Index

Abelson, R.P. 293
Ackers, P. 212
Adam-Smith, D. 203, 212
Adams, J.S. 271, 310
Adler, P.S. 45, 48, 49
Ajzen, I. 13, 290, 291, 292, 293, 296, 300
Albrecht, S. 22, 30, 202
Aldrich, H. 255
Allen, D.G. 69
Allen, N.J. 166
Allen, T.D. 322
Altman, Y. 250
Ambrose, M.L. 255
Amos, E.A. 293, 300
Anderson, N. 68, 73
Andrews, A.O. 291, 295, 302
anxiety 35, 95, 96, 102, 104, 105, 131–2, 249
Appelbaum, E. 206
applicant attraction 10, 67–70, 74, 77, 80, 338 see also social identity
Arches, J. 49
Argyris, C. 87
Armstrong-Stassen, M. 296, 310, 311, 323
Arnold, J. 88, 159, 160
Aryee, S.A. 44, 157, 159, 160, 161, 164, 166, 250, 292
Ash, R.A. 248
Ashforth, B.E. 76, 77, 257, 338
Ashkanasy, N.M. 37
Ashleigh, M.J. 11, 127, 129, 131, 332, 334, 338
Atkinson, C. 159
attraction–selection–attrition (ASA) framework 116
Audit Commission (UK government) 273
Australia large-scale organizational change and impact on trust in senior managers in 30–34 levels of trust in managers in 24–8 quality of working life survey in (2007–08) 9, 18, 23, 24 trust in senior management and prevailing leadership styles in 28–30 Austin, J.R. 133
Avolio, B.J. 226, 227
Bachman, R. 42, 50
Bacon, N. 212
Bagozzi, R.P. 257
Bain, P. 207
Balazs, K. 160, 312
Baldwin, M.W. 292
Ball, K.S. 75
Ballinger, G.A. 249, 251, 261
Balogun, J. 268
Bar-Haim, A. 302
Barber, A.E. 68, 70
Bargh, J.A. 292
Barksdale, K. 88
Barley, S.R. 45, 47, 232
Barney, J.B. 180
Baron, L.N. 300
Barratt, E. 21
Baruch, Y. 159, 161, 250, 289
Bauer, T.N. 68, 73
Becker, B.W. 291
Becker, T. 181
Bedingfield, C. 165
Beehr, T.A. 248
Beer, M. 128, 228
Belasen, A.T. 312, 313, 323
Bell, C.H. 128
Bell, L. 142
Benson, J. 309
Bentein, K. 292
Beranek, P.M. 131
Trust and human resource management

Bergami, M. 257
Bernardin, H. 185
Berta, D. 290
Bevitt, S. 290

Beyond Contract: Work, Power and Trust Relations 92
Bies, R. 3, 68, 73, 79, 254, 270–71
Bigley, G.A. 269
Bijlsma, K. 19, 38
Bijlsma-Frankema, K. 42, 50, 59
Billsberry, J. 10, 11, 68, 70, 247, 332, 333, 335, 337, 338, 340
Blackwell, R. 160
Blakely, G.L. 172
Blau, G. 159
Blau, P.M. 13, 159, 178, 290
and social exchange model 159
Blickensderfer, E.L. 128
Blunsdon, B. 3, 5, 204, 213
Blyton, P. 206
Bobek, D.D. 292
Bobocel, D.R. 247
Bolino, M. 157
Bonett, D.G. 302
Booth, A.L. 248
Borys, B. 45, 58, 59
Boselie, P. 102
Bothfeld, S. 160
Boud, D. 143
Boudreau, J.W. 49, 186
boundaries 144
and boundary activities 247
organizational 42
boundary spanners 255
Boxall, P. 206, 309
BP and Gulf of Mexico oil spill 335
Brandl, J. 131–2
Braun, C. 21, 37, 38
Brayfield, A. 96
breach–performance cycle 310–11
Bretz, R.D. 109, 110, 112, 118, 158
Brewer, M.B. 253, 254, 257
Brewer, W. 186
Briner, R.B. 87, 88
Brockbank, W. 229
Brockner, J. 8, 28, 43, 72, 162–3, 164, 166, 250, 271, 272, 289, 310
Brodbeck, F.C. 163, 170
Bromiley, P. 126, 127, 129, 258
Brower, H.H. 311, 321, 322
Brown, W. 212, 213, 214
Bruch, J. 8
Bryman, A. 281
Bryson, C. 22, 160
Buchan, N. 257
Buckley, F. 14, 333, 335, 338
Bujzaglo, G. 132
Buller, P.F. 128
Bullis, R.C. 254
bullying see workplace bullying
Bunker, B.B. 7, 126, 255, 269
and three-stage transformational mode of trust 127
Burchell, B. 22
bureaucracy, Weber’s theory of 45–8
Burke, P.J. 252
Burnes, B. 268
Burns, T. 47, 49
Burt, R.S. 75, 139, 143, 147
Butler, J. 258
Butterfield, R. 207
Cable, D.M. 69, 70, 110, 112, 113, 118
Caldwell, R. 7, 229, 238
Caldwell, S.D. 116, 119
Cameron, K. 161
Campbell, D. 185, 186
Cannon-Bowers, J.A. 126
Cappelli, P. 160
Cardinal, L.B. 45, 48, 49
career development, progression and trust 157–76 see also careerism; organizational
career management (OCM)
future directions of research into 171–2
and implications for theory and practice 169–71
careerism
and the changing psychological contract 158–62
research study: the case of BankCo 165–9
findings 167–9
measures 166
careerist orientation development (and) 162–5
interaction effects of distributive justice and trust 162–3
interaction effects of organizational commitment and trust 164–5
Carnevale, D.G. 70, 181
Cascio, W.F. 167
Celani, A. 70
Cennamo, L. 291
Chadwick, C. 309
Chan, D. 74
Chang, E. 184
change management 5
incremental 13
and organizational development 247–86
Chapman, D.S. 69, 111
Charlwood, A. 215
Chartered Management Institute 23
Chatman, J.A. 112
Chay, Y.-W. 157, 159, 1612, 164
Chen, Z.X. 160, 161, 166, 170
Chenhall, R.H. 19, 38, 202
Child, J. 203
Cho, J. 325
Chory-Assad, R. 181, 186
Clark, M. 202
Clegg, J. 47, 48
Clinton, M. 10, 14, 95, 341
Coates, G. 178, 183
Cohen, D.J. 248, 257
Cohen, G.A. 203
Coldwell, D. 68
Coleman, J.S. 42, 50, 59
Collins, C.J. 75, 290
compassion 43–4, 52, 55–6, 57–8, 74
competence 6–7, 43–4, 52, 56–8, 69, 70, 78, 79, 80, 91, 130, 133, 142, 149–50, 157, 179, 181, 182, 183, 229, 232, 315, 318, 340, 342
lack of 237, 239, 318, 316
Colquitt, J.A. 72, 162, 268, 270, 273
Combs, J. 102
Connell, M. 20, 30, 109, 118, 159, 202
Connor, E.P. 291
content analysis 51, 52
and interpretive analysis 52
longitudinal 9
control 29, 38 see also organizational control
evolution of trust and 42–64
formal 47–8, 50, 52, 54, 57, 59–60, 336
informal 48–9, 51, 52, 59, 336
integrating with trust 49–50
rational–legal basis of 49, 61
Conway, N. 87, 88, 89, 90, 92, 93, 96, 104, 290, 311
Cook, J. 96, 179, 193, 293
Cooper, C.L. 9, 18, 23, 32
Cooper, D. 338
Cooper-Thomas, H.D. 112
Costa, A.C. 42, 50, 59
Costigan, R.D. 44
Cox, T.H. 248
Coyle-Shapiro, J. 88, 92
Cramer, P. 186
Crawshaw, J.R. 11, 163, 170, 171, 337, 338, 339, 340
Cressey, P. 204
Creswell, J.W. 281
Cronbach alpha score 166, 294–5
Cropanzano, R. 162, 192, 271, 272, 310
Crossman, A. 192, 193, 293
Crouch, C. 210
Cummings, L.L. 126, 127, 129, 258
Cunningham, I. 179
Cunningham, J.B. 178, 181, 292
Currall, S.C. 50, 59
Dabos, G. 88
Daley, H. 226
Daly, J.P. 272
Danford, A. 208, 212–13
Daniel, K. 19, 202
Das, T.K. 42, 45, 50, 183
Datta, D.K. 309, 310
d’Aunno, T.A. 300
Davidson, M. 167
Davies, F. 44
Davies, P. 204
Davis, J.H. 3, 4, 5, 34, 74, 91, 125, 126, 188, 247, 249, 290, 330
Davis, T. 3
Dawes, R. 257
De Corte, W. 293
De Cremer, D. 257
Trust and human resource management

