### ADVANCES IN THE ECONOMIC ANALYSIS OF PARTICIPATORY AND LABOR-MANAGED FIRMS VOLUME 13

# ADVANCES IN THE ECONOMIC ANALYSIS OF PARTICIPATORY AND LABOR-MANAGED FIRMS

#### **EDITED BY**

#### ALEX BRYSON

National Institute of Economic and Social Research, London, UK



United Kingdom - North America - Japan India - Malaysia - China

## **CONTENTS**

ix
xiii
xv
3
23
51
77

PART 2: EFFECTS OF WORKER PARTICIPATION ON FIRM PERFORMANCE	
DIVERSITY AND PRODUCTIVITY IN PRODUCTION TEAMS Barton H. Hamilton, Jack A. Nickerson and Hideo Owan	. 99
FINANCIAL PARTICIPATION PLANS AND FIRM FINANCIAL PERFORMANCE: EVIDENCE FROM A DUTCH LONGITUDINAL PANEL	
Erik Poutsma and Geert Braam	139
INSIDER OWNERSHIP AND FIRM PERFORMANCE: EVIDENCE FROM BULGARIA Derek C. Jones and Mark Klinedinst	185
PART 3: THE DIFFUSION OF HIGH INVOLVEMENT MANAGEMENT	
THE EVOLVING NATURE OF HIGH PERFORMANCE WORKPLACE PRACTICES IN THE UNITED STATES Lisa M. Lynch	207
PROGRESSION OF HR PRACTICES IN DANISH FIRMS DURING TWO DECADES Tor Eriksson	237
HIGH PERFORMANCE WORK PRACTICES, INDUSTRIAL RELATIONS AND FIRM PROPENSITY FOR INNOVATION	
Paola Gritti and Riccardo Leoni	267

**PARTICIPATION** 

Thomas Zwick

343

PART 4: WHAT ABOUT THE WORKERS?	
A DIMMING OF THE 'WARM GLOW'? ARE NON-PROFIT WORKERS IN THE UK STILL	
MORE SATISFIED WITH THEIR JOBS THAN	
OTHER WORKERS?	
Chiara Paola Donegani, Stephen McKay and Domenico Moro	313

SENIORITY WAGES AND EMPLOYEE