Pourshafeie ²

Ali Asgari ³

Abstract

Trust is an important factor in development of communities and also an essential element in formation of social capital. Level of trust in society is to some extent under the influence of the level of trust inside the social and cultural institutions, among which education and training office and school at its top has got a prominent importance. Trust is the requisite for the formation of sound relationships at work environment and without trust our actions and behaviors would be fabricated and so will not have the required depth. Therefore, present study aims to evaluate teacher's level of trust and provide solutions to increase the level of organizational trust. This research is a descriptive survey which is practical in purpose. Population of the study are first grade secondary school teachers of Birjand, out of which 196 teachers (109 male and 87 female) were chosen as the sample of the study based on simple random stratified sampling technique. To gather the required data Ruder (2003) organizational trust questionnaire was used. Reliability and validity of the questionnaire have been approved based on expert's suggestions and ideas. Cronbach alpha of the questionnaire was reported to be 0.88. Data analysis was carried out using SPSS software based on descriptive indexes such as mean, variance, and one sample

1. MA in Educational Management, Teacher of Education and Training of Sarbisheh, Responsible Writer. m.akhondi@birjand.ac.ir.

2. Associate Professor in Educational Management of Birjand University. Faculty of Educative Sciences and Psychology. pourshafei@birjand.ac.ir

3. Assistant Professor in Human Resources Management of Birjand University. Faculty of Educative Sciences and Psychology. Ali.asgari@birjand.ac.ir

T-test. The findings of the research revealed that institutional trust has the minimum mean score and then comes vertical trust. On the other hand, trust in colleagues has the maximum mean score. At the end, solutions for increasing institutional and vertical trust are suggested.

Keywords: Social Trust, Organizational Trust, Secondary School Teachers, Birgand's Education and Training Office