De Meuse, K.P. 310
DeBalzac, H. 47
Debroux, P. 309
Deery, M. 290
Deery, S.J. 93, 94
definitions (of)
bullying 225, 231
control 45
fairness 93
PE fit 110
psychological contract 87–9, 93
reliability 43
team training 125–6
trust 19, 38, 43, 70, 89–90, 93, 126, 179, 269
trust in the workplace 141–2
Deming, W.185
Deutsch Salamon, S. 188, 254
development/destruction of
organizational trust see
recruitment and selection
Diamond, W. 215
Dickinson, T.D. 186
Dietz, G. 6, 91, 109, 119, 142, 337
Dion, K.L. 253
Dirks, K.T. 3, 236, 238, 258
distributive justice 164, 170–71, 186, 249, 270–72, 337, 339
and trust, interaction effects of 162–3
distrust 14, 34, 50, 60, 132, 142–3, 147, 149, 151, 201, 226, 233, 236–7, 239, 274, 317, 322, 325, 340
and ill-health/stress 35
mutual 12, 26, 28–9, 35, 205, 215
Dodge, K.A. 292
Dolan, S.L. 290, 294
Dominick, J. 52
Donovan, J. 139
Dougerty, T. 164, 165
downsizing 14, 309–29 see also human resource management
employee responses to 310–12 see also employees
and engagement 318–20, 322–3, 324
and findings of impact mapping
exercise analysis 314–21
personal outcomes (for HR managers) of 315–16, 321–3
research programme on 14, 312–14, 321–6
context 312
data collection 314
HR manager sample 313
integration of results of 323–4
specific recessionary context 313
and survivor employees/responses 324–6
and trust 316–18, 321–4
breaches/perceived breaches of 317–18, 319, 323–6
and the trust–engagement link 320–21
workshops for HRM managers 14
Dreher, G.F. 248
Driscoll, J.W. 35, 202
Duffy, A. 142
Duffy, K. 144
Dukerich, J. 77
Dumphy, D. 274
Dunn, J.R. 237
Dutton, J.E. 76
Dyer, J.H. 290
Eby, L.T. 159
economic exchange relationship 178
Edmondson, A. 128, 144
Edwards, G. 215
Edwards, J.R. 109–10, 111
Edwards, P. 204
Edwards, R.C. 45, 204
Einarsen, S. 224, 225, 231
Elangovan, A.R. 255
empirical examination of relationship;
HRM, psychological contract and trust 94–102
analysis 96–9
impact of HRM 101
impact of psychological contract 101
impact of trust and fairness 101–2
measurements 95
results 99–101
sample 96
trust as a moderator 102

