### Appendix 1: Search procedure for sample studies

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| --- | --- |
| 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 CollectionEmerald InsightGoogle ScholarJSTORProQuest CentralProQuest Dissertations and Theses GlobalPsycARTICLESPsychology DatabasePsycINFOScienceDirectSpringer |
| 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 ManagementSociety of Industrial and Organizational Psychology |

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













