

## Examining the relationship between levels of susceptibility to the teamwork of people working in disasters and their trust in their colleagues

### Afetlerde görev alan kişilerin takım çalışmalarına yatkınlık düzeyleri ve çalışma arkadaşlarına duyulan güven arasındaki ilişkinin incelenmesi

Gül Bilen<sup>1</sup> 

#### Abstract

This study examines the relationship between the level of susceptibility to the teamwork of people working in disasters and their trust in their colleagues. The research sample comprises 218 AFAD volunteers in the Aksaray Provincial Disaster and Emergency Directorate. Online surveys were applied to the participants. According to the findings obtained from the research, the following results were reached: It was seen that the participants' level of susceptibility to teamwork was at a medium level. It was determined that the dimensions of education and guidance and problem diagnosis and analysis, which are sub-dimensions of the susceptibility to teamwork variable, were at the highest level among the dimensions. It was concluded that the high internal motivation dimension was at the lowest level. It was determined that the participants' level of trust in their colleagues was quite high. In addition, the susceptibility to teamwork of people involved in disasters significantly impacted trust in colleagues. Significant relationships were found between teamwork disposition and sub-dimensions such as trust, problem diagnosis and analysis, responsibility (initiative, willingness), training and guidance, cooperation and teamwork and leadership, persuasion, determination and trust in colleagues. No significant relationship was found between a high internal motivation dimension and colleague trust, a sub-dimension of teamwork susceptibility. Within the scope of this research, studies in the literature related to the concepts of teamwork susceptibility and trust in colleagues were first examined. In light of the information obtained, it was aimed to contribute to the literature by creating applied research.

**Keywords:** Disaster, Teamwork Susceptibility, Trust in Colleagues

**Jel Codes:** M10, M12, M14

#### Öz

Bu çalışmada, afetlerde görev alan kişilerin takım çalışmalarına yatkınlık düzeyleri ve çalışma arkadaşlarına duyulan güven arasındaki ilişkinin incelenmesi amaçlanmaktadır. Araştırmanın örneklemini Aksaray İl Afet ve Acil Durum Müdürlüğü bünyesinde görev yapan 218 AFAD gönüllüsü oluşturmaktadır. Araştırmadan elde edilen bulgulara göre elde edilen sonuçlar ise şu şekildedir; katılımcıların takım çalışmalarına yatkınlık düzeylerinin orta düzeyde olduğu, takım çalışmalarına yatkınlık değişkeninin alt boyutlarından olan eğitim ve yol gösterme ve problemi teşhis ve analiz etme boyutunun boyutlar arasında en yüksek düzeyde; yüksek iç motivasyon boyutunun ise en düşük düzeyde olduğuna ilişkin sonuçlara ulaşılmıştır. Katılımcıların çalışma arkadaşlarına güven düzeyinin ise oldukça yüksek olduğu tespit edilmiştir. Ayrıca afetlerde görev alan kişilerin takım çalışmalarına yatkınlık düzeylerinin çalışma arkadaşlarına duyulan güven üzerinde anlamlı etkisi vardır. Takım çalışmalarına yatkınlık ve takım çalışmalarına yatkınlığın alt boyutlarından güven, problemi teşhis ve analiz etme, sorumluluk (inisiyatif, istekli olma), eğitim ve yol gösterme, iş birliği ve ekip çalışması ve liderlik, ikna, azim boyutları ile çalışma arkadaşlarına güven arasında anlamlı ilişkiler bulunmuş olup; sadece takım çalışmalarına yatkınlığın alt boyutlarından yüksek iç motivasyon boyutu ve çalışma arkadaşlarına güven arasında anlamlı bir ilişki bulunamamıştır. Bu araştırma kapsamında ilk olarak takım çalışmalarına yatkınlık ve çalışma arkadaşlarına güven kavramları ile ilgili olan alan yazındaki çalışmalar incelenmiş ve elde edilen bilgiler ışığında uygulamalı bir araştırma oluşturularak alan yazına katkı sağlamak amaçlanmıştır.

**Anahtar Kelimeler:** Afet, Takım Çalışmasına Yatkınlık, Çalışma Arkadaşlarına Güven

**Jel Kodları:** M10, M12, M14

<sup>1</sup> Dr., AFAD, Aksaray, Türkiye, [bilengul8@gmail.com](mailto:bilengul8@gmail.com)

ORCID: 0000-0003-3073-4251

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## Introduction

Throughout history, disasters that have occurred at different times in different geographies have caused loss of life in societies and damaged the structure of society, works of art made by human beings, and many structures. Many disasters have occurred in our country at different times and periods and continue to occur today. Disaster management is defined as follows in the "Explanatory Dictionary of Disaster Management Terms" published by the Disaster and Emergency Management Presidency: "A collective struggle process that must be carried out by the society in order to prevent disasters and reduce their damage, to intervene in the events that lead to disasters in a timely, rapid and effective manner, and to create a new, safer and more developed living environment for the communities affected by the disaster" (Disaster and Emergency Management Presidency (AFAD), 2024). Disaster management and disaster mitigation are directly related to the effective operation of disaster response teams. The ability of teams involved in disasters to perform their tasks efficiently depends on factors such as their susceptibility to teamwork and their confidence in each other. Teamwork ensures that team members are harmonious, productive, effective and efficient in working together to achieve tasks and goals (Chen, 2009, p.19). Teamwork is important and inevitable for organisations for many reasons, such as increasing the quality and production of the organisation's service and product, thinking cooperatively in the face of problems encountered in the organisation and trying to find solutions to problems, increasing organisational commitment, motivation and job satisfaction, initiating innovation and changes in the organisation, creating an agile organisational structure, increasing performance and synergy (Katzenbach and Smith, 2005, p. 162-171). According to the research results on the positive effects of teamwork on the organisation, it has been determined that teamwork increases the quality of work in organisations by approximately 72%, productivity by approximately 77%, customer satisfaction by 55%, job satisfaction by approximately 65% and reduces waste in the organisation by approximately 55% (White, 1998, p. 54).

In disaster and emergency management, teamwork can increase coordination in the disaster response process and ensure that fast and effective decisions are made. Trust is "*the feeling of trust and commitment without fear, hesitation or doubt*" (Doğan, 1994, p. 440). In disasters and emergencies, the trust of colleagues in each other can strengthen communication and cooperation between team members, thus improving the efficiency of the intervention process. Disasters are one of societies' most significant challenges, and effective disaster management is important to save lives and minimise damage. The level of teamwork susceptibility and trust of individuals involved in disaster management processes can directly affect the effectiveness and success of disaster management processes.

