

Table 4: The Effect of the Summary Index on Wages & Turnover

	1 Ln(Unskilled Wages)			2 Ln(Unskilled Comp.)			3 Relative Compensation			4 Turnover Rate		
	B		SE	B		SE	B		SE	B		SE
(Constant)	0.964	**	0.180	1.065	**	0.226	1.711		1.206	25.910	**	9.671
Average age	0.001	**	0.002	0.012	**	0.002	0.033	**	0.015	-0.213	*	0.088
Canada	0.345	**	0.038	0.279	**	0.045	-0.122		0.258	-3.158	*	2.066
% workforce with HS diploma	0.002	**	0.001	0.002	**	0.001	0.004		0.004	-0.068	**	0.035
Log (employment)	0.059	**	0.013	0.075	**	0.016	0.253	**	0.088	-0.692		0.595
Log (machines/prodn. Workers)	0.008		0.012	0.007		0.014	0.068		0.073	-1.092	*	0.624
% workforce male	0.003	**	0.000	0.004	**	0.001	0.008	*	0.003	-0.012		0.021
Regional price index	0.208		0.130	0.207		0.168	-0.275		0.883	-3.145		6.258
Unionized shop workers	0.093	**	0.026	0.114	**	0.030	0.134		0.169	-1.155		1.092
Employee Involvement (z) * Nonunion	0.036	*	0.015	0.033		0.015	0.189		0.111	-0.514		0.607
Employee Involvement (z) * Union	0.052	**	0.018	0.069		0.018	0.287	*	0.120	-0.335		0.597
R²	0.516			0.473			0.163			0.093		
F-Test of Employee Involvement Index & its interaction with Union	6.80 **			7.23 **			4.33 *			0.34		
Sample Size (n)	318			318			319			318		

Differences in Union/Nonunion coefficients were not significant