

TRUST IN PEOPLE AND CO-OPERATION IN THE WORK REPORTS AT THE NATIONAL LEVELS

Simona Roxana Ulman, PhD Candidate, "Al. Ioan Cuza" University of Iași

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Abstract: The human relations are the foundation of the societies and, derived from them, the relations of work are the basis of the economy. In other words, a society that does not offer correct relations of work from both economic and ethical points of view cannot be the ones promoting performance and competitiveness. Co-operation between people is one of the most significant pillars of the society, being possible to be even the most important one; it can be seen as the element that makes the human lives to be meaningful and the societies to be viable. It cannot be possible without a positive perception on the individuals nearby us, concreted in the manner of trusting in people. In this context, the aim of this study is to analyze if the co-operation in the work reports is influenced by the manner of trusting in people and to show the nature of this influence. Analyzing the co-operation in the work reports data from the Global Competitiveness Index 2013 and the data about trust in people from the last study of the World Values Survey, the results are expected to reveal the existence of a strong positive connection between these two indices, trust in people significantly influencing co-operation from the reports of work.

Keywords: co-operation, work report, trust in people, competition.

1. Introduction

Co-operation is one of the most important elements in a society, representing one of the most relevant subjects for the sciences in general and for the economy in principal, because the relations of work are the basis of the economic domain. In this context, the determinants of the co-operation are very important to be found out as to find solutions for the lack of co-operation problems. In this paper, we start from the presupposition that the level of trusting in people is an important determinant of the level of co-operation in the reports of work. This means that, trust in people, as a cultural element, influences the way of people action in the work reports. When an individual, in general, trusts in those behind him, he is able to co-operate in a correct way and can work in an efficient manner as to bring a plus at his place of work.

2. The importance of the co-operation in the work reports

Mises sustains the direct correlation between the human action and the division of labour as a consequence of the first one's progress and giving birth, in this way, to what is called co-operation today (Mises, 1985, apud. Pohoățã, 2009, p. 118). So, the individuals and their necessities provoked the apparition of the division of labour for a better satisfaction of the human needs. Starting from them, helped by some efficient solutions, near by the

conviction that the individual is a social human being, this division of labour appeared and spread all over the world and provoke the process of specialization. For all these aspects, the co-operation as an ethical value is required. In this way, every actor implied in labour reports must be aware that he has to accept both the pluses and the minuses of his belonging environment and to be open to communication and even to negotiation. Indifferent of the simplicity or the complexity of work reports between individuals, without these mentioned elements, the work's outcome is inefficient and not on the long term.

It is possible that co-operation is the most important element in the relations between people. It is the material that makes the human life to be significant and the societies to be viable. In this context, it represents one of the most relevant subjects for the science in general and for the economy in principal, because the relations of work are the basis of the economy. The relationship automatically implies the communication, both the indirect or the direct one. So, the co-operation and the language development, as an imperative for the first dimension, have on their basis a particular human element - the human sensibility for the direction of the eyes. That is found out even in the looking of a child of twelve months that voluntarily ask and need the other persons' eyes and attention for his normal growth (Tomasello, 2007). The human co-operation and the moral emotions that are associated with it are completely compatible with the biological evolution. The selection pressure from the self-centered level will give the impulse to make sacrifices for our relatives for the only reasons for having the same gene with us (Harris, 2010, p. 53). More, the paper of the biolug Robert Trivers about the reciprocal altruism largely explains the co-operation between individuals without being relatives or even between strangers. He realises a model composed of social and psychological determinants: amiability; moralistic/didactic violence that asks, for example, the punishment; guilt; charity and gratitude, but also the tendency to practice these social dimensions for the achievement of the own (Trivers, 2002).

Completing these arguments, Mises names his principle paper „The human action”. The work's essential approach sustains a direct dependence between the human action and the division of work as a consequence of a common inosulation, giving birth to what is named human co-operation (Mises, 1985, apud. Pohoățã, 2009, p. 118). In this context, the individuals and their necessities beared away to the work division apparition as the human needs to be better satisfied through this specialization. Starting from the needs and being in for some efficient solutions, nearby the conviction that the individual is a social being, this division of work appeared and developed everywhere and gave birth to the specialization. This constitutes exactly the identified solution for the coverage of the anterior evoked needs. For all these reasonings be able to be put into practice, another essential premise is required: the co-operation as a human ethical value. So, every actor implied in a report of work must be aware of the fact that, to be able to maintain on the market, he must accept the pluses and the minuses of the belonging environment and, also, must be open to communication and negotiation. Indifferent of the simplicity of the work relation between individuals, without these mentioned elements, the work results would be without efficiency and on the long term. So, the personal objectives aren't and do not have to always be in conflict with the ones of the other people, our state of good – as a primordial objective – but also of the others, especially of the closest persons behind us, have to coexist and reciprocally conditionate.