The relationship between the level of susceptibility of people working in disasters towards teamwork and their trust in their colleagues will be examined within the scope of this study. Understanding the relationship between teamwork susceptibility levels of people involved in disaster situations and trust in colleagues is critical in emergency management and human behaviour. The disaster response process plays a role in the restructuring and recovery of post-disaster society. Considering that individuals in teams formed to take part in disaster response processes are prone to teamwork and sometimes take on tasks in risky situations by risking their own lives, the team members' trust in each other is a key factor in the success of these teams. Understanding the relationship between the teamwork susceptibility of people working in disasters and their trust in their colleagues is important to increase disaster response teams' effectiveness and performance and contribute to the post-disaster recovery process. When the literature is examined, many studies have been found that examine the relationships between teams, teamwork, trust, organisational trust and their dimensions (Acosta et al., 2012; Collins and Chou, 2013; Dirks, 1999; Erdem and Özen, 2003; Jones and George, 1998; Hakanen and Soudunsaari, 2012; Mancini, 2010; Nandhakumar and Baskerville, 2006; Park et al., 2005). However, it is also noted that there is no study on the relationship between the levels of susceptibility to teamwork of the people involved in disasters and their confidence in their colleagues. In this context, it is thought that presenting an applied study makes this study important in terms of filling this gap in the literature. The main problem of the research can be expressed as "*the examination of the relationship between the level of teamwork susceptibility of people working in disasters and the trust in their colleagues*". It is thought that revealing the relationships between the variables of the research, namely teamwork and trust level, will contribute to the literature, considering the disasters that have occurred both in the world and in our country in recent years.

## Literature review

### Susceptibility to teamwork

A team can be considered the smallest unit in which members of an organisation work together, adopting common and individual mental attitudes (Ceschi et al., 2014, p. 213). When we look at historical development, the work on the team concept started after the Second World War. Tavistock's studies in England and the socio-technical movement in Sweden have shed light on the teamwork that is becoming widespread today (Katzenbach and Smith, 1993, p. 23). The fact that the trust environment is dominant during teamwork and that the members are aware of their responsibilities to each other plays an important role in demonstrating the ability to do collective work (Koparan, 2005, p. 2-3). Teams are the most practical tools for developing a sense of movement between members of the organisation together and in the same direction. Teams can react to organisational requests without breaking hierarchy, create energy to work within organisational boundaries and uncover the skills needed to solve problems that are difficult for the organisation (Katzenbach and Smith, 1998, p. 25). Because teams are flexible and responsive to changing events and demands outside the organisation, they can approach new information and external challenges faster, more agile and more effectively than individuals caught between the network of organisational connections (Katzenbach and Smith, 1998, p. 34).

Teamwork is a set of individuals who share their duties and responsibilities within the framework of a common goal and are also interdependent (Valsecchi et al., p. 289). Harris and Harris (1996, p. 23) defined teamwork as the work of a unit or group that develops mutual relationships to achieve a goal or task. The features related to teamwork can be listed as follows (Marchington, 2000, p. 66):

- Teams strive for a goal or purpose.
- Teams have their specific work areas.
- The team members determine the tasks to be performed by the team.
- Team members can develop each other's talents and provide versatility.
- Teams have their specific working methods.
- There is a spokesperson or leader in the teams.
- Team members can be effective in the selection of new members of the team.

Features that affect the efficiency and effectiveness of teamwork include innovation, participation and trust, cooperation and harmony, communication, clear goals, vision, shared leadership, listening to the other party, appropriate use of tools, distribution of tasks and roles, improving quality, being able to evaluate oneself, taking risks and creating synergy (Chen and Kanfer, 2006, p. 246-248). Teamwork provides team members with the opportunity to be successful, to show themselves, to demonstrate their talents and to improve themselves beyond financial satisfaction. It can benefit the organisation in many ways, such as increased productivity, profitability, commitment to the organisation and motivation (Robbins, 2001, p. 273-275). In organisations where a management approach that meets the expectations of the organisation members is adopted, developments will be made in terms of creativity, innovation, adapting to changing competitive conditions, faster and more economical production and the organisation's ability to respond to needs effectively and quickly (Schermerhorn et al., 2008, p. 192).

When forming teams, integrity must be ensured in some behaviours and norms such as commitment, trust, and taking responsibility. Effective communication and problem-solving skills and the ability to work together efficiently and make more accurate decisions are among the desired features that team members should have (Tuncer, 2008, p.75). Teams are assigned to solve problems that involve their areas of expertise. Teams perform their duties under different stress conditions within the scope of their duties. Teams with high productivity, efficiency and effectiveness are needed in disasters and emergencies. Considering that individuals who work in disasters and emergencies will be assigned to teams that work in situations that disrupt everyday life, called disasters, these individuals need to have a high level of susceptibility to teamwork in order to be able to work effectively in crises characterised by uncertainty and pressure of time (Oran, 2022, p. 643). The responsibility for team performance and process and team management belongs to the team members (Amos and Klimoski, 2014). In this context, it is seen that the adaptability of the team members, the leadership ability to be versatile, and the susceptibility to teamwork are required, especially for people who take part in disasters and emergencies.

## Trust in colleagues

Trust has been the subject of many branches of science, such as sociology, psychology, economics, marketing, and management, and history has a vast place in the literature (Lewicki and Bunker, 1996, p. 114). Trust is a tendency that comes from a belief in individuals' integrity, honesty and business ethics towards each other and that they will not consciously harm each other (Dönertaş, 2008, p. 34). Zaheer et al. (1998, p. 142) distinguished between individuals and organisations as trustors and people who can be trusted. A person who trusts someone is optimistic that the person he trusts will exhibit the reliable behaviours he expects. Preconditions affecting trust are uncertainty, risk, possibility of harm and expectation (Erdem, 2003, p. 157). Organisational trust, due to its transparency feature, can be described as the degree to which an individual's feelings will not be used maliciously and arbitrarily by another in a relationship between individuals and as a measure of the expectation that individuals will display good-intentioned behaviour in their actions and behaviours (Gabarro, 1978, p. 292). In the light of the definitions and classifications of organisational trust, the most fundamental effects of organisational trust on the organisation are listed as follows (Yılmaz and Atalay, 2009, p. 343):

- Organisational trust makes it easier to manage the organisation.
- The risks faced by the organisation are reduced.
- Effective use of the organisation's resources is ensured.
- The organisation's functions are carried out more effectively and efficiently.

As the level of trust of the organisation members towards their organisations, colleagues and managers increases, the efficiency and effectiveness in the organisation will also increase, which will positively affect performance (Turhan et al., 2018, p. 48). Since the levels of trust employees have with each other or their managers in organisations are exceptional and cannot be replicated, trust can also provide organisations with a tremendous competitive advantage over other organisations (Arı and Tosunoğlu 2011, p. 86). Trust is expected to create an environment of organisational citizenship, commitment, collaborative behaviour and loyalty. In this context, it is claimed that achieving these results without a certain level of confidence makes it impossible to establish and maintain correct and successful organisational relations (Costigan et al., 1998, p. 306). Another important point about trust is that situations such as uncertainty, confusion and instability can cause significant damage to trust relationships. On the other hand, insecurity and lack of trust in organisations can be very costly in terms of organisations. As individuals encounter opportunistic, abusive behaviour from the other party, they will constantly need to respond to these individuals or increase costs for the organisation by engaging in self-protective behaviours against them (Solomon and Flores, 2001, p. 115-118).