employee
  engagement 209, 310, 325
  involvement (EI) 36, 202, 209
  participation (EP) 12, 202, 209
  voice 208–10
employee relations 201–18
  debate on trust in 202–5 see also employment relationship
HRM and trust in 206–10
  and illusiveness of trust 12, 201–22
  structural antagonisms in 204
  systems 209–10
  and trust in the unions 210–16 see also trade unions
employee-centric myopia 13, 311
employee–organization bonds,
  weakening of traditional 22
employees
  and economic/social exchange
  relationships with managers 178
exit/leaving 13–14
HRM interventions ceding control to
  208–9
responses to cutbacks and
downsizing 310–12
  and managerial survivor evidence
  311–12
solidarity/trust between 202
work engagement and trust of
  surviving 313–15
employment relationship 202–5
  essence of 203
  and managerial relations 203–4
  understanding of 202
enhancing trust through training
  125–38 see also training trust in teams
  and implications for HR practice
  and future research 135–6
research discussion 57–61
  a challenge to convention 59–60
  limitations and directions for
  future research 60–61
research methodology 50–52
research results 52–7
theoretical background for 43–50 see also trust
  dominant bureaucracy focus 45–8
  organizational control 45–9 see also main entry
exchange theory 13, 290 see also social exchange theory
exit 13–14, 261, 289–304, 331 see also quit, intention to; trust
  commitment and HR values as triggers of intention to leave
  behavior 290
  and employee's experience of HRM
  13
  and entrance 247
voluntary 289–30, 304
Exploring Strategic Change 268
fairness 89, 92–3, 94–5, 96–8, 101–5,
  116, 178, 180–82, 184–5, 202, 228,
  229, 238, 260, 336, 339–40 see also
definition(s)
  informational/interpersonal 272–3
  organizational 20, 36, 70
  outcome 271, 275
  perceived/perceptions of
  14, 73, 74, 162, 184, 185, 249, 270, 273,
  309, 311, 340
  process 271–2
Farrell, A.C. 247
Feldman, D.C. 157, 158, 166, 171, 310
Feldman, J. 185
Ferres, N. 22, 30, 36, 217
Ferrin, D.L. 3, 8, 139, 143, 236, 238,
  258
Ferris, G.R. 75
Ferris, P. 235, 238
Festinger, L. 300
Finegan, J. 142, 151
Fishbein, M. 13, 290, 291, 292, 293, 296,300
  fit see also human resource practices
  and individual subject entries
  and misfits 116–17
person–environment (PE) 10, 109–16, 118–19
person–group (PG) 109, 111, 114, 115–16, 119
person–job (PJ) 109, 110, 111–12, 113–16, 119
person–organization (PO) 109–10, 111, 113–14, 115, 119
person–supervisor (PS) 109, 111–12, 114, 119
person–team (PT) 110
research in 116
and training 117–18
Flamholtz, E.G. 45, 47
Flanders, A. 203
Fletcher, C. 183
flexibility 49, 115, 118, 211, 321
in employment strategies 160
Folger, R. 162, 182, 271, 272
Foote, D. 230, 236
Fortin, M. 20
Fox, A. 89, 92, 201, 204, 206, 212, 216
Frazier, M.L. 182
Freedland, M. 204
Freeman, R. 215
Fried, Y. 303
Friedman, R.A. 255
Fugate, M. 322
Gambetta, D. 19
Gardner, D. 291, 322
Garsten, C. 21, 205, 208
Gash, V. 160
Gatewood, R. 69
George, J.M. 269
Georgiadis, K. 209
Geyer, P.D. 272
Ghorpade, J. 177
Giessner, S.R. 254
Giga, S. 223, 224
Gilbert, J.A. 22, 28, 30
Gilbert, T. 142, 148
Gilhooly, K. 231
Gill, H. 72
Gillespie, N. 8, 91, 119
globalization 14
goal congruence 111, 115
goals 61, 111, 112, 115–16, 136, 159, 206, 213, 292, 323
career 165
development 116
managerial 213, 216
organizational 45, 48–9, 115, 159, 171
personal 48
of workgroup 257
Goldenberg, J. 250
Gollan, P.J. 37
Gollwitzer, P.M. 292
Good, D. 190
Goodrich, C. 204
Gopinath, C. 181
Gospel, H. 214
Gouldner, A. 91, 92, 212, 292, 302
Gould-Williams, J. 21, 44, 180, 186, 205, 209
Govier, T. 72
Grandison, T. 179
Green, C. 131
Green, F. 2001 207
Greenberg, J. 162, 270, 271, 272
Greer, C.R. 309
Greller, M. 89, 93, 103
Grey, C. 21, 205, 208
Griffiths, P. 142
Grimshaw, D. 207
Grugulis, I. 290
Guest, D.E. 10, 14, 21, 88, 89, 90, 92, 93, 94, 95, 96, 103, 104, 207, 208, 228, 290, 311, 341
Gur, A.B.A. 159
Guthrie, J. 177
Hahn, J. 184
Hales, C. 208
Hammonds, K.H. 236
Hanges, P.J. 271, 273
Hansen, M.H. 180
harassment 95, 225, 229, 231, 341 see also workplace bullying
Harel, D. 249, 252
Harel, S. 304
Hargreaves, A. 144
Harley, B. 207, 208, 215
Harquail, C.V. 248
Harrington, S. 12, 334, 339, 340–41
Harris, L. 179, 207
Harris, M. 74
Hatch, N.W. 290
Hausknecht, J. 68
Index

Hedge, J.W. 185
Heery, E. 211, 229
Heider, F. 255
Henkoff, R. 325
Herker, D. 255
Herriot, P. 68, 75, 77, 89, 90, 159, 160–61
Hickey, R. 214
high performance working (HPW) 21, 37, 208
Highhouse, S. 68, 69, 77
Hind, P. 289
Hitt, M. 248
Hodson, R. 207
Hoel, H. 225
Hoffman, B.J. 110
Hoffman, J.R. 69
Hofstede, G. 24
Hoel, P. 247
Homans, G.C. 270
Hope-Hailey, V. 268
House, R.J. 23
HRM–trust relationship 330–35 see also human resource practices; research agendas; trust
Huang, L. 71
Hubbell, A. 181, 186
Huberman, M.A. 314
Hubert, A.B. 224
Huff, L. 202
human resource business partners (HRBPs) 229, 231–40 see also workplace bullying
and alignment with management 237–9
as balancing needs/interests of multiple stakeholders 233–5
as ‘employee advocate’ 235
and failure to take leadership role 237–8
pilot study data on 231
power/credibility of 231–3, 235–7
human resource management (HRM) (and) 3–15, 109–19, 201 see also human resource practices; trust change 116–18
contemporary 209
current approach to (in UK) 228
cycle 4, 5–6, 192
and downsizing 309–29 see also downsizing
empirical examination of relationship; HRM, psychological contract and trust 94–102 see also main entry
external contexts 8–9
high performance 3
impact of trust on 333–5
interventions 208–9, 214
as key agent in building/maintaining trust 5
person–environment fit and trust see person–environment (PE) fit; trust
policies and practices 4–7, 9, 18
practitioners of trust 68
profession and role within redundancy 14
psychological contract and trust 87–108 see also psychological contract; trust
discussion on 102–5
in a recession context 209–10
related to reward and performance management 11–12
resolution of labour problem 206–10
role in psychological contract and trust 89–91
trust in employee relations 206–18
human resource practices 52 see also evolution of trust and control
affecting fit 112–16
competence-based 56
emphasizing reliability 56
future research directions for 118–19
and impact on organizational trust 331–2
interfaced with employee relations 207–8
promoting trust 14
reflect evolution of trust into control 59
human resource practitioner (HRP) 228–31, 236, 239 see also workplace bullying
strategic 228

