

Table 5: The effect of Subindices on Wages

All regression include the baseline controls from Table 2.

Dependent variable = Log(wages of unskilled workers)

	B	SE	B	SE	B	SE	B	SE
Unionized shop workers	0.105	** 0.026	0.124	** 0.025	0.096	** 0.027	0.088	** 0.027
Supportive HR practices (z) * Nonunion	0.014	0.016					-0.004	0.016
Supportive HR practices (z) * Union	0.039	* 0.012					0.036	0.014
Direct employee involvement (z) * Nonunion			0.050	** 0.013			0.051	** 0.014
Direct employee involvement (z) * Union			0.019	0.018			-0.010	* 0.021
Representative employee involvement (z) * Nonunion					0.000	0.017	-0.008	0.017
Representative employee involvement (z) * Union					0.050	** 0.018	0.050	** 0.019
R²	0.504		0.516		0.508		0.513	
F test on 3 subindices in union workplaces.							4.101	**
F test on 3 subindices in nonunion workplaces.							4.146	**
Sample size (n)	319		318		319		318	

Dependent variable = Employee Turnover

	B	SE	B	SE	B	SE	B	SE
Unionized shop workers	-1.342	1.100	-1.445	1.036	-1.150	1.173	-1.114	1.234
Supportive HR practices (z) * Union	-0.267	0.602					0.178	0.680
Supportive HR practices (z) * Nonunion	-0.090	0.543					-0.099	0.529
Direct employee involvement (z) * Nonunion			-1.083	0.557			-1.227	0.658
Direct employee involvement (z) * union			0.188	1.201			0.596	1.417
Representative employee involvement (z) * Nonunion					0.469	0.707	0.644	0.737
Representative employee involvement (z) * Union					-0.819	0.540	-1.032	0.854
R²	0.092		0.100		0.095		0.169	
F test on 3 subindices in union workplaces.							0.504	
F test on 3 subindices in nonunion workplaces.							1.213	
Sample size (n)	309		309		309		309	

Note: All regressions controlled for workforce average age, a dummy for Canada, the % workforce with a high school diploma, Log (employment), Log (machines/prodn. workers), the % workforce male, and the regional price index.

Differences in Union/Nonunion coefficients were not significant