**APPENDIX 1. ORGANIZATIONAL TRUST SCALE**

1. The level of trust among the managers and workers in this hospital is quite high.

2. In general, employees in this hospital have a high level of trust in each other.

3. The level of trust among people I work with in this hospital is very high.

4. I am very confident that this hospital will treat me fairly.

5. I trust to this hospital will be fair to all employees.

6. I trust that this hospital will be relevant and respectful to the employees.

7. I have confidence that that this hospital will be with me during my hard times.