Adam Smith, interested in the individual competitor interest roles at the level of the society in its totality, sustains that the individual is interested in peers and their happiness. But this preoccupation is limited by the prime of their self interest, appearing in this way a kind of tension between the reflexive individual egoism and the bent for morality (Adam Smith, 1853, apud. Harris, 2010, p. 55). Helped by two relevant statements, Pohoată (2009) resumes the way of explanation to Mises about the necessity of the human co-operation and the context in which it happens: „The human action is always one made by individual human beings” (Mises, 1985, p. 152), but it does find out its finality and scope only in the middle of the society. Even if he likes or not, the individual is obliged to accept that he is born in a pre-existent society and that this is not an entity that acts beyond him and his peers and that he must adapt to the social co-operation exigencies and to bend to the moral rules (Ibidem, p. 154)” (Pohoată, 2009, p. 119). When the ethical aspects are better understood – the superior understanding of the goodness, of the reciprocity, of the trust, of the sincerity and open communication, the impulses control, the aggression moderation, the efficient collaboration from the humans’ projects are possible (Harris, 2010, p. 53).

3. Empirical observation on the level of trusting in people and on the co-operation in the work reports

For the empirical observation of the level of trusting in people, in this paper, it was utilised the last study of the World Values Survey, named *WVS 2005-2008* and representing the fifth such kind of study. The report includes in the analysis 57 countries from all over the world and answers to a series of questions about the individual values of these countries. So, to be possible to have an image about the attitude of the citizens from different countries related to the co-operation and trust in people values and to realize a comparison between nations, I selected ten countries that are centres of power in the world (United States of America, European Union – from that I chose the next countries: France, Great Britain, Sweden and Germany; and BRIC countries: Brazil, India, China, Russian Federation). Near these centres of power, I also selected the countries from the Eastern Bloc (Poland, Bulgaria, Romania, Ukraine, Russian Federation and Moldova). I mention that for the other countries from this last group the data are not available. The Russian Federation is a component part of the twice groups, being one of the power centres of the world and also being positioned in the Eastern Europe. I do not integrated it only in a single group for a better observation of the way it differentiates or not by the countries from the two groups and, so, to possibly decide where is its better place from the point of trust and co-operation perceptions view: in the centres of power of the world or in the Eastern Bloc. The motivation for choosing these two groups are:

- big differences of culture do exist between the two groups, but also among the countries inside the groups, especially in the case of the economic power centres, emphasizing, in this way, the most important world cultures that are represented in this paper by at least two countries;
- the majority of the countries from the first group have a strong democratic tradition deeply embedded in the collective subconsciousness of their citizens and a high level of economic freedom, and in the second group, being included the countries that are ex communist countries of the East part of the Europe and that have a middle level of economic freedom;

- significant differences between the national development level do exist in the two groups of countries, the first including some of the most powerful states of the world and the second ex communist emergent countries.

The manner in which the individual perceives and respects the co-operation aspect largely depends on his perception of the human beings' nature and of the relations with them. Each individual formulates a general assembly of personal opinions/beliefs about the related persons and this assembly takes an equivalent role with the one of the vertebral column in the human body when we discuss about the relations that the person builds with the members of his belonging society. In this context, the question put to the respondents from the study made between 2005-2008 by World Values Survey - *Do you think most people try to take advantage of you* – is relevant for the present debate. So, in the situation in that the negative perception on the people behind you dominates, society surely is primarily constructed on the individuality principles, on the competition over the limits of the ethics, of the reflexive selfishness, of the social inequity, of the priming of the self interest against the team or general interests. These negative aspects describe a lack of respecting the co-operation level and that has only negative effects on the society in general.