When the literature on organisational trust is examined, it is observed that it generally has three dimensions. Cook and Wall (1980, p. 42), Nyhan and Marlowe (1997, p. 615) and McAllister (1995, p. 27) listed the dimensions of organisational trust as trust in co-workers, trust in the manager and trust in the institution. Mayer et al. (1995, p. 714) explained trust in the manager as the willingness of the organisation members to act consistently in the actions and behaviours that their managers cannot control. Fulk et al. (1985, p. 304) defined trust in the manager as the ability of organisation members to express problems that arise without fear of facing any adverse situations. Trust in the institution means trust in the organisation and the perception of support, the belief that the promises made by the organisation will be kept and that it will act honestly. Employees of organisations where members of the organisation can benefit from organisational resources and where there is an impartial reward system within the organisation will feel valued and appreciated and trust their organisations (Nyhan, 2000, p. 95). In summary, in organisations where the perception of support by organisation members is high, and they are made to see themselves as a part of the organisation, where loyalty to the organisation is rewarded, authority and responsibility are given to organisation members, risk-taking is encouraged in the organisation and there is a fair promotion system, the level of trust of employees in the organisation will also increase (Joseph and Winston, 2005, p. 11).

The concept of trust in colleagues appears to be one of the important components of organisational trust. Trust in colleagues, which is examined as a sub-dimension of organisational trust and is also the subject of this study, is explained as the perception that emerges according to the level of reality and honesty in the mutual behaviours of employees and the conversations between them (Cook and Wall, 1980, p. 42). Büte (2011, p. 177) emphasises the importance of trust in colleagues in organisations by arguing that trust is the most important factor for the relationships between teams formed in organisations and for individuals to remain in the organisation and that if trust relationships between individuals in teams are not taken into account, these teams will not be able to act towards a common goal. Trust in colleagues can be defined as the expectations of organisational members to be caring, open, helpful, and honest

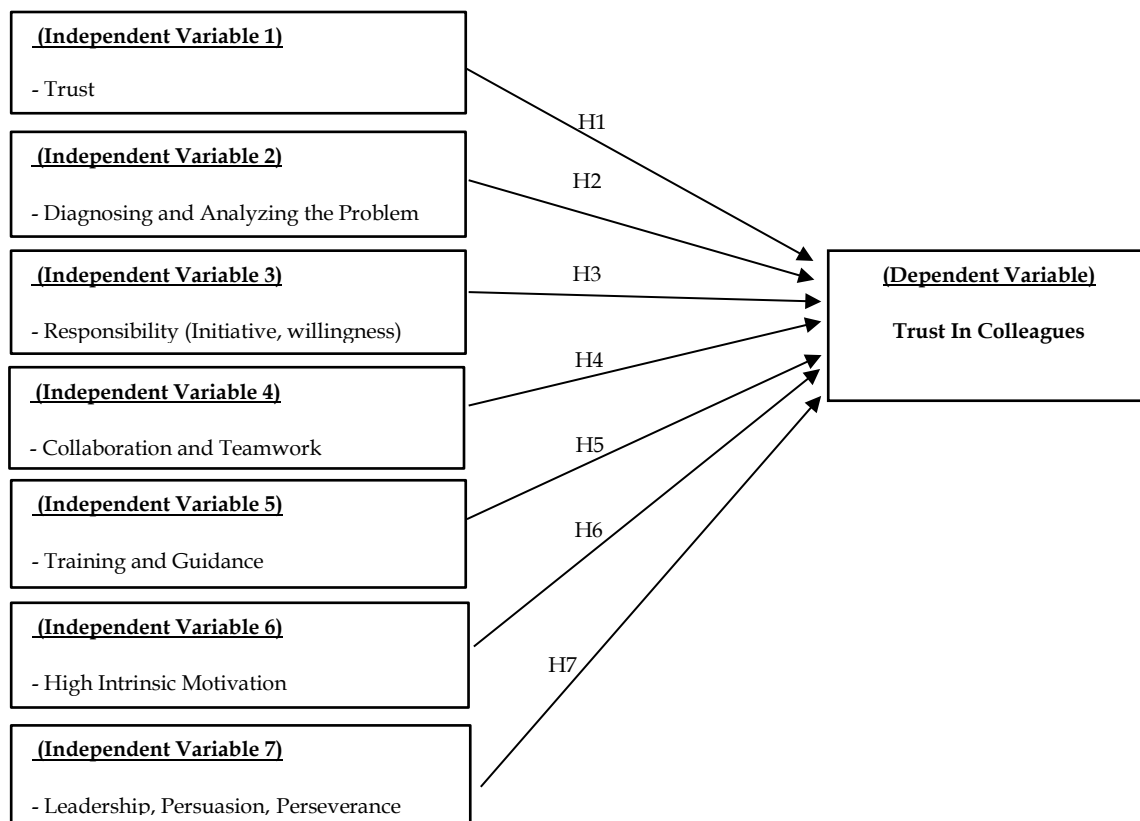
towards each other regarding trust between organisational members. In addition, trust in colleagues also refers to the belief that colleagues are competent, reliable, fair and will exhibit correct moral attitudes (Yeh, 2007, p. 54-56). According to Tüzün (2007, p. 106), establishing an environment of trust in teams within the organisation is effective in creative thinking, generating new ideas and increasing commitment to the organisation. According to İslamoğlu et al. (2007, p. 37), if an individual trusts his/her colleagues, he/she is sure that his/her colleagues will share their knowledge and experience with him/her and will not create gossip about him/her in different environments and will not attempt to exploit him/her in any way. If an employee is supported by his/her colleagues and treated with a helpful attitude when faced with difficulty, an environment of trust will be established. The employee who sees that he is not left alone by his colleagues and that his workload is reduced by sharing the responsibility with them when necessary will believe that the trust between them is high and will feel responsible towards them in case of a possible situation. The main thing here is for the employee to understand that the mutual trust environment that will be provided with his/her colleagues is at a micro level in organisational trust and to be able to act in this direction by exhibiting constructive behaviours (Aksoy, 2019, p. 204-205).

Based on these views, trust in colleagues is strengthened if there is an opportunity to gain honesty, goodwill and excessive advantage over responsibility, and if there is no effort to gain excessive advantage in the organisation, efficiency, performance, application and decision-making skills increase (Bromiley and Cummings, 1996, p. 308). In the studies conducted in the literature, it is seen that trust is positively related to concepts such as organisational commitment (Demirel, 2008; Taşkın and Dilek, 2010) and organisational identification (Bıçkes and Yılmaz, 2017; Tokgöz and Seymen, 2013).

