



## The effect of organizational trust on the tendency to emigrate of elite sports athletes in Iran

### Poster Presentation

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### Abstract

**Introduction:** Today; build trust within organizations as a strategy to increase levels of trust among all employees; managers and even athletes are needed; why so; the effect of trust in organizations (sports) creates desirable trends such as creating and sharing knowledge and expertise; job satisfaction and the use of existing capacities and potentials are created through trust. Upside down; mistrust costs due to employees' unwillingness to cooperate and participate; risk-taking due to inappropriate behaviors; lack of transparency and internal organizational trust increase the desire to migrate and this is a problem that Iran has faced in recent years. Therefore; The aim of this study was to "The effect of organizational trust on the tendency to emigrate of elite sports athletes in Iran".

**Methods:** The research is descriptive in terms of the type of study and applied purpose and field data collection method.

**Results:** The statistical population of the study was medal-winning and elite athletes, coaches, and judges. Sampling In this study, 384 people were randomly selected as the sample size according to Krejcie and Morgan's table. The perceived social justice questionnaires of Gary Ruder (2003) and the tendency to emigrate of elite athletes were used to measure the data. The reliability of the questionnaires was estimated to be 0/83 and 0.82%, respectively. Data analysis in the descriptive and inferential statistics section used SPSS 22 software and the structural equation modeling method with Smart PLS software.

**Conclusion:** Finally, the findings showed that the organizational trust felt has a significant negative effect on the tendency of Iranian elite athletes to migrate (Sig = 0.005, t = -0.056) with an impact factor ( $\beta = -0.420$ ).

### Keywords

Organizational Trust; Tendency to emigrate; Elite athletes