

The Mediating Role of Individual Performance in the Effect of Workplace Friendship on Organisational Trust

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ARTICLE INFO	ABSTRACT
<p>Keywords: Workplace friendship Organisational trust Individual performance Organisation</p> <p>Received 8 March 2020 Revised 25 June Accepted</p> <p>Article Classification: Research Article</p>	<p>Purpose – The purpose of this study was to examine the effects of workplace friendship on organisational and individual processes. As part of this aim, the following questions were asked: “Does workplace friendship have an effect on individual performance at the individual level and on organisational trust at the organisational level?” and “Does individual performance have a mediating role between these two variables?” Through the research model and hypotheses, the study attempted to reveal the relationship in question.</p> <p>Design/methodology/approach – Data was gathered with the help of 246 blue-collar employees serving in a company operating in the textile sector in Malatya. SPSS software was utilized for data analysis. Within the study, frequency analysis, reliability and validity analysis to determine the internal consistency of the factors and scales, and correlation analyses to determine the relationships among contributing variables were utilized. Baron and Kenny’s (1986) four-step method was used to test the hypotheses and the Sobel Test was used to measure the significance of the indirect effect.</p> <p>Findings – The results showed that workplace friendship positively correlated with organisational trust and individual performance. Moreover, the findings support the H4 hypothesis, determined to be the primary research hypothesis, as well as the H1, H2, and H3 hypotheses.</p> <p>Discussion – According to these results, individuals with a high perception of workplace friendship tend to benefit both their organisation and themselves as they become aware of their own skills and more capable of achieving positive outcomes. In this context, workplace friendship has a positive effect on organisational outcomes and the employee’s performance. The results of this study also support this thesis.</p>

Suggested Citation

Akyüz, M. (2020). The Mediating Role of Individual Performance in the Effect of Workplace Friendship on Organisational Trust, *Journal of Business Research-Turk*, 12 (3), 2193-2204.