Rosalind H. Searle and Denise Skinner - 9780857932006
Downloaded from Elgar Online at 08/25/2019 07:59:21PM via free access
Trust and human resource management

Hupcey, J. 142
Husted, B. 205, 209
Hutchinson, S. 179, 182
Hyman, J. 179
Hyman, R. 216

Identification, organizations as source of uncertainty 77
and reduction of uncertainty 77
Identity change 252–3, 254
Image of organization/firm 69
Inkpen, A.C. 50, 59
Insko, C.A. 257

Intention to leave: see exit
Internal promotion 247–67 see also promotion
Benefits or disadvantages of 251–2
and implications for practice 262–3
Implications for research on 260–62
and perceptions of newly promoted team leaders 253–7
Role of trust in determining success of 257–60
with cooperation 257–8
and expectations 259–60
by sharing information 258
and transition within workgroups 250–51
Unintended consequences of 249
Ireland, T.C. 309
Ireland 312–21 see also downsizing
and findings of analysis 314–21
Research on GPTW firms in 312–14
Ironside, M. 206
Iverson, R.D. 290, 303

Jarley, P. 211, 212
Jarvenpaa, S.L. 126, 128, 129, 130, 131
Jenkins, J. 213
Job satisfaction 104–5
Johnston, M.W. 247, 249
Jones, C.A. 249
Jones, G.R. 269
Judge, T.A. 109, 110, 112, 113, 118, 158

Kahn-Freund, O. 204
Kahne, D. 190
Kalbfleisch, P. 144
Kalleberg, A. 88, 160
Kaufman, B. 206
Keashly, L. 224
Kee, H.W. 72
Keenoy, T. 229
Keller, K.L. 69
Kelly, H.H. 190
Kelly, J. 212, 214
Kelly, L. 202
Kernan, M.C. 271, 273
Kersley, B. 209, 211, 212
Kessler, I. 88
Kets de Vries, M. 160, 312
Keyton, J. 144
Khilji, S. 90
King-Casas, B. 75
Kirschenbaum, A. 303
Klaas, B.S. 75
Klein, K.J. 300
Klich, N. 158
Knez, M. 75, 139, 143, 147
Knox, R.E. 72
Kochan, T.A. 229, 230, 238, 239
Kolb, A. 144
Kolb, D. 144
Konovsky, M.A. 3, 13, 182, 290
Koopman, P. 19
Korsgaard, M.A. 72, 182, 189, 190, 247, 253, 257, 258, 261, 339
Kotter, J.P. 87–8
Kouzes, J.M. 44
Kraimer, M.L. 251
Kram, K. 139
Kramer, R.M. 3, 19, 42, 43, 50, 59, 72, 162, 179, 253, 257
Kristof, A.L. 109, 110–11
Kristof-Brown, A.L. 109, 110, 111, 112
Kulik, C.T. 255
Kunda, G. 45, 47
Kuvaas, B. 177
Kwong, J.Y.Y. 164

LaCroix, J. 6, 142
Lahteenmaki, S. 309
Lam, S.S.K. 249, 252, 253, 255, 256, 260
Lämsä, A-M. 21, 202
Landa, M.J. 3
Landon, M. 157, 158
Lane, V.R. 76
Index

Langfield-Smith, K. 19, 38, 202
Langfred, C.W. 133–4
Lasch, C. 157, 158
Laschinger, H. 142, 151
Lauer, K.J. 111
Lawler, E.E. 37, 70
leaders 32, 34, 37, 45, 47, 58, 181–2, 333–4, 337
   group 251, 259, 260, 262
   and leader–team relationships 259–60
   role of 336, 340
   supportive behavior of 44
   team 23, 51, 132, 248, 251–7, 258
   and trust 258
   union 214
Lee, T.W. 290
Lee-Kelley, L. 192
Lefrere, P. 133
Legge, K. 21, 228
legislation
   Children Act (2004) 273
   EU Directive on Information and Consultation 213
Lemons, M.A. 249
Lester, S.W. 311, 325
Leung, K. 164
Levinson, H. 87
Levy, P.E. 183, 184, 186
Lewis, D. 225, 228, 230
Lewis, J.D. 6, 7, 43, 67, 70, 149, 179
Lewis, K. 132, 133, 134
Liang, D.W. 133
Liao, H. 95
Liefooghe, A.P.D. 224
Lievens, F. 68, 69, 74, 75, 293
Lindorff, M. 9
Ling, F. 253, 255
literature on
   concepts of employee voice and empowerment 208
   psychological safety and learning behaviour 128
   task-skills training 132–3
   team-skills training 128–32
   trust in organizations 19–22
Lovell, A. 239
low-trust relations 204, 213, 216–17
Luhmann, N. 20, 42, 70, 149, 19, 180
Lutgen Sandvik, P. 225
Luthans, B.C. 323, 325
Maben, J. 142
Mabey, C. 268
MacGregor, J. 178, 181, 292
Machin, S. 215
MacInnes, J. 204
MacKay, C.J. 223
MacKenzie Davey, K. 224
Mackie, D.M. 253
Macklin, R. 230, 236
Macl, F. 76, 77, 257, 338
Maertz, C.P. 289
Maguire, M.A. 49
Majchrzak, A. 126
managers/management
   levels of trust in 24–8, 166, 205
   and the managed 21, 202, 205, 206, 216
   and managerial relations 203–4
   mistrust of 22
   perceptions on psychological contract breach 311–12
   role of 336
   and us against them syndrome 22
Mankin, L.D. 20, 21, 22, 205
Marchington, M. 210, 213
Marginson, P. 209
Marxist theory 48, 50, 217
Mason, J. 133
Matner, K. 12, 207, 335, 337, 340, 341
Mathieu, J. 126
May, T. 215
Mayer, R.C. 3, 4, 5, 6, 19, 34, 43, 74, 91, 112, 126, 127, 130, 132, 142, 179, 181, 186, 188, 247, 249, 269, 273, 330
Mayo, E. 49
McAllister, D.J. 270
McCalman, J. 268
McCune, J. 181
McDaniel, A.M. 300
McEvily, B. 125
McGuire, W. 77
McIvor, K. 224, 228, 237
McKersie, R. 89
McKnight, D.H. 62, 67, 74, 75, 180
Mehra, A. 77
Trust and human resource management

