Title: A correlation of servant leadership, leader trust, and organizational trust

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Abstract: Purpose – Aims to explore the relationship between employee perceptions of servant leadership and leader trust, as well as organizational trust. Design/methodology/approach – Uses Laub's Organizational Leadership Assessment along with Nyhan and Marlowe's Organizational Trust Inventory.

Findings – Perceptions of servant leadership correlated positively with both leader trust and organizational trust. The study also found that organizations perceived as servant-led exhibited higher levels of both leader trust and organizational trust than organizations perceived as non-servant-led. Originality/value – The findings lend support to Greenleaf's view that servant leadership is an antecedent of leader and organizational trust, and to aspects of other servant leadership models.

Keywords: Leadership, Trust

Article Type: Research paper

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