"What's Relevant and What's Not? Determining Chinese Subordinates' willingness to rely on, disclose to, and monitor their superiors"

By

Chongwei Wang

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All interested are welcome
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ABSTRACT

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This study applies the integrative model of trust developed by Mayer, Davis, & Schoorman (1995) in the context of Chinese leadership. In their model, these authors argue that one entity’s perceived trustworthiness is comprised of three factors, including ability, benevolence, and integrity. These three factors, together with the perceiver’s propensity to trust (Rotter, 1967, 1971), jointly determine the perceiver’s trust (Mayer & Davis, 1999). This study investigates how Chinese leader trustworthiness factors would influence subordinates’ willingness to rely on, disclose information to, and monitor their leader and the potential mediating role of trust and distrust.

The study sample was 249 employees from a 4-star hotel in Beijing. In this presentation, I will present results of the regression analyses and will look for insights from you on the next steps.