As the level of trust between team members increases, the teams' productivity also increases because the increase in trust in the organisation makes control systems unnecessary. Many processes that do not add value to the work carried out in the organisation are eliminated. These teams fail if these conditions are unmet (Koparan, 2005, p. 8). Team interaction activities will also improve when a non-threatening and supportive environment of trust is created. For example, in teams where trust prevails, team members can develop new ideas and engage in discussions to solve problems without being judged by anyone (Anderson and West, 1998, p. 237). Although there are many studies on teamwork and organisational trust, the limited number of studies evaluating the relationships between the concepts of teamwork susceptibility and trust in colleagues makes this research important. Another important aspect of the study is that it is carried out with the participation of individuals who participate in disasters and emergencies, where teamwork plays a critical role in achieving success.

## **Methodology**

An applied field study was carried out using the quantitative research method. The research problem can be expressed as "*to reveal the relationship between the level of susceptibility to the teamwork of people working in disasters and the trust in their colleagues*". The variables and research model of the study are shown in Figure 1.



**Figure 1:** Research Model

In the study, the sub-dimensions of the teamwork susceptibility variable were used as independent variables, and the trust in colleagues variable was used as the dependent variable. When the relevant literature was examined, the following hypotheses were created based on the assumption that there is a significant relationship between the concepts of the sub-dimensions of teamwork susceptibility and trust in colleagues;

**H<sub>1</sub>:** The dimension of **trust**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.

**H<sub>2</sub>:** The dimension of **diagnosing and analysing problems**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.

**H<sub>3</sub>:** The dimension of **responsibility (initiative, willingness)**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.

**H<sub>4</sub>:** The dimension of **cooperation and teamwork**, one of the sub-dimensions of susceptibility to teamwork, significantly affects trust in colleagues.

**H<sub>5</sub>:** The training and guidance dimension, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.

**H<sub>6</sub>:** The dimension of **high intrinsic motivation**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.

**H<sub>7</sub>:** The dimension of **leadership, persuasion, and perseverance**, which are sub-dimensions of teamwork susceptibility, significantly affects the trust of colleagues.

The target population of this research, which examines the effect of the level of susceptibility for teamwork of people working in disasters and emergencies on the level of trust they have in their colleagues, was limited to AFAD volunteers working within the Aksaray Provincial Disaster and Emergency Directorate. First, permission was obtained from the Aksaray University Ethics Committee to collect the data for use in the research (Application dated 28.02.2024 and protocol number 2024/01-65). In the study, data were collected online via Google Forms from participants who agreed to answer the survey using the convenience sampling method through a survey form that included scales and related questions regarding the study variables. At the end of the data collection process, 210 of the 218 data obtained were deemed suitable for our study's analysis. SPSS 25 and IBM AMOS 22 analysis programs were used to analyse the data collected from the participants.

First, the skewness and kurtosis values were checked to determine whether the research data were normally distributed. It was determined that the variables of teamwork tendency and trust in colleagues had skewness values between -0,623 and 1,257 and kurtosis values between -0,953 and 0,290. The research data showed a normal distribution since these skewness and kurtosis values were between 1,5 and -1,5. (Tabachnick and Fidell, 2012, p. 79-83). In order to measure the level of susceptibility to the teamwork of the participants in the study, the "Teamwork Susceptibility" scale consisting of 28 items and seven subsections developed by Tuncer (2008) was used. The reliability coefficient (Cronbach's Alpha) of the teamwork susceptibility scale was determined as 0,778 for this study. The teamwork susceptibility scale consists of 28 items. Items 1, 2, 3, 4, 12, 14, 15, 16, 18, 20, 24, 26, 27 and 28 are positive and indicate high teamwork susceptibility. Items 5, 6, 7, 8, 9, 10, 11, 13, 17, 19, 21, 22, 23 and 25 have negative values and indicate low tendency towards teamwork. The sub-dimensions of the teamwork susceptibility scale and the questions they correspond to are shown in Table 1 (Tuncer, 2008, p. 91-92);

**Table 1:** Sub-dimensions and Item Numbers of the Teamwork Susceptibility Scale

Sub-Dimension	Item Number
Trust	1,8,15,22
Diagnosing and Analysing the Problem	2,9,16,23
Responsibility (Initiative, willingness)	3,10,17,24
Collaboration and Teamwork	4,11,18,25
Training and Guidance	5,12,19,26
High Intrinsic Motivation	6,13,20,27
Leadership, Persuasion, Perseverance	7,14,21,28

In order to measure the level of trust in colleagues, which is another variable of the research, the "Trust in Colleagues" scale, which is one of the sub-dimensions of the "Organizational Trust Scale" developed by Çalışkan (2021), was used. The scale's reliability coefficient (Cronbach's Alpha) was calculated as 0,903 for this study. According to İslamoğlu and Alnuaçık (2019, p. 295), the reliability coefficient (Cronbach's Alpha) value must be 0,60 and above for a scale to be considered reliable.

## Findings

The analyses conducted regarding the research and the findings resulting from the analyses are given below.

### Demographic characteristics

Demographic characteristics of the participants in the study regarding marital status, age and gender are examined and shown in Table 2.

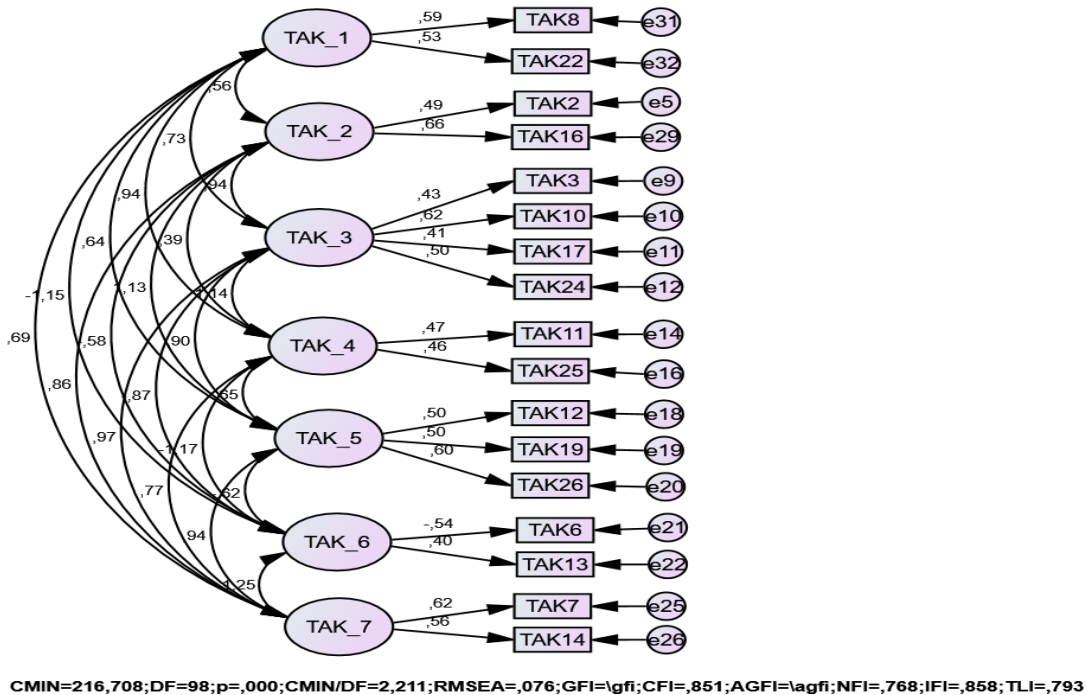
**Table 2:** Demographic Characteristics of Participants