Mellahi, K. 13, 290
mentoring, role of trust in 139–54 see also nurse mentoring as facilitating learning 143–5
Merton, R.K. 48
Messick, D.M. 253, 257
Meyer, J.P. 166
Meyer, J.W. 42, 50, 59
Meyerson, D. 71, 130
Michels, R. 47
Miles, M.B. 314
Milkovich, G. 186
Mill, J.S. 47
Mishra, A.K. 8, 9, 43, 44, 45, 178, 268, 272, 311, 322, 325, 326, 334, 336
Mishra, K.E. 9, 43, 44, 45, 183, 326, 334, 336
Moag, J. 73, 270–71
Mobley, W.H. 289
model(s)
of cognitive sensemaking 162
social exchange (Blau) 159
survivor reaction to downsizing (Mishra and Spreitzer) 311
Modway, R.T. 302
Möllering, G. 50, 147
Monahan, C.J. 110
Mooradian, T. 171
Moore, S.C. 249
Moreland, R.L. 126, 132, 133, 172, 273
Morgan, D.E. 30, 210, 213
Morrison, E.W. 88
Mossholder, K.W. 181
Muchinsky, P.M. 110
Mullin, B.A. 77
Murnighan, J.K. 71
Myaskovsky, L. 132, 133
Nakamura, G. 186
Nandakhumre, J. 129
National Health Service, UK (NHS) 140
Neuendorf, K.A. 52
Neville, L. 260
new agendas and perspectives 330–43
HRM–trust relationship 330–35 see also main entry
for research 335–41 see also research agendas
Newell, H. 159, 161
Neyer, A.K. 131–2
Nichols, T. 204
Nicholson, C. 75
Noe, R. 139
Novelli, L. 271
nurse mentoring (and) 139–51
accountability of mentors 141
amplification of trust contexts 148–9
extracts from interviews 144, 145, 147, 148
organizational text of 140–41
third-party information 145, 147
training/development of student nurses 140
trust 141–3, 149–50
trust by extension 145–8
trust in facilitating learning 143
Nursing and Midwifery Council 140
code of conduct 141
Nyberg, A.J. 309
Ogbonna, E. 207
openness/honesty 43, 44
O’Reilly, J. 160
organizational career management (OCM) 157, 159–61, 164, 338
effective practices for 161
policies and practices 169–71
strategies 161
organizational change and impact of trust 30–34
organizational commitment (OC) 104, 105, 168–9
and interaction effects of trust 164–5
organizational control 21, 45–9
and dominant bureaucracy focus 45–8
formal 48–9
informal 48–9
organizational justice and strategic change 270–71 see also trust and strategic change
organizational trust 20–22, 28, 34, 44, 47, 181, 294–6, 301, 303, 336, 338, 339–40
development and destruction of see recruitment and selection
impact of HRM practices on
and internal promotions
and interpersonal trust
perceptions of

Orobio de Castro, B. 291
Orpen, C. 157
Ouchi, W.G. 47, 49, 59
Oxenbridge, S. 212, 213, 214

Pare, G. 290
Parsons, C.K. 112, 118
Parzefall, M.R. 292
Pask, E. 142
Patent, V. 11, 334
Paton, R.A. 268
Payne, J. 212
Payne, R. 202
Pearce, J. 93, 212
Pearce, J.L. 269
Peiperl, M. 161
Pemberton, C. 89, 90, 160

performance appraisal (and) 115,
177–97 see also trust
nature of 182–4
nature of trust 179–82
interpersonal 181–2
systems 180–81
role of interpersonal trust in
186–7
role of systems trust in 185–6 see also systems trust, interpersonal trust and appraisal
as significant HRM process
192–3

Perrin, L.A. 110
Perrow, C. 47, 48
Perry, R.W. 20, 21, 22, 205
person–environment (PE) fit 10,
109–18 see also definitions; fit
and change 116–19
complementary 110–11
demands–abilities 111
importance of change for 118
needs–supplies 111
research directions for 118–19
supplementary 110–11
and trust 109–10
person–group (PG) fit 109, 111, 114,
115–16, 119

person–job (PJ) fit 109, 110, 111–12,
113, 114–15, 116, 119
person–organization (PO) fit 109–10,
111, 113, 114, 115, 119
person–supervisor (PS) fit 109, 111–12,
114, 119
person–team (PT) fit 110
Personnel and Development,
Charles Institute of 140
Pettijohn, L. 177
Pfeffer, J. 45, 206, 292
Phillips, J.M. 90
Phillips, N. 231
Piasentin, K. 111
Pierce, J.L. 300, 322
Pillai, R. 3, 271
Podolny, J.M. 255, 300
Podsakoff, N.P. 292, 300
Podsakoff, P.M. 3
Porter, L. 89
Posner, B.Z. 44
power, use/abuse of 340 see also workplace bullying
Pratt, M. 77
Price, J. 96
Prichard, J.S. 11, 125, 127, 128, 129,
131, 332, 334, 338
promotion
and identity change 252–3, 254
within organizations 248–50
Pruitt, D.G. 258
Prusak, L. 248, 257
psychological contract 91–4
careerism and the changing 158–62
and role of HRM in trust 89–91
role of the 87–9
social exchange model 159
theory 310
and trust 91–4
Pucetaite, R. 202
Pučėtaitė, R. 21
Pugh, S.D. 3, 9, 13, 290, 333
Pullman, J.A. 303
Purcell, J. 179, 182, 206, 209, 309
Putman, K. 139

Quality of Working Life project (2007)
18, 23–36 see also studies/surveys
(on)
dataset for 23
Trust and human resource management

