

**Table 8: Effects of Employee Involvement on Employment Growth, 1993-9**

	OLS Employment 1999 Full sample		Logit, Survival Full sample		OLS Employment 1999 Sample: firms still in business in 2000	
	B	SE	dP/dX	SE	B	SE
(Constant)	334.659	454.145	-5.676 **	2.244	170.238	375.329
Employment 1993	0.682 **	0.149	-0.002 *	0.001	1.744 **	0.174
Employment 1993 squared	0.000	0.000	9.00E-07 *	6.00E-07	-5.57E-04 **	1.92E-04
Canada	6.824	100.570	-1.213 *	0.571	108.117	95.69
Average age	4.125	5.025	0.044	0.026	1.628	4.713
% workforce with HS diploma	2.126	1.474	-0.010	0.007	2.427	1.511
% workforce male	-0.451	1.290	0.006	0.007	2.076	1.15
Regional price index	-348.110	324.540	2.831	1.692	-527.43 *	274.143
Unionized shop workers	29.640	67.534	0.046	0.346	-54.479	62.512
Log (machines/prodn.workers)	29.854	32.069	-0.259	0.155	18.34	27.698
Index of Direct Involvement (z) * Union	12.566	51.002	-0.275	0.232	10.447	43.799
Index of Direct Involvement (z) * Nonunion	-22.589	35.271	0.156	0.195	-52.953	29.247
R <sup>2</sup>	0.547		77.54% correctly classified		0.688	
Sample size (n)	128		332		82	

Note: Independent variables are from the same 1993 survey as in the other tables.

Differences in Union/Nonunion coefficients were not significant