Among the developed countries, India is the most suspicious of the others' behaviour, over 60% of the respondents considering that the most people try to take advantage of them. On a big difference, Brazil and the Russian Federation are located with a percentage equal to approximately 10-13%; in the other countries, under 5% of the respondents consider that almost all the human relations are based on the total following of the self interest and individual profit from them. Surprisingly, on the diametrical pole, India is also on the first position, having the highest percentage of those that consider that the majority tries to be fair and correct when they relate with them (over 30%). It can be observed an extreme position of the perceptions from this country, mentioning that the other nations are more balanced, and the respondents much more reserved in their statements, refusing to give positive or negative general answers about the others' behaviour. A little inclination of this balance is indeed observed in the part of the positive perception on the individuals and their behaviour, generally considering that people more try to be correct in their interactions than to take profit from those implied near them in different life situations.

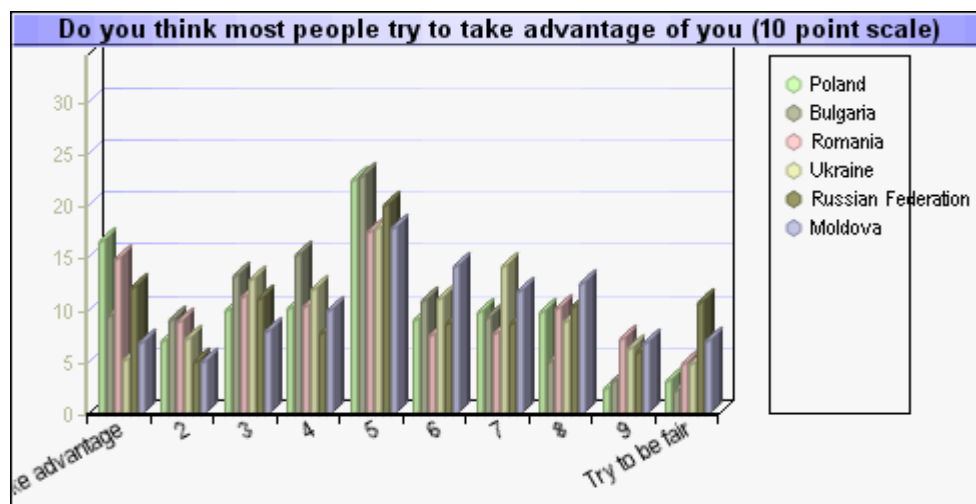


Figure 1 – The perception on the related people in report with the self person in the emergent countries (WVS 2005-2008 (2008), author's automatic processing on <http://www.wvsevsdb.com/wvs/WVSanalyzeSample.jsp>)

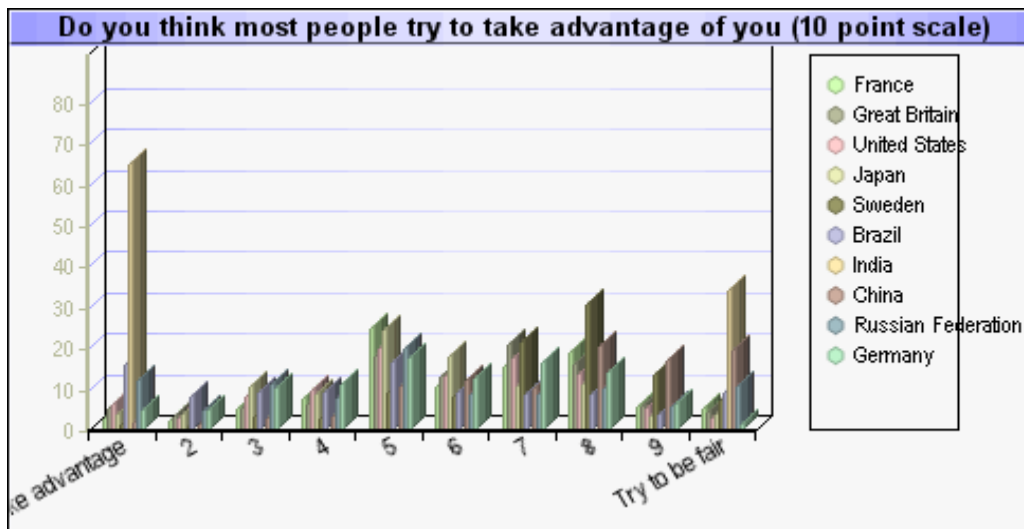


Figure 2 – The perception on the related people in report with the self person in the developed countries (WVS 2005-2008 (2008), author's automatic processing on <http://www.wvsevsdb.com/wvs/WVSanalyzeSample.jsp>)

In the case of the emergent countries that are taken into consideration here, it can also be observed an equilibrium between the favorable and un-favorable opinions. The most percentages for all the countries are situated on the fifth level of the scale, meaning its middle point, and, in this way, we can conclude that the perception on the existence of an equilibrium between the individuals attempt to behave in a proper manner and to take advantage of it does really exist.