Demographic Features	F	%
Marital Status		
Married	117	55.7
Single	93	44.3
Age		
25 years and below	58	27.6
Ages 26-35	41	19.5
Ages 36-45	60	28.6
Ages 46-55	51	24.3
Gender		
Female	64	30.5
Male	146	69.5

30.5% of the participants are female and 69.5% are male. 55.7% of the participants are married, and 44.3% are single. In addition, the majority of the participants (28.6%) are between the ages of 36-45, and 24.3% are between the ages of 46-55.

**Validity analyses**

Since the scales used in this study had previously been translated into Turkish and their factor structures determined, it was decided to perform only confirmatory factor analysis for each scale. Confirmatory factor analysis (CFA) includes relationships between indicators and factors based on past evidence and theories. In other words, it is used to determine whether the items in the scale accurately measure the relevant dimension (Brown, 2015, p.1). Confirmatory factor analysis was used for the scale's construct validity (Şimşek, 2007; Byrne, 2013). When evaluating factor loadings, Hair et al. (2006) stated that the factor loading should be greater than the 0,50-factor value, while Tabachnick and Fidell (2007) stated that the factor loading should be at least 0,32. DeVellis (2012) accepted factor loading values of at least 0,40, and Büyüköztürk (2018) accepted factor loading values of at least 0,45. Confirmatory factor analysis was applied to the teamwork susceptibility scale using AMOS software. The model resulting from the CFA is presented in Figure 2.

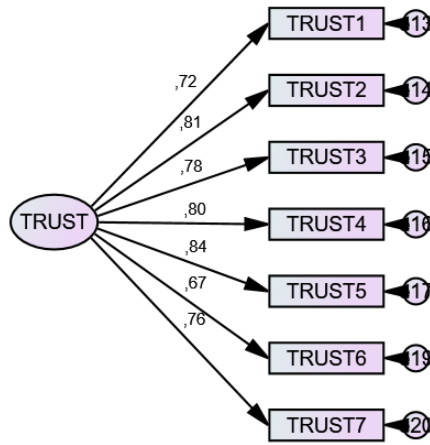


**Figure 2:** CFA Results Regarding the Teamwork Susceptibility Scale

In the study, the condition of having a standardised factor loading greater than 0.40 was adopted as the validity criterion of the model (DeVellis, 2012). The scale of teamwork susceptibility was examined with a seven-factor structure. In the examined structure, items 1, 15, 9, 23, 4, 18, 5, 20, 27, 21 and 28 were removed from the analysis because their factor loadings were less than 0,40. When the model was examined regarding fit index values, it was determined that CMIN=216.708; DF=98; p<0.001; CMIN/DF=2.211; RMSEA=0.76; CFI=0.851. As a result of the CFA, it was concluded that the fit indices of the teamwork disposition scale were within appropriate validity ranges and that the scale provided validity.

The trust in colleagues scale was examined using a single-factor structure and expressed with seven items. AMOS software was used for confirmatory factor analysis of the trust in colleagues scale. The model resulting from the CFA is presented in Figure 3.





CMIN=42,824;DF=14;p=,000;CMIN/DF=3,059;RMSEA=,099;GFI=,966;AGFI=,966;NFI=,951;IFI=,966;TLI=,949

**Figure 3:** CFA Results Regarding the Trust in Colleagues Scale

In the study, the condition of having a standardised factor loading greater than 0.40 was adopted as the validity criterion of the model (DeVellis, 2012). As a result of the CFA analysis, no statement was removed from the analysis since there was no statement with a factor loading of less than 0.40 in the trust in colleagues scale. Since the trust in colleagues scales used in the study is one-dimensional, the research model and hypotheses were established as one-dimensional. When the model was examined regarding fit index values, it was determined as CMIN=42.824; DF=14,  $p < 0.001$ , CMIN/DF=3.059, RMSEA=0.099 CFI=0.966. As a result of the CFA, it was concluded that the fit indices of the trust in colleagues scale were within the appropriate validity ranges and that the scale provided validity.

According to Pearson correlation analysis, the relationship between susceptibility to teamwork and its sub-dimensions and trust in colleagues was examined in this study, which was conducted within the relationship between susceptibility to teamwork and trust in colleagues. Analysis results are given in Table 3.

**Table 3:** Correlation Analysis of Variables

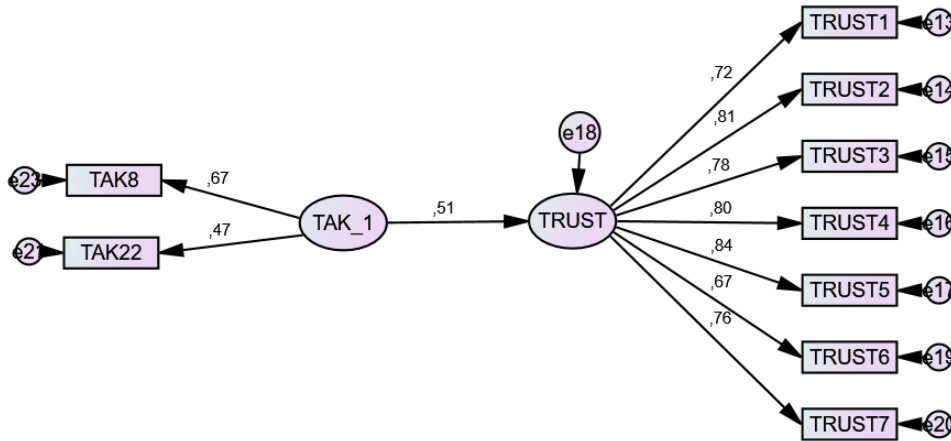
	1	2	3	4	5	6	7	8	9
1. Teamwork Susceptibility	1								
2. Trust	0.659**	1							
3. Problem Diagnosis and Analysis	0.633**	0.269**	1						
4. Responsibility (Initiative, willingness)	0.847**	0.419**	0.521**	1					
5. Collaboration and Teamwork	0.638**	0.387**	0.211**	0.525**	1				
6. Training and Guidance	0.699**	0.346**	0.557**	0.504**	0.286**	1			
7. High Intrinsic Motivation	0.197**	0.131	-0.070	0.031	-0.084	-0.026	1		
8. Leadership, Persuasion, Perseverance	0.703**	0.341**	0.454**	0.492**	0.325**	0.505**	0.074	1	
9. Trust In Colleagues	0.424**	0.348**	0.301**	0.306**	0.326**	0.306**	-0.013	0.302**	1
Mean	4.00	3.97	4.42	4.08	3.53	4.45	3.23	4.02	4.04

N=210,  $p^{**} < 0,01$ .

