

# Measurements

- **High performance Work system (26 items)**
  - Bae, et al. (2003) and Chen, et al. (2005)
- **Relational psychological contract (9 items)**
  - Millward and Hopkins (1998) and Raja et al., (2004)
- **Work involvement (4 items)**
  - Aryee, et al. (1999)
- **Job performance (6 items)**
  - Kraime, Wayne and Jaworski (2001)
- **Control variables**
  - Tenure, Work hours