Quine, L. 224
quit, intention to 95, 96–7, 102, 104, 105, 335 see also exit

Ramsay, H. 210
Ramstad, P.M. 49
Rau, D. 133
Rayner, C. 23, 224, 225, 228, 229, 230, 237, 334, 339, 340–41
recruitment and selection (and) 67–86
antecedents to initial trust 71–7
and minority group members 74
organizational information 72–4
organizational reputation 74–5
personality dimension: propensity to trust 72
social identity 75–7
application attraction to organization (and) 68–70
social-adjustment 69
value-expression 69
identification with firm 77
initial trust in organization 70–71
pre-entry information 73
pre-entry processes/recruiters’ trust 78
risk 70–71, 73
trust breaches 78–80
civic-order 79, 80
Redman, T. 212
Reed, K. 3, 5, 204, 213
Reeve, C.L. 73
Reilly, P. 230
Reinke, S. 181, 182, 183, 186
reliability 43–4, 52, 56, 58, 304
systematic 180
reputation and trust at organizational level 75
research (on/from) 158–9
adverse experiences and effect on trust 8–9
aftermath of employee violation of peer expectations 254
applicant attraction to organizations 69
association of leadership styles with low trust 37
career development (BankCo, 2002) 165–9
career-related inequities 160
careerism 158, 164–5, 170
downsizing 310–25
experimental game theory 75
factors causing exit 290
factors in leadership: openness, vision and stewardship 181–2
fit, using attraction–selection–attrition (ASA) framework 116
interpersonal nature of bullying 224
PE fit 110–12
personality and trust 171–2
positive relationship between HR and firm performance 44
promotion 248–50
Quality of Working Life project (1997– ) 22, 23
survivors among employees 14, 160, 311
tests for job candidates 73–4
trust-building and control 59
research agendas (for) 336–41
implementing HRM 339–41
longitudinal research design 341
role of leaders and managers 336
role of trust 337
under-researched factors affecting trust 337–9
research design, longitudinal 341
research tool, newsletter archives as 51–3, 57–8, 60
rewards 35, 90, 92, 112–14, 162, 163, 177, 181, 183, 185–6, 203, 249, 250
fairness of 116
and recognition practices 116
Richards, J. 226
Richter, A.W. 258
Rigotti, T. 322
risk 19–20, 70–71, 141–2, 117–9, 224
and vulnerability 193, 236, 333, 336, 342
Robinson, C. 142
<table>
<thead>
<tr>
<th>Name</th>
<th>Pages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Robinson, I</td>
<td>230, 236</td>
</tr>
<tr>
<td>Robinson, S.L.</td>
<td>3–4, 38, 67, 70, 81, 88, 92, 93, 159, 162, 165, 188, 254, 310, 321, 330, 338</td>
</tr>
<tr>
<td>Roehling, M.V.</td>
<td>68</td>
</tr>
<tr>
<td>Rogues, J</td>
<td>88</td>
</tr>
<tr>
<td>Roepeach, M</td>
<td>291</td>
</tr>
<tr>
<td>Rosch, P.J</td>
<td>289</td>
</tr>
<tr>
<td>Rose, E</td>
<td>209</td>
</tr>
<tr>
<td>Rosen, B</td>
<td>125, 128</td>
</tr>
<tr>
<td>Ross, L</td>
<td>186</td>
</tr>
<tr>
<td>Ross, W</td>
<td>6, 142</td>
</tr>
<tr>
<td>Roth, N.L.</td>
<td>50, 79, 190</td>
</tr>
<tr>
<td>Roth, D</td>
<td>96</td>
</tr>
<tr>
<td>Rothman, A</td>
<td>256</td>
</tr>
<tr>
<td>Rotter, J.B.</td>
<td>72</td>
</tr>
<tr>
<td>Rousseau, D.M.</td>
<td>4, 43, 87, 88, 89, 90, 91, 93, 103, 142, 149, 158, 159, 162, 164, 165, 179, 180, 202, 209, 269, 270, 302, 303, 310, 330</td>
</tr>
<tr>
<td>Rowan, B</td>
<td>42, 50, 59</td>
</tr>
<tr>
<td>Royal Bank of Scotland</td>
<td>335</td>
</tr>
<tr>
<td>Rulke, D.L.</td>
<td>133</td>
</tr>
<tr>
<td>Rynes, S.L.</td>
<td>73, 90</td>
</tr>
<tr>
<td>Saal, F.E.</td>
<td>249</td>
</tr>
<tr>
<td>Sahdev, K</td>
<td>160, 312</td>
</tr>
<tr>
<td>Sako, M.</td>
<td>42</td>
</tr>
<tr>
<td>Salaman, G.</td>
<td>268</td>
</tr>
<tr>
<td>Salamin, A.</td>
<td>247</td>
</tr>
<tr>
<td>Salamons, M.</td>
<td>203, 211</td>
</tr>
<tr>
<td>Salancik, G.R.</td>
<td>292</td>
</tr>
<tr>
<td>Salas, E.</td>
<td>125, 126, 128, 129</td>
</tr>
<tr>
<td>Salin, D.</td>
<td>224</td>
</tr>
<tr>
<td>Salovey, P.</td>
<td>256</td>
</tr>
<tr>
<td>Sanchez, R.J.</td>
<td>74</td>
</tr>
<tr>
<td>Sarros, J.</td>
<td>32</td>
</tr>
<tr>
<td>Schank, R.C.</td>
<td>93</td>
</tr>
<tr>
<td>Schaubroekk, J.</td>
<td>249, 252, 253, 255, 256, 260</td>
</tr>
<tr>
<td>Schein, E.H.</td>
<td>87, 159</td>
</tr>
<tr>
<td>Schmitt, N.W.</td>
<td>74, 111</td>
</tr>
<tr>
<td>Schneider, B.</td>
<td>77, 116</td>
</tr>
<tr>
<td>Schoormann, F.D.</td>
<td>19, 21, 209, 228, 249, 251, 261</td>
</tr>
<tr>
<td>Schultz, L.</td>
<td>73</td>
</tr>
<tr>
<td>Schwartz, D.</td>
<td>292</td>
</tr>
<tr>
<td>Schwarz, G.</td>
<td>9</td>
</tr>
<tr>
<td>Schwarzwald, J.</td>
<td>247, 249, 250</td>
</tr>
<tr>
<td>Schweitzer, M.E.</td>
<td>237</td>
</tr>
<tr>
<td>Scott, S.G.</td>
<td>76</td>
</tr>
<tr>
<td>Searle, R.H.</td>
<td>3, 5, 6, 10, 11, 12, 14, 44, 67, 72, 75, 81, 115, 143, 185, 228, 247, 332, 333, 334, 335, 337, 338, 340, 341</td>
</tr>
<tr>
<td>Seifert, R.</td>
<td>206</td>
</tr>
<tr>
<td>self-esteem enhanced by self-categorization</td>
<td>76</td>
</tr>
<tr>
<td>Sellman, D.</td>
<td>142</td>
</tr>
<tr>
<td>senior management</td>
<td>18, 20, 36–8</td>
</tr>
<tr>
<td>analysis of trust in</td>
<td>24–8</td>
</tr>
<tr>
<td>employees’ levels of reciprocal trust</td>
<td>34–6</td>
</tr>
<tr>
<td>impact of large-scale organization change on trust in</td>
<td>30–34</td>
</tr>
<tr>
<td>leadership styles</td>
<td>22, 28–30, 37</td>
</tr>
<tr>
<td>low levels of trust in</td>
<td>34, 37</td>
</tr>
<tr>
<td>Shacklock, A.H.</td>
<td>230, 236</td>
</tr>
<tr>
<td>Shah, P.P.</td>
<td>309</td>
</tr>
<tr>
<td>Shapiro, D.</td>
<td>43, 50</td>
</tr>
<tr>
<td>Shapiro, S.P.</td>
<td>180</td>
</tr>
<tr>
<td>Sharf, J.</td>
<td>74</td>
</tr>
<tr>
<td>Shavitt, S.</td>
<td>76</td>
</tr>
<tr>
<td>Shaw, J.D.</td>
<td>293</td>
</tr>
<tr>
<td>Sheppard, B.H.</td>
<td>43, 50, 180</td>
</tr>
<tr>
<td>Sherer, P.</td>
<td>160</td>
</tr>
<tr>
<td>Sherwood, J.J.</td>
<td>128, 129</td>
</tr>
<tr>
<td>Shore, L.M.</td>
<td>88, 292</td>
</tr>
<tr>
<td>Siegel, P.</td>
<td>163, 250, 271</td>
</tr>
<tr>
<td>Silver, M.</td>
<td>253</td>
</tr>
<tr>
<td>Sisson, K.</td>
<td>211</td>
</tr>
<tr>
<td>Sitkin, S.B.</td>
<td>50, 79, 190</td>
</tr>
<tr>
<td>Six, F.</td>
<td>7, 180, 228, 237, 238, 322</td>
</tr>
<tr>
<td>Sjoberg, H.</td>
<td>96</td>
</tr>
<tr>
<td>skills mix changes</td>
<td>207</td>
</tr>
<tr>
<td>Skinner, D.</td>
<td>5, 12, 14, 42, 67, 178, 228, 237, 238, 334, 340, 341</td>
</tr>
<tr>
<td>Sloman, M.</td>
<td>179</td>
</tr>
<tr>
<td>Smith, C.A.</td>
<td>300, 302</td>
</tr>
<tr>
<td>Smith, K.G.</td>
<td>290</td>
</tr>
<tr>
<td>Smith, R.H.</td>
<td>256</td>
</tr>
<tr>
<td>Snape, E.</td>
<td>212</td>
</tr>
<tr>
<td>Sobel test</td>
<td>168</td>
</tr>
<tr>
<td>social exchange model</td>
<td>93, 159</td>
</tr>
<tr>
<td>social exchange relationships</td>
<td>178–9</td>
</tr>
</tbody>
</table>