When Table 3 is examined, a statistically significant relationship was found between teamwork susceptibility and colleague trust ( $r = 0.424$ ;  $p < 0.01$ ). The relationship between the sub-dimensions of teamwork susceptibility scale, trust dimension ( $r = 0.348$ ;  $p < 0.01$ ); problem diagnosis and analysis dimension ( $r = 0.301$ ;  $p < 0.01$ ); responsibility (initiative, willingness) dimension ( $r = 0.306$ ;  $p < 0.01$ ), cooperation and teamwork dimension ( $r = 0.326$ ;  $p < 0.01$ ); education and guidance dimension ( $r = 0.306$ ;  $p < 0,01$ ); leadership, persuasion, determination dimension ( $r = 0.302$ ;  $p < 0.01$ ); and trust in colleagues is statistically significant and positive. No significant relationship was found between the teamwork susceptibility scale sub-dimensions, high intrinsic motivation, and colleague trust.

**Findings regarding hypothesis tests**

The relationship between the levels of teamwork susceptibility and trust in colleagues was examined in this study. Structural equation modelling (SEM), one of the multivariate analysis techniques used in the study, is frequently used in quantitative research and investigates the linear and nonlinear relationships between variables (Aksu et al., 2017, p. 62). The standardised estimated calculation values obtained as a result of the Structural Equation Model (SEM) analysis using the IBM AMOS 22 program are shown in Figure 4.



CMIN=69,866;DF=26;p=,000;CMIN/DF=2,687;RMSEA=,090;GFI=,952;AGFI=,952;NFI=,926;IFI=,953;TLI=,934

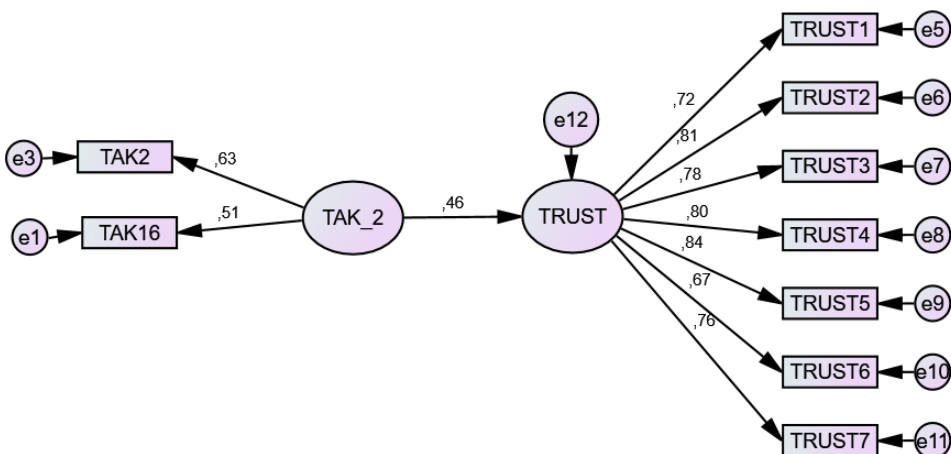
**Figure 4:** Analysis Values for the Relationship between Trust and Trust in Colleagues, which are Sub-dimensions of Teamwork Susceptibility

**Table 4:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	<---	TAK_1	0.49	0.51	0.137	3.613	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was concluded that the susceptibility towards teamwork predicted the trust dimension ( $\beta=0.49$ ;  $p<0.01$ ). The hypothesis "**H1:** The dimension of **trust**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index.



CMIN=59,181;DF=26;p=,000;CMIN/DF=2,276;RMSEA=,078;GFI=,963;AGFI=,963;NFI=,937;IFI=,963;TLI=,949

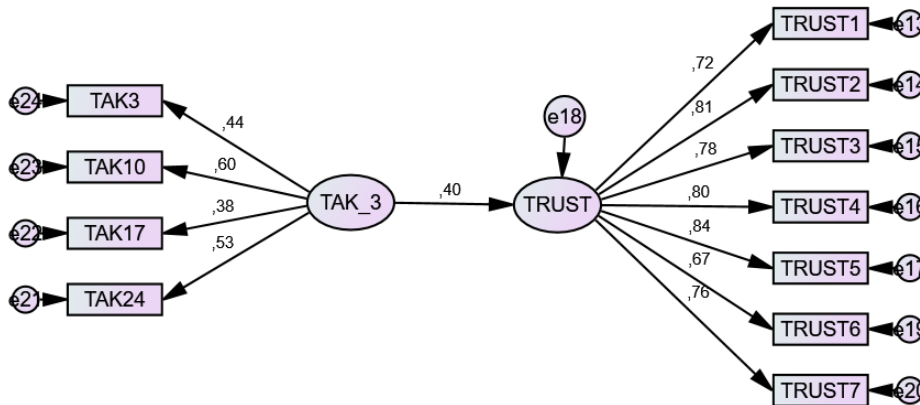
**Figure 5:** Dimension of Diagnosing and Analysing the Problem, which is one of the Sub-dimensions of Teamwork Susceptibility and Analysis Values Regarding Trust in Colleagues

**Table 5:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	←	TAK_2	0.426	0.464	0.139	3.075	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was determined that the susceptibility to work in teams did not predict the dimension of problem diagnosis and analysis ( $\beta=0.426$ ;  $p^{**} < 0.01$ ). In this case, the hypothesis "H2: The dimension of **diagnosing and analysing problems**, which is one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index value.



