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Submitted to the 1997 Academy of Management Annual Meetings, Human Resource Management Division. THE IMPACT OF HIGH PERFORMANCE WORK SYSTEMS, IMPLEMENTATION EFFECTIVENESS, AND ALIGNMENT WITH STRATEGY ON SHAREHOLDER WEALTH

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Dory Willer, SHRM-SCP, is a certified business & life coach with 25 years of experience as a senior human resources executive, international speaker, and training facilitator. She is co-author of PHR/SPHR Professional in Human Resources Certification All-in-One Exam Guide.. William H. Truesdell, SHRM-SCP, SPHR, is President and founder of The Management Advantage, Inc.

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### **Strategic human resource management, firm performance, and**

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Tim Buchalka is an Android app and games developer, and teacher with 30 years of development experience! He spent years as a contract software developer working for government departments, and large prestigious companies like Saab, Mitsubishi, and Fujitsu (to name just a few) in a developer/team lead capacity.

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