

## ORGANIZATIONAL TRUST AND NORMATIVE COMMITMENT

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### **Abstract:**

The purpose of this study is to investigate the impact of the institutional, vertical and horizontal trust upon normative and normative team commitment. The survey was conducted in Poland on 501 randomly selected employees. The method of multiple regression analysis was used in order to test hypotheses on the impact of different types organizational trust on the normative and normative team commitment. The results indicate that the horizontal trust exerts the greatest influence on both types of normative commitment. Impact of institutional trust on normative team commitment has not been confirmed.

*Keywords: organisational trust, horizontal trust, normative commitment, normative team commitment, Poland*