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Sommario/riassunto	Preface. List of Contributors. Introduction. 1. Explaining Variation in Human Resource Practices in U.S. Steel Minimills, Jeffrey B. Arthur. 2.

The Characteristics and Determinants of Organized Innovation in the Apparel Industry, Thomas Bailey and Carola Sandy. 3. Organizational and Environmental Factors Influencing the Use and Diffusion of High-Involvement Work Practices, Frits K. Pil and John Paul MacDuffie. 4. Human Resource and Employment Practices in Telecommunications Services, 1980-1998, Rosemary Batt and Jeffrey Keefe. 5. Transforming Retail Banking: Inclusion and Segmentation in Servi
