

Table 6: The Effects of Clusters on Wages

	Log (unskilled wages)			Log (unskilled comp.)			Relative compensation			Labor turnover rate		
	B		SE	B		SE	B		SE	B		SE
(Constant)	0.861	**	0.189	<i>0.942</i>	**	0.226	1.235		1.222	26.387	**	9.470
Average age	0.010	**	0.002	<i>0.013</i>	**	0.002	0.036	**	0.015	-0.204	*	0.086
Canada	0.352	**	0.039	<i>0.286</i>	**	0.042	-0.062		0.265	-3.344	*	2.013
% workforce with HS diploma	0.019	**	0.001	<i>0.002</i>	**	0.001	0.006		0.004	-0.074	**	0.035
Log (employment)	0.060	**	0.014	<i>0.075</i>	**	0.017	0.271	**	0.088	-0.828		0.592
Log (machines/prodn. workers)	0.005		0.013	<i>0.003</i>		0.015	0.052		0.073	-1.118	*	0.630
% workforce male	0.004	**	0.000	<i>0.004</i>	**	0.001	0.009	**	0.003	-0.013		0.021
Regional price index	0.184		0.141	<i>0.182</i>		0.165	-0.405		0.889	-2.465		6.251
Nonunion & High Involvement cluster	0.090	**	0.032	<i>0.105</i>	**	0.036	0.306		0.210	-0.325		1.232
Union & Low Involvement cluster	0.152	**	0.038	0.177	**	0.045	0.265		0.254	-2.777		1.265
Union & High Involvement cluster	0.196	**	0.035	0.242	**	0.040	0.642	**	0.236	-0.852		1.378
R²	0.511			0.467			0.151			0.095		
F-test of the equality of bold coefficients	10.910	**		12.064	**		2.466			0.972		
Sample size (n)	319			319			305			309		

Note: Clusters are defined in Table 3b. Baseline (omitted) cluster is nonunion & low involvement.

Differences in Union/Nonunion coefficients were not significant