### Appendix 1: Search procedure for sample studies

|  |  |
| --- | --- |
| Keywords  (Combined the keywords and their variations from HPWS and OP groups for sample search) | HPWS:  “high-performance work system”  “high-performance work practices”  “high-performance work organization”  “high-performance”  “human resource management”  “strategic human resource management”  “human resource practice”, “human resource”  OP:  “organizational performance”  “operational performance”  “financial performance” |
| Databases and search engines | ABI/INFORM Collection  Emerald Insight  Google Scholar  JSTOR  ProQuest Central  ProQuest Dissertations and Theses Global  PsycARTICLES  Psychology Database  PsycINFO  ScienceDirect  Springer |
| Major journals in the HRM discipline | *Academy of Management Journal*  *Human Resource Management*  *Human Resource Management Journal*  *Human Resource Management Review*  *International Journal of Human Resource Management*  *International Journal of Manpower*  *Journal of Management*  *Strategic Management Journal* |
| Leading conference programs in the management discipline | Academy of Management  Society of Industrial and Organizational Psychology |

### Appendix 2: Percentages of the six HPWS components in sample studies

Timeline

Description automatically generated