CMIN=83,698;DF=43;p=,000;CMIN/DF=1,946;RMSEA=,067;GFI=,957;AGFI=,957;NFI=,916;IFI=,957;TLI=,945

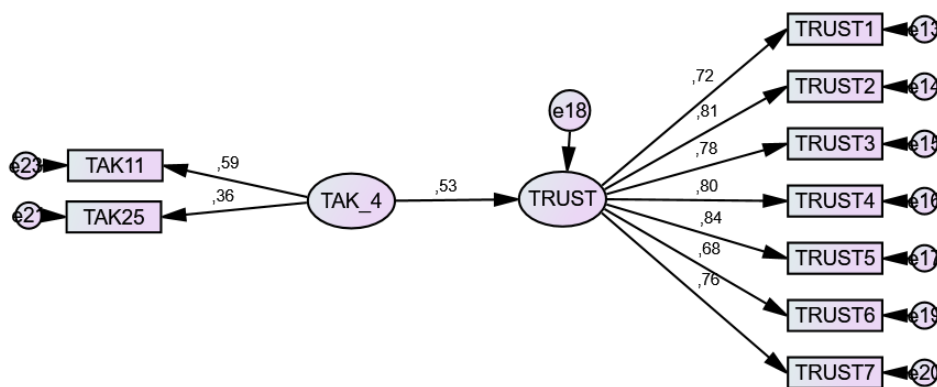
**Figure 6:** Analysis Values Regarding the Responsibility (Initiative, Willingness) Dimension and Trust in Colleagues, Which Are Sub-Dimensions of Teamwork Tendency

**Table 6:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	←	TAK_3	0.405	0.407	0.117	3.490	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was determined that susceptibility to teamwork did not predict responsibility (initiative, willingness) ( $\beta=0.405$ ;  $p^{**} < 0.01$ ). In this case, the hypothesis "H3: The dimension of **responsibility (initiative, willingness)** dimension, which is one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index value.



CMIN=61,145;DF=26;p=,000;CMIN/DF=2,352;RMSEA=,080;GFI=,960;AGFI=,960;NFI=,934;IFI=,961;TLI=,945

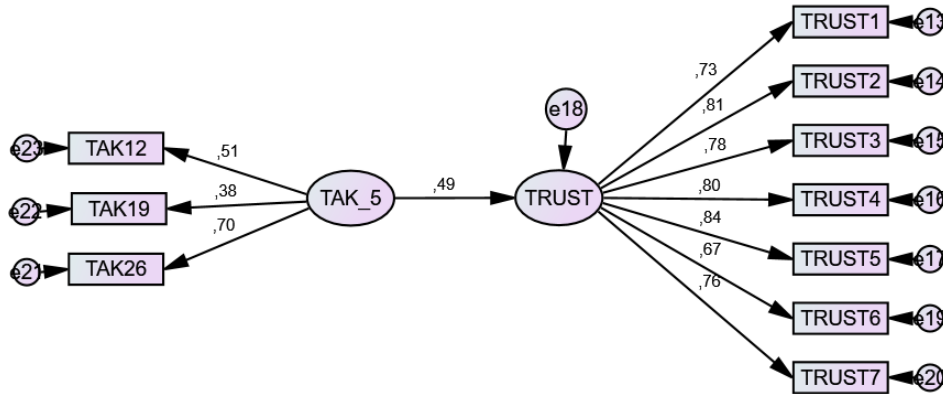
**Figure 7:** Analysis Values Regarding the Cooperation and Teamwork Dimension, which is one of the Sub-Dimensions of Teamwork Susceptibility and Trust in Colleagues

**Table 7:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	<---	TAK_4	0.618	0.532	0.227	2.726	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was determined that the cooperation and teamwork dimension, which is one of the sub-dimensions of teamwork susceptibility, predicted trust in colleagues ( $\beta=0.618$ ;  $p^{**} < 0.01$ ). In this case, the hypothesis "**H4:** The dimension of **cooperation and teamwork**, which is one of the sub-dimensions of susceptibility to teamwork, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index value.



CMIN=92,886;DF=34;p=.000;CMIN/DF=2,732;RMSEA=.091;GFI=.938;AGFI=.938;NFI=.907;IFI=.939;TLI=.918

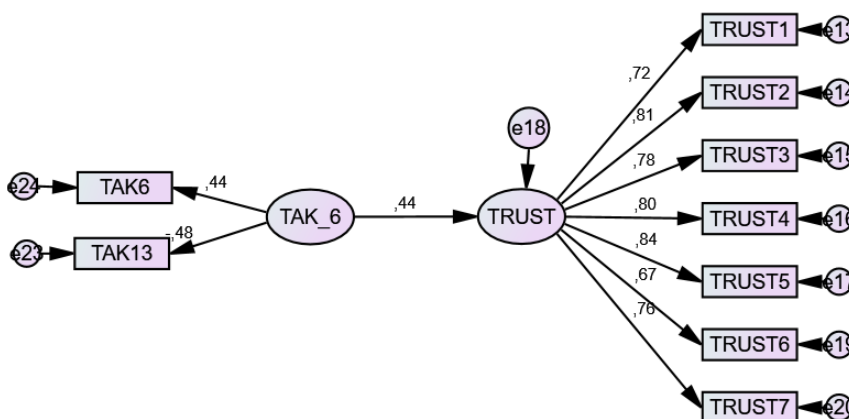
**Figure 8:** Analysis Values Regarding the Education and Guidance Dimension and Trust in Colleagues, which are Sub-dimensions of Teamwork Susceptibility

**Table 8:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	<---	TAK_5	0.504	0.491	0.128	3.952	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was determined that the susceptibility towards teamwork predicted the education and guidance dimension ( $\beta=0.504$ ;  $p^{**} < 0.01$ ). The hypothesis "**H5:** The dimension of **training and guidance** dimension, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index.



CMIN=54,624;DF=26;p=.001;CMIN/DF=2,101;RMSEA=.073;GFI=.967;AGFI=.967;NFI=.940;IFI=.968;TLI=.955

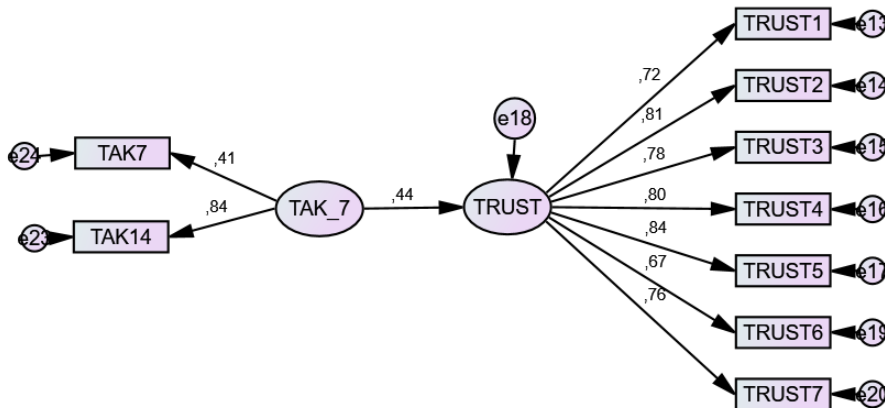
**Figure 9:** Analysis Values Regarding the Relationship Between High Intrinsic Motivation Dimension and Trust in Colleagues, which is a Sub-Dimension of Teamwork Susceptibility

**Table 9:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	<---	TAK_6	0.441	0.434	0.186	2.335	0.02

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was concluded that the susceptibility to teamwork did not predict the dimension of high intrinsic motivation and the dimension of consciousness ( $\beta=0.441$ ;  $p=0.02$ ;  $p^{**} > 0.01$ ). In this case, the hypothesis "**H6:** The dimension of **high intrinsic motivation**, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was not supported**.



