

PERCEPTIONS OF TRUST AND EMPLOYEES' ATTITUDES: A LOOK AT NIGERIA'S AGRICULTURAL EXTENSION WORKERS

Olugbenga Jelil Ladebo

University of Agriculture, Abeokuta

Department of Agricultural Extension & Rural Development

Abstract

This study examined the attitude reactions to trust among coworkers and between employees and management. Sample included 296 extension personnel drawn from two Agricultural Development Programs in southwest Nigeria. Exploratory principal component factor analysis showed that the perceptions of trust have the dimensions of: management-affective, coworkers-affective, management-cognitive, and coworkers-cognitive. Based on a hierarchical regression procedure, coworkers-cognitive trust was unrelated to group cohesion and affective commitment, and coworkers-affective, management-affective and -cognitive trusts were related to cohesion and affective commitment. Quit intentions was predicted by coworkers-cognitive, management-affective and -cognitive trusts, and not by coworkers-affective trust. Implications of the results are discussed.

Keywords

trust - cohesion - affective commitment - quit intentions - extension personnel