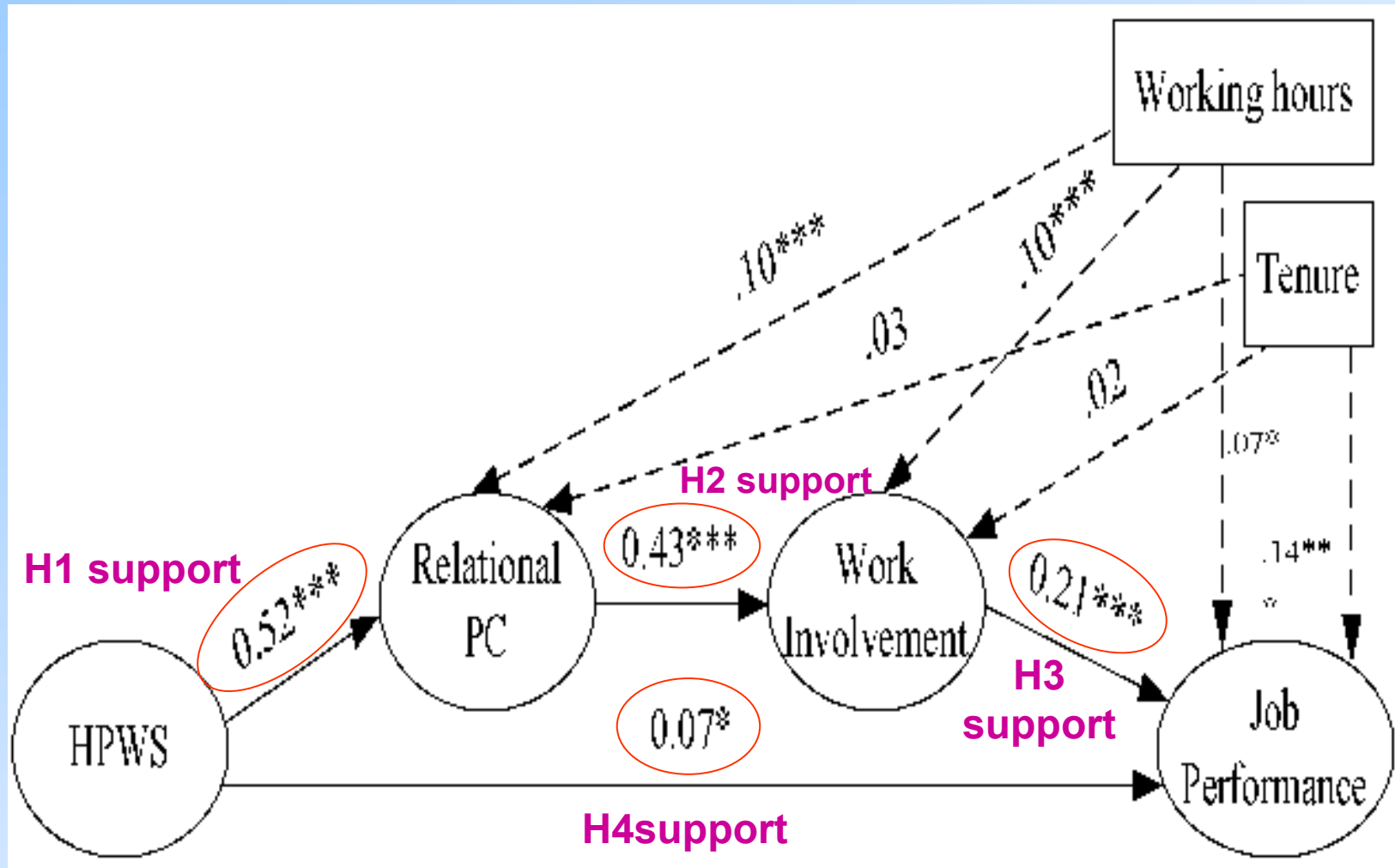


# Results of Reliability and Validity

	Composite reliability	AVE	Cronbach's $\alpha$
1. HR flow & Employee influence	.81	.51	.79
2. Work structuring	.85	.53	.73
3. Reward systems	.83	.53	.71
4. Relational psychological contract	.86	.56	.84
5. Work involvement	.82	.55	.83
6. Job performance	.85	.50	.84

> 0.5   > 0.5   > 0.6

# Results of Hypotheses Testing



$\chi^2 = 278.45, p < 0.00, \chi^2/df = 2.25, GFI = 0.97, AGFI = 0.96, \text{ and } RMSEA = 0.03$