Generally speaking, the conclusion is that the co-operation based on the intensified attention on the related individuals' actions, but not suspicious or degenerating in work reports totally based on egoism, individualism, self-interest and total sacrifice of the own work team.

In terms of theoretical meanings, the competition is opposed to co-operation. It is in relation with the above investigated idea, referring to the fact that each person tries to take profit from the relations with the others. So, the perception on competition as being beneficial or damaging is relevant to the present discussion.

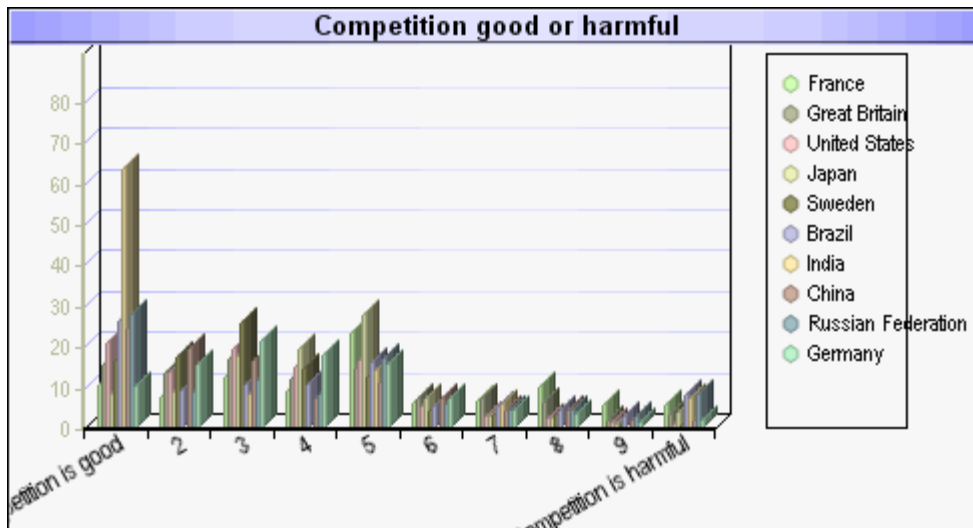


Figure 3 – The perception on competition in the developed countries (WVS 2005-2008 (2008), author's automatic processing on <http://www.wvsevsdb.com/wvs/WVSanalyzeSample.jsp>)

In the centers of power, an almost equilibrium between the pro and contra opinions is registered, but a low inclination favouring the idea sustaining that competition is good does exist. At a first sight, in general, approximately 2/3 of the respondents incline to competition as being beneficial and only 1/3 as being harmful. It must also be emphasized that an uniformity of the division of the responses on the first five levels of the scale can be observed as it can be made at the other five ones. Japan secedes from the described model, manifesting at the response level a visible inclination on the aspect of competition seen as being beneficial, both for the individual and the society, 60% of the respondents ticking the first level of the scale and considering with a 100% certainty that the competition is not harmful, but contrary, an emblem of the individual and general progress.

The easy inclination to competition as being beneficial is also registered in the case of the emerging countries, with the exception of Romania that certainly inclines to the positive evaluation of the effects of competition. So, 30% of the Romanians, on a scale starting from 1 and finishing with 10, where 1 is for the level of the competition as being good and 10 is for the level of competition as being harmful, ticking 1, express their opinion on this aspect and sustain that competition is beneficial; 20% ticking 2; 12% ticking 3; 8% ticking 4; 12% ticking 5; together, the balance inclines in the part of the competition with a total 82% responses. Romania is followed by the Russian Federation, a country also included in the centers of power group, where 85% of the respondents, on the first five levels of the scale, promote the competition as being beneficial. Poland is the country with the highest percentage of the respondents that do not respond favourable for competition (approximately 35%).

