



Measures of Trust, Trustworthiness, and Performance Appraisal Perceptions

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This, 40 items, scale measures employee trust for top management.

In question 30, you need to replace [company name] by the name of the company.

Reference: Mayer, R. C., & Davis, J. H. (1999). The effect of the performance appraisal system on trust for management: A field quasi-experiment. *Journal of applied psychology*, 84(1), 123. [https://d1wqtxts1xzle7.cloudfront.net/17639018/oct_12_the_effect_of_the_performance_app..gement_a_field_quasi-experiment-libre.pdf?1390865536=&response-content-disposition=inline%3B+filename%3DThe_effect_of_the_performance_appraisal.pdf&Expires=1721299202&Signature=UOAKVT~-ujvajuPcpNSuFaHOXGsNtirixD1LxkmYAd4Av2qjHZ\]:fuFxAAXFvkqkjaPa9dMerkP9Aw~tKl1Cey5P6edDX2mpOVnE55sAZ74tdKexzhdavqDT2icNGaHEDaOFT6DTxbepVsl3PRLVMB~eUy9Xo6Ffqk8UAlf6~-TLF5suVjxl-Aph0gLG6PNiINbeO87zsZjNTHj~-umiSVQVsjtTmDglhA~-PS-COZm14ifySCOInuz1hFOOIK-fAzf8emXumZaHNvDOF5O9ffBq-KyjtpFaydeW0aQ_&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA](https://d1wqtxts1xzle7.cloudfront.net/17639018/oct_12_the_effect_of_the_performance_app..gement_a_field_quasi-experiment-libre.pdf?1390865536=&response-content-disposition=inline%3B+filename%3DThe_effect_of_the_performance_appraisal.pdf&Expires=1721299202&Signature=UOAKVT~-ujvajuPcpNSuFaHOXGsNtirixD1LxkmYAd4Av2qjHZ]:fuFxAAXFvkqkjaPa9dMerkP9Aw~tKl1Cey5P6edDX2mpOVnE55sAZ74tdKexzhdavqDT2icNGaHEDaOFT6DTxbepVsl3PRLVMB~eUy9Xo6Ffqk8UAlf6~-TLF5suVjxl-Aph0gLG6PNiINbeO87zsZjNTHj~-umiSVQVsjtTmDglhA~-PS-COZm14ifySCOInuz1hFOOIK-fAzf8emXumZaHNvDOF5O9ffBq-KyjtpFaydeW0aQ_&Key-Pair-Id=APKAJLOHF5GGSLRBV4ZA)

1. Top management is very capable of performing its job.

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

2. Top management is known to be successful at the things it tries to do

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

3. Top management has much knowledge about the work that needs done

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

4. I feel very confident about top management's skills

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

5. Top management has specialized capabilities that can increase our performance

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

6. Top management is well qualified

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

7. Top management is very concerned about my welfare

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

8. My needs and desires are very important to top management

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

9. Top management would not knowingly do anything to hurt me

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

10. Top management really looks out for what is important to me

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

11. Top management will go out of its way to help me

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

12. Top management has a strong sense of justice

Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

13. I never have to wonder whether top management will stick to its word Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

14. Top management tries hard to be fair in dealings with others Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

15. Top management's actions and behaviors are not very consistent Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

16. I like top management's values Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

17. Sound principles seem to guide top management's behavior. Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

18. One should be very cautious with strangers Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

19. Most experts tell the truth about the limits of their knowledge Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

20. Most people can be counted on to do what they say they will do Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

21. These days, you must be alert or someone is likely to take advantage of you Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

22. Most salespeople are honest in describing their products Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

23. Most repair people will not overcharge people who are ignorant of their specialty Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

24. Most people answer public opinion polls honestly Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

25. Most adults are competent at their jobs Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

26. If I had my way, I wouldn't let top management have any influence over issues that are important to me Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

27. I would be willing to let top management have complete control over my future in this company Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

28. I really wish I had a good way to keep an eye on top management Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

29. I would be comfortable giving top management a task or problem which was critical to me, even if I could not monitor their actions Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

30. Think about the performance review system at [company name], and answer the following questions Expression

31. The evaluation of what skills I have is pretty accurate Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

32. How much work I get done is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

33. How many mistakes I make in my work is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

34. Whether or not my supervisor likes me is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

35. How much effort I put into my job is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

36. How many "extra" things I do is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

37. Finding ways for the company to save money is important to my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

38. Coming up with good ideas for the company improves my performance review Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

39. Whether or not I get a raise depends on my performance Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

40. If you are one of the better performers in this company, you will get one of the better raises Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly

41. If I perform well, my chances of moving up are improved Likert

Disagree strongly Disagree Nether agree or disagree Agree Agree strongly