

**Table 3a: Incidence of Direct Employee Involvement**

Dependent Variable = Direct Employee Involvement (z)

	<b>B</b>	<b>SE</b>	<b>B</b>	<b>SE</b>	<b>B</b>	<b>SE</b>	<b>B</b>	<b>SE</b>	<b>B</b>	<b>SE</b>
(Constant)	-0.835	0.858	-0.872	0.868	-0.850	0.854	-0.547	0.849	-0.429	0.817
Average age	-0.026 **	0.010	-0.024 *	0.009	-0.025 **	0.009	-0.030 **	0.009	-0.027 **	0.009
Canada	0.416 *	0.162	0.404 *	0.175	0.436 *	0.173	0.395 *	0.171	0.330 *	0.164
% workforce with HS diploma	0.006 *	0.003	0.006	0.003	0.005 *	0.003	0.005	0.003	0.004	0.003
Log (employment)	0.257 **	0.054	0.256 **	0.060	0.251 **	0.059	0.238 **	0.059	0.207 **	0.057
Log (machines/prodn. workers)	-0.013	0.051	-0.014	0.056	0.000	0.056	0.008	0.055	0.010	0.053
% workforce male	-0.001	0.002	-0.002	0.002	-0.002	0.002	-0.003	0.002	-0.003	0.002
Regional price index	-0.038	0.673	0.012	0.632	0.094	0.622	0.114	0.616	0.240	0.592
Unionized shop workers	-0.072	0.120	-0.089	0.121	-0.047	0.119	-0.299 **	0.128	-0.403 **	0.126
Index of Training (z)			0.082	0.054						
Index of Employment Security (z) * Union					<b>0.195</b> *	<b>0.085</b>				
Previous * Nonunion					<b>0.219</b> **	<b>0.067</b>				
Supportive HR practices (z) * Union							<b>0.170</b> *	<b>0.082</b>	0.175 *	0.078
Previous * Nonunion									<b>0.335</b> **	<b>0.103</b>
Representative employee involvement (z) * Union							<b>0.317</b> **	<b>0.081</b>	0.321 **	0.069
Previous * Nonunion									<b>0.131</b> *	<b>0.073</b>
<b>R<sup>2</sup></b>	<b>0.114</b>		<b>0.120</b>		<b>0.156</b>		<b>0.168</b>		<b>0.237</b>	
F-test of the equality of bold coefficients					8.05	**	10.370	**	14.566	*
Sample size (n)	332		332		332		332		332	