Rosalind H. Searle and Denise Skinner - 9780857932006
Downloaded from Elgar Online at 08/25/2019 07:59:21PM
via free access
social exchange theory 159, 162, 169
social identification process 252–3
social identity 68, 72, 75–7, 79, 109, 253, 255
Sommer, S.M. 323, 325
Sorge, A. 322
Sparrow, P.R. 158
Spence, A. 69
Spira, L.F. 42, 178
Spreitzer, G.M. 8, 43, 44, 178, 268, 311, 322, 325
Stace, D. 274
Stalker, G.M. 47
Steel, R.S. 290
Steele, C.M. 301
Stern, I. 158
Stets, J.E. 252
Steves, C.K. 75
Stewart, P. 208
Storey, J. 203, 207, 212
strategic change 268–86 see also trust and strategic change
stress 177, 208, 224–5, 255, 274, 321
and downsizing 315–16
from bullying 225
related to lack of trust 35
as source of stress-related absence
223
Stroh, L.K. 251
studies/surveys (on)
in Australia on quality of working life 18
benefits of trust 3
bullying 225
in China and Singapore on career growth 161–2
employers’ perspectives on the psychological contract 90
expectations and trust 259
leader–team relationships 259–60
Quality of Working Life project (2007) 9, 18, 23–8
role conflict and stress of boundary spanners 255
Workplace Employment Relations Survey (WERS, 2004) 209
Sturges, J. 159, 164, 170
Suazo, M.A. 90, 103
Sutherland, V. 167
Sverke, M. 96
systems trust, interpersonal trust and appraisal 187–92
acceptance 187–9
rejection 191–2
relationship orientated 189–90
system orientated 190–91
Taber, T.D. 248
Tajfel, H. 75, 252, 253
Tan, C.S. 20
Tan, H. 20
Tang, T.L.-P. 22, 28, 30
Tannenbaum, A. 45, 48
Tanova, C. 290
Tavaglione, A. 22, 30
Taylor, P. 207
Taylor, R. 212, 213, 217
Taylor, S.M. 87, 88
Taylorism 206–7
Taylore principles 206
Teachout, M.S. 185
Teicher, J. 239
Tekleab. A.G. 87, 88
Teng, B.S. 42, 45, 50, 183
Terry, M. 214
Tesser, A. 256
Tetlock, P.E. 190
Tetrick, L. 88
Thatcher, S.M.B. 338
Thibaut, J.W. 270, 272, 310
Thompson, P. 7, 158, 164, 171
Thorne, S. 142
Tolbert, P.S. 232
Torrington, D. 3, 206
Townley, B. 206
trade unions (and) 210–16 see also UNISON
collectivist ideals 211
development of consultative mechanisms 213–14
partnership working 212–13
resistance 215–16
solidarity 211–12
training trust in teams (and) 125–36
implications for HR practice and future research 135–6
preventing overtrusting behaviour 133–4
task-skills training 132–3
team-skills training 128–32
theoretical considerations for 125–8
Travaglione, A. 202
Tremblay, M. 290
Trevino, L.K. 226, 236
Trevor, C.O. 309
Trevor-Roberts, E. 37
Tripp, T. 3, 68, 79, 254
trust 43–5 see also definitions (of);
distrust; recruitment and selection; trade unions and UK business organizations
breaches of 68, 78–81, 314, 317–18, 319, 323–6, 333
building/sustaining between managers and managed 202
calculus-based 270
challenges to 332–3
changing levels of 334
in context of performance appraisal 177–97 see also performance appraisal and trust
and control 59
decline of 20
as decision to rely on 70
decline of 20
differentiated 14
dimensions of 43–4
compassion 44
competence 43–4
openness/honesty 43, 44
reliability 43
distributive justice 162–3
employees’ perceptions of 9
in the employment relationship 202–5
and engagement in downsizing context 309–29 see also downsizing
erosion of 254
and evolution into control 42
by extension 139, 145–8
and fair treatment/fairness 71, 339–40
in facilitating learning 143–5
HR in workplace bullying 223–43 see workplace bullying
and HR/HRM policies/practices 14, 20, 44
and impact on HRM 333–5
and integration with control 49–50
interpersonal 20, 181–2
lack of 35 see also distrust
in mentoring see mentoring, role of trust in
as multidimensional construct
126
nature of 179–82
and organizational commitment 164–5
as organizational issue 21
and organizational performance 20–21
in organization policy as crucial 227–8
and performance 133
personal 270
propensity to 72
the psychological contract 91–4
reciprocal 34–6
and risk 70
role of 337
in senior management 20, 35–6
and relationship with prevailing leadership styles 28–30
strategic change 268–86 see also trust and strategic change
and successful internal promotions 257–60
‘swift’ 71
systems 180–81
in team training 125–8
theory 269
third-party 139, 143
under-researched factors affecting 337–9
emotion 337
identity 338
personality 337–8
value congruence 338
violations of 7, 20–21
in the workplace 21
trust, justice and change 269–73 see also trust and strategic change
informational and interpersonal fairness 272–3
organizational justice and strategic change 270–71
outcome fairness 271
process fairness 271–2
trust 269–70
trust commitment and HR values as triggers of intention to leave 289–308
discussion of study on 299–302
future directions for research on 302–4
results of study on 296–9
study method and measurements for 294–6
control variables 295–6
dependent variable 294
independent variables 294–5
theory and hypothesis for 291–3
trust and strategic change 268–86
data collection for 273–5
discussion on 281–2
employees' feelings and reactions to change 275–8
categorized as strongly trusting 280–81
categorized as trusting to some extent 278–80
implications of and future directions for 282–3
Truxillo, D.M. 73
Tsui, A.S. 88, 294, 295
Tuchinsky, M. 43, 50
Tucker, A. 144
Turban, D.B. 68, 69, 70
Turnbull, P. 206
Turner, J.C. 75, 76, 252, 253, 255
Tversky, A. 190
Tyler, T.R. 3, 19, 20, 162, 271
Tzafrir, S.S. 13, 20, 21, 27, 30, 37, 38, 72, 159, 184, 188, 193, 207, 248, 249, 252, 294, 304, 312, 324, 332, 335, 338, 341
UK business organizations (and)
18–41
building trust 37–8
employees' levels of reciprocal trust with senior managers 34–6
gap between departmental and junior managers 24
impact of large-scale organizational change on trust in senior managers 30–34
leadership styles 21–2
levels of trust higher with immediate line managers 24–8
lower with senior management 20, 24–8
prevailing leadership styles 28–30, 37
Quality of Working Life project 23, 24
senior management and its relationship with prevailing leadership styles 28–30, 37
Ulrich, D. 229, 230, 231, 235, 239, 289
UNISON 223
data 229, 230, 235
definition of bullying 225
survey on bullying 225, 226–7
Upchurch, M. 213
Usoro, A. 126
van de Bunt, P. 38
Van Dick, R. 77
Van Gramberg, B. 239
Van Hoye, G. 75
Van Sell, M. 255
Van Vianen, A.E.M. 112, 118
Van Vugt, M. 257
Van Yperen, N.W. 293
Vancouver, J.B. 111
Vandenberghhe, C. 292
Vecchio, R.P. 254
Venkatraman, N. 50
Verquer, M.L. 110
Viney, C. 164
Vlaar, P.W.L. 50
Waddington, J. 214
Walker, L. 270, 272, 310
Wall, T. 96, 179
Walter, D. 132
Walton, R.E. 89, 91
Walumba, F.O. 226, 227
Wang, X. 90

