Dissertation Title	High Performance Work Systems to Increase Organizational Sustainability: Evidence Form Non-Life Industry, In Thailand
Keyword	Organizational sustainability, High-performance work systems , Strategic human resources management , Organizational performance
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ABSTRACT

This study was undertaken to examine the relationships among antecedents to HPWS implementation, HPWS practices, organizational performance outcomes, and sustainability, with the goal of determining how performance and sustainability might be improved with HPWSs. Therefore, the aim of this study was to determine how HPWSs contribute to organizational performance and sustainability and to develop a theoretical model for achieving better outcomes through HPWS implementation. The research was guided by three objectives: 1. To identify organizational factors that influence the adoption of HPWS practices in Thailand's non-life insurance industry .2. To evaluate the influence of HPWS practices on the economic, social, and environmental sustainability of firms. 3. To develop a model that explains the influence of HPWS practices on organizational performance and sustainability.

The findings of this research suggest that organizations can improve performance and sustainability with HPWS practices that target ability, motivation, opportunity, and by making improvements to their organizational cultures. However, because the focus tends to be primarily on ability and motivation in Thailand's insurance sector, insurance companies may not gain the full benefits of HPWS implementation and may suffer increased employee turnover and other problems as a result. Thus, there is a need to clarify and develop strategies for enhancing employee opportunities to achieve the full range of potential HPWS advantages.

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