

### ***Abstract***

*Organizational trust and task characteristic have been widely discussed in the previous researches. However, some previous studies limited the discussion on one side or one kind of organizational trust and task demands. This study aims at developing a strategic model on the relationship between organizational trust and task characteristic in a team work formed by a qualitative verificatif approach. Qualitative verificatif approach embraces the model of inductive research. Respondents of this research were six policemen who had experienced in working as a team work and have been dealing with two different types of task. Data were collected by using in-depth interviews, observations and literature review. The data analysis was performed by content analysis. It can be concluded that the police perceive the existence of two different types of task which are high reliability task and typical task. These two different tasks bring them the way to select partner for their team work to finish each of the tasks. When typical tasks come to them, they will use an affective based trust to select their partner. However, for high reliability task, they will execute a cognitive based trust to choose a partner. Then, this model can be used as an organizational platform for creating a team work.*

***Keywords:*** *organizational trust, task characteristic, team work*