







- Patel, P. C., Messersmith, J. G., & Lepak, D. P. (2013). Walking the tightrope: An assessment of the relationship between high-performance work systems and organizational ambidexterity. *Academy of Management Journal*, 56(5), 1420–1442. <https://doi.org/10.5465/amj.2011.0255>
- Peccei, R. ., van de Voorde, F. C., & van Veldhoven, M. J. P. M. (2013). *HRM, well-being and performance : A theoretical and empirical review*.
- Tian, A. W., Cordery, J., & Gamble, J. (2016). Staying and performing: How human resource management practices increase job embeddedness and performance. *Personnel Review*, 45(5), 947–968. <https://doi.org/10.1108/PR-09-2014-0194>
- Valei, N., & Jiroudi, S. (2016). *Job satisfaction and job performance in the media industry*.
- Van De Voorde, K., & Beijer, S. (2015). The role of employee HR attributions in the relationship between high-performance work systems and employee outcomes. *Human Resource Management Journal*, 25(1), 62–78. <https://doi.org/10.1111/1748-8583.12062>
- Van De Voorde, K., Paauwe, J., & Van Veldhoven, M. (2012). Employee Well-being and the HRM-Organizational Performance Relationship: A Review of Quantitative Studies. *International Journal of Management Reviews*, 14(4), 391–407. <https://doi.org/10.1111/j.1468-2370.2011.00322.x>
- Vermeeren, B., Kuipers, B., & Steijn, B. (2014). Does Leadership Style Make a Difference? Linking HRM, Job Satisfaction, and Organizational Performance. *Review of Public Personnel Administration*, 34(2), 174–195. <https://doi.org/10.1177/0734371X13510853>
- Wood, S., & de Menezes, L. M. (2011). High involvement management, high-performance work systems and well-being. *International Journal of Human Resource Management*, 22(7), 1586–1610. <https://doi.org/10.1080/09585192.2011.561967>
- Yang, C. L., & Hwang, M. (2014). Personality traits and simultaneous reciprocal influences between job performance and job satisfaction. *Chinese Management Studies*, 8(1), 6–26. <https://doi.org/10.1108/CMS-09-2011-0079>
- Zhang, M., Zhu, C. J., Dowling, P. J., & Bartram, T. (2013). Exploring the effects of high-performance work systems (HPWS) on the work-related well-being of Chinese hospital employees. *International Journal of Human Resource Management*, 24(16), 3196–3212. <https://doi.org/10.1080/09585192.2013.775026>