Rosalind H. Searle and Denise Skinner - 9780857932006
Downloaded from Elgar Online at 08/25/2019 07:59:21PM
via free access
Index

Warr, P. 96
Weathers, C. 160
Weathington, B.L. 293, 300
Weaver, G.R. 226, 236
Weber, M. 42, 45–8, 50
Wedderburn, Lord 203, 204
Wehmeyer, K. 180
Weibel, A. 7, 42, 44, 183, 270, 340
Weigert, A. 6, 7, 43, 67, 70, 149, 179
Weisberg, J. 303
Weiss, H.M. 310
Weitz, B. 157, 158, 166, 171
Welbourne, T.M. 291, 295, 302
Wentling, R.M. 167
Westphal, J.D. 158
Westwood, R. 90
Wheelan, S.A. 132
Whitener, E.M. 5, 19, 21, 22, 30, 72, 90–91, 142, 177, 178, 181, 182, 185, 189, 209, 330
Whitney, J.O. 3
Whitston, C. 214
Wiesfeld, B. 162
Willemyns, M. 186
Williams, J.R. 183, 184, 186
Williams, M. 109, 118
Williams, S. 203, 212
Williams, T. 230
Williamson, I. 69
Williamson, O. 19
Wilson, A. 11, 334
Wimmer, R. 52
Winstanley, D. 238
Winter-Collins, A. 300
Witvliet, C. 73
Wohr, D.J. 110
Wolfe Morrison, E. 321
Wood, S. 214
Woodall, J. 238
Woodman, R.W. 128, 129
Woodruffe, C. 171
workgroup dynamics 247–67 see also internal promotion; promotion
workplace bullying (and) 223–43
balancing needs and interests of multiple stakeholders 233–5
causes of 226
credibility and power of HRM 231–3
effect on organizational sustainability 224
employee trust, development and maintenance of 237–8
employee trust in policy/action 228
harassment 225
human resource business practitioners (HRBPs) see main entry
impartiality of HRPs/HRBPs queried 239
indirect exposure 340–41
organizational action/inaction 226–7
organizational surveys on 224
patterns in 225
post-traumatic stress disorder (PTSD) symptoms 225
power 235–7
role of human resource practitioners (HRPs) 228–31
Worral, L. 9, 18, 23, 32, 33, 216, 334, 336
Wright, C. 2008 229, 232
Wright, P.M. 44, 95
Wright, T.A. 302
Yan, A. 250–51
Yang, J. 181
Yonge, O. 139
Yorke, M. 149
Young, L. 202
Young, Y. 19
Yu, K.Y.T. 70
Zaheer, A. 50, 70, 180, 258
Zaheer, S. 180
Zand, D.E. 3
Zeffane, R. 30, 109, 118, 159, 202, 210, 213
Zhao, H. 93, 94, 310
Zucker, L.G. 190