

TABLE OF CONTENTS

	Page
ABSTRACT	ii
TABLE OF CONTENTS	iii
ACKNOWLEDGEMENTS	v
LIST OF FIGURES	vi
LIST OF TABLES	vii
CHAPTER 1 INTRODUCTION	
1.1. Purpose and Significance of the Study	1
1.2. Research Question	4
1.3. Scope of the Study	4
CHAPTER 2 LITERATURE REVIEW	
2.1. High Involvement Work Systems	6
2.2. Employee Satisfaction	11
2.3. HIWS and Employee Satisfaction	16
CHAPTER 3 RESEARCH METHODOLOGY	
3.1. Research Hypotheses	18
3.2. Selection of Measures	19
3.3. Sampling Design	20
3.4. Data Collection Procedure	23

3.5.	Data Analysis Techniques	23
CHAPTER 4 RESEARCH RESULTS		
4.1.	Summary of Statistics of Respondents	24
4.2.	Analysis of Measures	28
4.3.	Testing of Hypotheses	32
4.4.	Summary of Research Results	33
CHAPTER 5 CONCLUSION AND RECOMMENDATIONS		
5.1.	Summary and Conclusions	35
5.2.	Suggestions for Additional Research	37
REFERENCES		39
SUPPLEMENT		41