

Table 7c: Wages and Intensive Employee Involvement

Dependent variable =	log(unskilled wage)	
	B	SE
Unionized shop workers	0.0994 **	0.031
Supportive HR practices (z) * Nonunion	-0.00869	0.018
Supportive HR practices (z) * union	0.039 *	0.019
Direct employee involvement (z) * Nonunion	0.048 **	0.016
Direct employee involvement (z) * union	-0.007	0.022
Representative employee involvement (z) * Nonunion	-0.014	0.018
Representative employee involvement (z) * Union	0.054 **	0.020
Dummy for Intensive employee involvement & Nonunion	0.038	0.048
Dummy for Intensive employee involvement & Union	-0.033	0.061
R²	0.536	
F-stat on inclusion of dummy variables	0.461	
Sample size (n)	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