

Table 5a: The Effect of Supportive HR practices on Wages
All regressions include the baseline controls from Table 2.

Dependent variable= Log (wages of unskilled workers)

	B		SE	B		SE
Unionized shop workers	0.101	**	0.027	0.107	**	0.028
Direct employee involvement (z) * Nonunion	0.050	**	0.013	0.051	**	0.014
Direct employee involvement (z) * Union	-0.003		0.020	-0.009		0.021
Representative employee inv. * Nonunion	-0.009		0.017	-0.011		0.017
Representative employee inv. * Union	0.051	**	0.020	0.052	**	0.021
Contingent pay * Nonunion (z)				-0.020		0.015
Contingent pay * Union (z)				0.037		0.018
Employment security * Nonunion (z)				0.020		0.016
Employment security * Union (z)				0.023		0.016
R²	0.528			0.542		
Sample size (n)	319			319		

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

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