**Rethinking Control and Trust Dynamics in Organizations Expanding our Understanding of Formal and Informal Mechanisms of Collaboration across Levels of Analysis**

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Questions surrounding how various control and trust-based governance mechanisms can and should be arranged has attracted significant scholarly attention. Micro- and meso-focused organizational researchers have examined control-trust dynamics within organizations, for example between managers and subordinates (e.g., Cardinal et al., 2017; Sitkin and Roth, 1993; see Long and Sitkin, 2018 for a review). Macro-focused scholars have examined ways in which contractual and relational governance mechanisms impact inter-organizational relationships, and interactions between firms and their environments (e.g., Mayer and Argyres, 2004; Poppo and Zenger, 2002; see Cao and Lumineau, 2015 and McEvily et al., 2014 for reviews).

Recently, a review of the control-trust dynamics literature (Long and Sitkin, 2018) and a meta-analysis of 2 contractual and relational governance (Cao and Lumineau, 2015) identified several theoretical oversights and conceptual blind spots that have significantly limited the capacities of researchers to build a cumulative and coherent knowledge base about control-trust dynamics. This has resulted in a control-trust literature that is fragmented around competing perspectives, each of which examines only certain aspects of, or mechanisms underlying, complex control-trust relationships. This leads to potentially mis-specified models. In addition, cross-disciplinary communication has been hindered by inconsistencies in how scholars define key control and trustrelated terms across academic fields (Long and Sitkin, 2018).

The purpose of this call is to encourage research examining both the workings and effects generated by organizational governance systems comprised of formal and informal mechanisms of control (monitoring, contracting, and performance management) as well as various forms of trust enhancing activities (including calculative, relational, and institutional trust). We aim to help resolve decades-old theoretical dilemmas that have persisted in this area, such as when control and trust serve as substitutes and complements, when controls can be used to build trust, and when trust is and is not a form of control (Bradach and Eccles, 1989). We encourages students to develop theory and evidence about such interactions, in order to provide more accurate and complete pictures of the contextual tapestry within which control-trust dynamics occur:

No requirement for students, just the willingness to do qualitative research. Results from this projects will be confidentially kept.

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