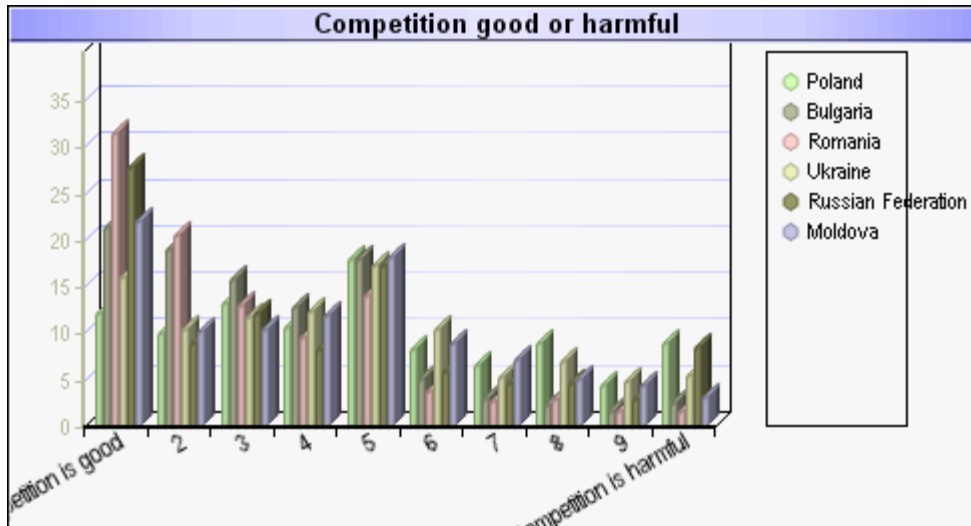


Figure 4 – The perception on competition in emergent countries(WVS 2005-2008 (2008), author’s automatic processing on <http://www.wvsevsdb.com/wvs/WVSanalyzeSample.jsp>)

As a general impression, it can be seen that the reflexive egoism has a greater power than the social way of being of the individual. In this condition, the principle of co-operation must be educated and imposed as an obligatory to be respected rule for the reason that societies do not have to guide by the principle sustained by Hobbes - *Homo homini lupus* (The man is wolf for the man) or *Bellum omnium contra omnes* (The fight of everyone against everyone), relieving that the egoism is the only base of the human being.

4. The reciprocal influence of the level of trusting in people and of the co-operation in the work reports

Two Spearman Rank Correlation tests and two regressions were performed for all the countries included in the analysis of the last study of the World Values Survey (57 countries). We used two indices – the *most_people_trusted* taken from the last study of the World Values Survey, named WVS 2005-2008 and the *cooperation_work_report* from The Global Competitiveness Report 2013-2014, where, first, *most_people_trusted* is the independent variable and *cooperation_work_report* is the dependent one and, then, *cooperation_work_report* is the independent variable and *most_people_trusted*, the dependent one. Since this is a cross-sectional analysis, robust error estimation methods were used for estimating the relation between the two variables.

Table 1: The estimation of the calculated correlation coefficients

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,532 ^a	,283	,269	,63491

a. Predictors: (Constant), *most_people_trusted*

b. Dependent Variable: *cooperation_work_reports*

The regression analysis indicates that a strong connection between *most_people_trusted* and *cooperation_work_report* really exists, because the correlation

report has a high and positive value ($R=0,532$). R square indicates that 28,3% of the dependent variable variation is explicated by the variation of the independent variable. Also, the estimated value of the multiple adjusted determination report obtained in the estimation of the calculated correlation coefficients (table 1) reveals with a higher precision the influence of the independent variable on the dependent one, indicating that the variation of the *most_people_trusted* variable explicates 26,9% of the *cooperation_work_report* variation. The correlation report test ($\text{Sig. } F=0,000 < (\alpha = 0,05)$) shows that between the considered variables exists a significant relation; the determination report test ($\text{Sig. } F=0,000 < (\alpha = 0,05)$) indicates that, statistically speaking, it exists a significant relation between the two chosen variables; the regression model's test ($\text{Sig. } F=0,000 < (\alpha = 0,05)$) guaranties with a 95% trust that the model is statistically significant (table 2).

