VALIDATION OF EMPLOYEE’S TRUST IN LEADER’S
SCALE IN INDIAN IT SECTOR

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ABSTRACT
Trust is considered essential for personal as well as professional interactions among individuals and organizations. The literature demonstrates the importance of employee’s trust in their leaders to lead in this competitive global scenario. The researcher has validated the short version of 'employee's trust in leaders' which was earlier developed and validated by the Vidotto, Vicentini, Argentero, Bromiley (2007) on the Italian population to measure the organizational trust of employees and at the same time recommended to measure employee’s trust in leaders also. The trust scale measures three dimensions originally defined by Bromiley and Cummings (1995): keep commitments, negotiate honestly, and not taking excessive advantage. This study presents the perfect validated short version of scale to test the employee's trust in leaders. The research has been applied on the 320 employees of information technology industry in India that is entirely different country from the Italy in the form of social, cultural, demographical, geographical, and legal and power distribution structure. The study has used AMOS 21 to do a confirmatory factor analysis of the scale. The results have been demonstrated perfect model fit indexes, reliability and validity of the scale.

KEYWORDS: Trust in Leaders, Confirmatory Factor Analysis, Keep Commitments, Negotiate Honestly & Validity

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