

# THE INFLUENCE OF NEPOTISM CULTURE AND SOCIAL CAPITAL ON WORK MOTIVATION AND ORGANIZATIONAL TRUST

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**Abstract:** The low organizational trust of employees will result in damage to work in a team because there is no longer a sense of trust in one another. High trust in the company is able to increase employee and company performance. Several factors that determine the level of employee trust in the company are nepotism culture, social capital, and work motivation. Therefore, the researchers conducted a study on the relationship between organizational trusts with the affecting factors. This study used a quantitative approach with primary and secondary data sources. The data were collected by using communication methods through distributing questionnaires with closed answers. The population of this study was all staff and managers at PT. Asia Plastik (Group) Surabaya East Java with 85 samples. This study used Partial Least Square (PLS). Based on the results, nepotism culture and social capital significantly influenced organizational trust of PT Asia Plastik (Group) Surabaya East Java employees. Social capital significantly influenced work motivation of PT Asia Plastik (Group) Surabaya East Java employees. Nepotism culture insignificantly influenced the work motivation of PT Asia Plastik (Group) Surabaya East Java employees. Work motivation insignificantly influenced organizational trust of PT Asia Plastik (Group) Surabaya East Java employees.

**Keywords:** organizational trust, nepotism culture, social capital, and work motivation.

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