

Discussion

- **Conclusion**
 - HPWS has positive effects on HCN job performance.
 - HPWS can induce HCN formation of relational psychological contracts with the MNC, which promotes HCN work involvement and improves HCN job performance.
- **Implication**
 - Extant research on HR practices and psychological contracts is limited to theoretical discussions.
 - We find out two factors, HPWS and relational psychological contracts that could improve employee performance in China.