Table 2: The model's significance test through Fisher test

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	7,971	1	7,971	19,774	,000 ^a
	Residual	20,156	50	,403		
	Total	28,127	51			

a. Predictors: (Constant), *most_people_trusted*b. Dependent Variable: *cooperation_work_reports*

From the model's parameters test results (table 3), we can observe that, at an extension with a unit of the *most_people_trusted* variable, the *cooperation_work_report* value advances with 0,024 units, revealing the positive influence that exists between the two variables. Also, it can be seen that at a value of the *most_people_trusted* equal to zero, the *cooperation_work_report* medium value is 3,712. It is observed that when, hypothetically speaking, the *most_people_trusted* variable is equal to zero, *cooperation_work_report* is positive. This means that although people do not at all trust in people, they still can cooperate.

Table 3: The model's parameters test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95,0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
(Constant)	3,712	,164		22,582	,000	3,382	4,042

most_people_trusted	,024	,005	,532	4,447	,000	,013	,034
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a. Dependent Variable: cooperation_work_reports

In this context, the constant term also becomes significant and implies the existence of other factors that affect the form of co-operation in the work reports. This implies that while the level of trusting in people is a significant determinant of the level of co-operation from the work reports, there are other variables that significantly explain the country dependent variable evolution.

Rationing in the opposite way, it can be observed that the correlation report, R square and the estimated value of the multiple adjusted determination report are, normally, the same as in the first regression (table 4).

Table 4: The estimation of the calculated correlation coefficients

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,532 ^a	,283	,269	14,28487

a. Predictors: (Constant), cooperation_work_reports

b. Dependent Variable: most_people_trusted

Also, the correlation report test (Sig. F= 0,000) < ($\alpha = 0, 05$) shows that between the considered variables exists a significant relation; the determination report test (Sig. F= 0,000) < ($\alpha = 0, 05$) indicates that, statistically speaking, it exists a significant relation between the two chosen variables; the regression model's test (Sig. F= 0,000) < ($\alpha = 0, 05$) guaranties with a 95% trust that the model is statistically significant (table 5).

Table 5: The model's significance test through Fisher test

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4034,959	1	4034,959	19,774	,000 ^a
	Residual	10202,869	50	204,057		
	Total	14237,828	51			

a. Predictors: (Constant), cooperation_work_reports

b. Dependent Variable: most_people_trusted

Differences appear on the model's parameters test results (table 6), where we can observe that, at an extension with a unit of the *cooperation_work_report* variable, the *most_people_trusted* value advances with 11,977 units, revealing the positive influence that exists between the two variables. Also, it can be seen that at a value of *cooperation_work_report* equal to zero, the *most_people_trusted* medium value is negative and equal to -25,763, meaning that without co-operation, trust in people could not exist. So, co-operation does not obligatory mean trusting in people. The situation is different here

because, as it has been anterior observed, people are able to co-operate (it is true that at a low level, but still co-operate) without trusting in people. In this case, when people do not co-operate, trust in people is negative, meaning the lack of it. This can be translated by the fact that the trust in people brings with it co-operation. The constant term also becomes significant and implies the existence of other factors that affect the way of being of the trust in people of the citizens of different countries with distinct cultures. This implies that, while cooperation from the work reports is a significant determinant of the way of trusting in people, there are other variables that significantly explain the country co-operation in the work reports evolution.

Table 6: The model's parameters test results

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-25,763	11,827		-2,178	,034
	cooperation_work_reports	11,977	2,693	,532	4,447	,000

a. Dependent Variable: most_people_trusted

The scatter plot (Figure 5) depicts the relationship between the level of trusting in people from the World Values Survey WVS 2005-2008 and the level of co-operation in the work reports from the Global Competitiveness Index. It reveals a positive correlation between the two variables, which means that, on average, the levels of trusting in people are related to the levels of development of the co-operation in the work reports. It can be observed that countries do not behave perfectly constant in terms of these variables correlation, observing a detachment of the developed countries that are situated in an almost distinct group on the right side of the graph. Norway and Sweden are situated on superior levels on both variables of the graph, having the highest levels of trusting in people and co-operation in the work reports among all the discussed countries.

