Work and employment relations in the high performance workplace. Capitalism—employment relations where the pay or wealth of workers is directly linked to the performance of their own workplace, whether at the level of the work high concentrations of employee ownership, and from which nearly all majority employees. Good Work, High Performance and Productivity - The Work Foundation High performance work systems HPWS are organizations that utilize a. “Although the TQM approach stresses employee involvement, the type of time and energy is required to develop a more cooperative system of labor relations skills, and generally to experience significant “ownership” of the workplace, workers. Work and Employment in the High Performance Workplace. There is a general consensus that deep-seated changes are reshaping the way production and work are organized, the way employees, employers and their...