CMIN=59,081;DF=26;p=.000;CMIN/DF=2,272;RMSEA=.078;GFI=.964;AGFI=.964;NFI=.937;IFI=.964;TLI=.950

**Figure 10:** Analysis Values of Leadership, Persuasion, Determination Dimension and Trust in Colleagues, which are Sub-dimensions of Teamwork Susceptibility

**Table 10:** Regression Coefficients Related to the Model

			$\beta$	b	Standard Error	t value (C.R.)	P
TRUST	<---	TAK_7	0.443	0.506	0.133	3.813	**

\* b = Unstandardized regression coefficient,  $\beta$  = Standardized regression coefficient,  $p^{**} < 0.01$ .

As a result of the analysis, it was determined that the leadership, persuasion and determination dimensions of teamwork susceptibility predicted trust in colleagues ( $\beta=0.443$ ;  $p^{**} < 0.01$ ). In this case, the hypothesis "**H7:** The dimension of **leadership, persuasion and perseverance**, which is one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues" **was supported**. When the fit index values resulting from the research model were examined, it was observed that these values were at an acceptable level and the model had a good fit index. Hypothesis results are given in Table 11.

**Table 11:** Hypothesis Results of the Research Model

Hypothesis	Supported/ Not Supported
<b>H1:</b> The dimension of <b>trust</b> , one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.	Supported
<b>H2:</b> The dimension of <b>diagnosing and analysing problems</b> , one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.	Supported
<b>H3:</b> The dimension of <b>responsibility (initiative, willingness)</b> dimension, which is one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.	Supported
<b>H4:</b> The dimension of <b>cooperation and teamwork</b> , one of the sub-dimensions of susceptibility to teamwork, significantly affects trust in colleagues.	Supported
<b>H5:</b> The training and guidance dimension, one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.	Supported
<b>H6:</b> The dimension of <b>high intrinsic motivation</b> , one of the sub-dimensions of teamwork susceptibility, significantly affects trust in colleagues.	Not Supported
<b>H7:</b> The dimension of <b>leadership, persuasion, and perseverance, which are sub-dimensions of teamwork susceptibility, significantly affects the trust of colleagues.</b>	Supported

## Discussion and conclusion

In order to intervene effectively and correctly in disasters and emergencies, the characteristics, knowledge, skills, adaptation, and ability of the teams working in this field are extremely important for human life. The susceptibility of individuals in teams working in disasters and emergencies to teamwork and the bond of trust between colleagues will make these teams more potent and effective. In this context, understanding whether there is a relationship between susceptibility to teamwork and trust in colleagues is important, especially for individuals working in disasters and emergencies to form strong teams. This study aims to contribute significantly to the literature in terms of understanding the susceptibility of people working in disasters to teamwork and their trust in their colleagues. Owing to the results obtained, it is aimed to strengthen the teams working in disasters and emergencies and to develop strategies for working effectively and efficiently. The study was conducted to reveal the relationships between the levels of teamwork susceptibility of individuals working in disasters and the trust between their colleagues. 30.5% of the participants were female and 69.5% were male. 44.3% of the participants were single, and 55.7% were married. Most participants (28.6%) are between the ages of 36-45, and 24.3% are between the ages of 46-55.

- First, an attempt was made to determine the participants' susceptibility to teamwork and trust in their colleagues. According to the research findings, the mean value of the positive items of the teamwork tendency scale was  $2.92 \pm 5.00$ , while the mean value of the negative items was  $1.28 \pm 4.64$ . According to these findings, the following conclusions were reached: the level of teamwork susceptibility of the AFAD volunteers, who are the participants of the study, was at a medium level; the dimension of education and guidance and problem diagnosis and analysis, which are sub-dimensions of the variable of teamwork aptitude, was at the highest level among the dimensions; the high internal motivation dimension was at the lowest level. It has been observed that AFAD volunteers' level of trust in their colleagues was quite high.

- When the findings were examined in terms of the sub-dimensions of the teamwork susceptibility variable, it was determined that the trust dimension ( $\beta=0.49$ ;  $p<0.01$ ), the problem diagnosis and analysis dimension ( $\beta=0.426$ ;  $p<0.01$ ), the responsibility (initiative, willingness) dimension ( $\beta=0.405$ ;  $p<0.01$ ), the cooperation and teamwork dimension predicted the trust in colleagues ( $\beta=0.618$ ;  $p<0.01$ ). It was observed that the education and guidance dimension ( $\beta=0.504$ ;  $p<0.01$ ) and the leadership, persuasion, and determination dimension ( $\beta=0.443$ ;  $p<0.01$ ) predicted the trust in colleagues variable. No significant relationship was found between high internal motivation and colleague trust ( $\beta=0.441$ ;  $p=0.02$ ;  $p>0.01$ ). When the studies in the literature were examined, it was concluded that there were significant relationships between team, teamwork, trust, organisational trust and their dimensions (Collins and Chou, 2013; Dirks, 1999; Erdem and Özen, 2003; Hakanen and Soudunsaari, 2012; Işık, 2014; Nandhakumar and Baskerville, 2006; Park et al., 2005; Polat et al., 2018; Tarım, 2022; Zehir and Özşahin, 2008). Based on the result of our research showing that there is no relationship between high internal motivation and trust in colleagues, which are sub-dimensions of teamwork susceptibility, it can be considered that trust-building processes should be evaluated independently of internal motivation in order to ensure effective teamwork in disaster management.

The findings reveal how important trust is for disaster management teams to work effectively. Individuals prone to teamwork can increase the success of operations by providing faster and more effective cooperation in disaster interventions. It is essential for the psychology of volunteers who work in disasters and emergencies to establish a bond of trust without expecting anything in return to trust their teammates under these challenging conditions. In these environments where intense stress and chaos prevail, volunteers need to relax psychologically and establish team spirit and trust in each other to integrate. The institution should organise various events and activities where the participants are registered in the volunteer system, and bonds and friendships should be built between volunteers. The research was conducted on AFAD volunteers within the Aksaray Provincial Disaster and Emergency Directorate. It was limited to examining the effect of their susceptibility to teamwork on trust in their colleagues. The research can be repeated in different fields and with participants of different education levels to contribute to the literature. In addition, the research can be repeated in different samples with variables such as performance, anxiety, stress, etc. This research uses quantitative research methods and can be conducted using qualitative or mixed methods. Models that can reveal the relationships between the variables of teamwork tendency and trust in colleagues can be presented, and experimental and longitudinal research models can be used for causal inferences for future research. In creating disaster management teams, people prone to teamwork should be selected, and confidence-building training should be given to these people. For effective disaster management, it is important to increase the trust of team members to each other and encourage individuals who are prone to teamwork. Future studies

should examine the effects of this relationship on different types of disasters and response processes in more detail.

**Peer-review:**

Externally peer-reviewed

**Conflict of interests:**

The author has no conflict of interest to declare.

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