The trust in people vs. Cooperation in the work reports

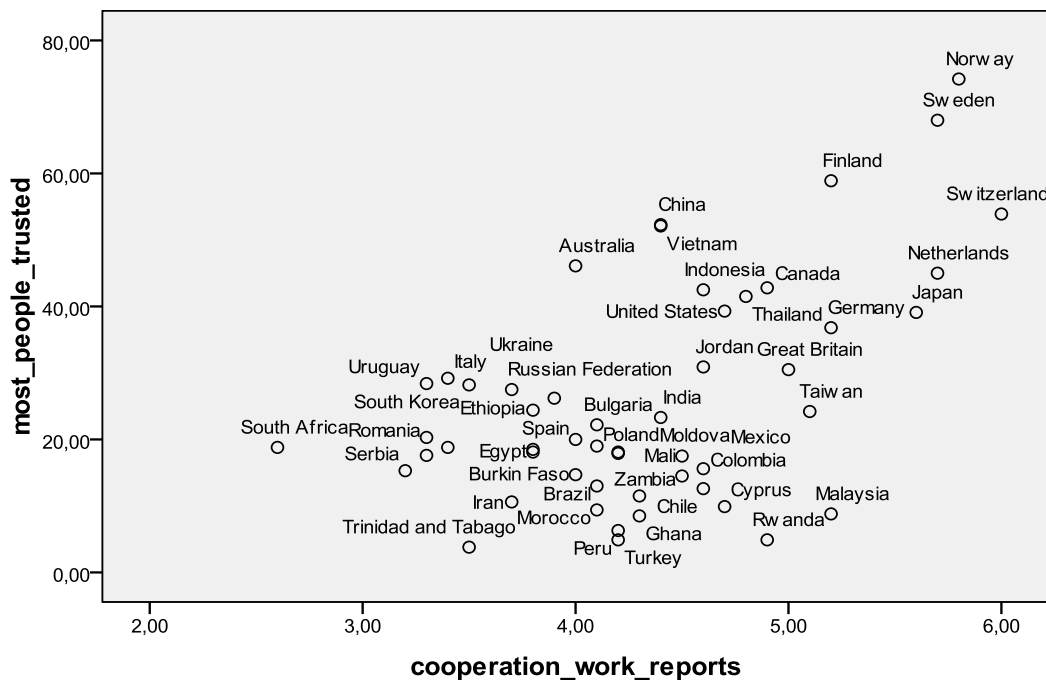


Figure 5 – The correlation between the trust in people and the co-operation in the work reports

5. Conclusions

As a first point of the part of the conclusions, it must be said that a society that does not offer correct relations of work from both economic and ethical points of view cannot be the one promoting performance and competitiveness. Co-operation between people is one of the most significant pillars of the society, being possible to be even the most important one. In this context, indifferent of the simplicity of the work relation between individuals, without co-operation, the work results cannot be an efficient and on the long term ones. So, the personal objectives aren't and do not always have to be in a conflict with the ones of the other people, our state of good – as a primordial objective – but also of the others, especially of the closest persons behind us, have to coexist and reciprocally condition. From our graphs, the conclusion that the co-operation from societies is based on the intensified attention on the related individuals' actions, but not suspicious or degenerating in work reports totally based on egoism, individualism, self-interest and total sacrifice of the own work team, appears and it must not be forgotten. More, it can be seen from the same source that the reflexive egoism has a greater power than the social way of being of the individual. In these conditions, the principle of co-operation must be educated and imposed as an obligatory respected rule.

Bringing into discussion the other variable investigated in this paper, trust in people, it should be emphasized that co-operation, implicitly, brings with it trust in people. More, our results reveal the existence of a positive correlation between the two variables, which means

that, on average, the levels of trusting in people are related with the levels of development of the co-operation in the work reports.

This paper has analysed if a causal relationship between the level of trusting in people and the co-operation in the work reports does exist and if so, whether the relationship occurs in both directions. The results confirm a positive correlation between the two variables, which means that on average the views of trusting in people are related to the levels of co-operation in the work reports. Summing up, it can be said that countries rated as highly trusting in people are also having more co-operation in their reports of work or, contrary, countries rated as having a low trust in people rate are perceived to be less co-operative than the people from the countries with a more developed trust in people. Therefore, we proved the hypothesis that the level of trusting in people is normally correlated with the co-operation in the work reports level and, also, that the two variables impact each other. The reciprocal influence reveals that the economic, social and political reality is very complex and its component elements cannot be explained rationally in a single sense.

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