## References

Becker, T. E., Billings, R. S., Eveleth, D. M., and Gilbert, N. L., "Foci and bases of employee commitment: Implications for job performance," **Academy of Management Journal**, Vol.39, 1996.

Cropanzano, R., Kacmar, K. M. and Bozeman, D. P., Organizational Politics, Justice and Support: Managing the social climate of work organizations, Quorum Books, Westport CT, 1995.

Cropanzano, R., Howes, J. C., Grandey, A. A., and Toth, P., "The relationship of organizational politics and support to work behaviors, attitudes and stress," **Journal of Organizational Behavior**, Vo. 18, 1997.

Cropanzano, R., Randall, M., Bormann, C. A., and Birjulin, A., "Organizational politics and organizational support as predictors of work attitudes, job performance, and organizational citizenship behavior," **Journal of Organizational Behaviour**, 20, 1999, p 159-174.

Coverdale, S., and Terborg, J. R., A re-examination of the Mobley, Horner and Hollingsworth model of turnover: A useful replication (Tech.Rep. No. 80-4), Arlington, VA,: Office of Navel Research, Organizational Effective Research Program, 1980.

Cook, J., & Wall, T., Journal of Occupational Psychology, Vol. 53, 1980.0

Desai, A., Management Strategies and Organizational Behaviour, New Delhi, Discovery Publishing House, 1989.

Drory, A., "Perceived Political Climate and job attitudes," Journal of Group and Organizational Studies, Vol.14, 1993.

Ferris, G. R., Russ, G. S., and Fandt, P. M., Impression Management in the Organization, Hillsdale, NJ, Lawrence Erlbaum, 1989.

Ferris, R., and Kacmar, K. M., "Perceptions of organizational politics scale(POPS) development and construct validation," **Educational and Psychological Measurement Inc.**, Vol. 51, 1991.

Ferris R., and Kacmar, K. M., "Perceptions of organizational politics," Journal of Management, Vol 18, 1992.

Fernando, H. S. P. N., Goonewardene, S. M., and Peiris, N. S., Enhancing the Competitiveness of the Sri Lankan Garment Industry, Unpublished policy paper, PIM 2002

Frost, P. J., "Power, politics and influence," In F.M.Jablin, L. L. Putname, K. H. Roberts, & L. W. Porter (Eds.), **Handbook of Organizational Communication**, Newbury Park, CA: Sage Publications, 1987.

Hom, P. W., and Griffeth, R. W., Employee Turnover, Cincinnati, OH, International Thomson, 1995.

Hulin, C. L., Roznowski, M., and Hachiya, D., "Alternative opportunities and withdrawal decisions: Empirical and theoretical descrepencies and an integration," **Psychological Bulletin**, Vol. 97, 1985.

Kacmar, R. M., and Baron, K., "Further validation of perceptions of organizational politics scale (POPS): A multiple sample investigation," **Journal of Management**, Vol. 80, 1999.

Lasswell, Harold, D., Politics: Who gets What, When, How, New York: McGraw-Hill, 1936.

Maslyn, J. M., and Fedor, D. B., "Perceptions of Politics: Does different foci matter?," Journal of Applied Psychology, Vol. 84, 1998.

Mintzberg, H., Power in and around Organizations, Englewood Cliffs, NJ, Prentice Hall, 1983.

Moorman, R. H., "Relationship between organizational justice and citizenship behaviors: Do fairness perceptions influence employee citizenship?," **Journal of Applied Psychology**, Vol. 76,1991.

Organ, D. W., Konovsky, M., "Cognitive versus affective determinants of organizational citizenship behavior," **Journal of Applied Psychology**, Vo. 74, 1989.

Organ, D. W., "The motivational basis of organizational citizenship behavior," Research in Organizational Behavior, Vol. 12, 1990.

Pfeffer, J., Power in Organizations, Pitman Publishing Inc., 1981.

Podsakoff, P. M., MacKenzie, S. B., "Organizational citizenship behaviors and sales unit effectiveness," Journal of Marketing Research, August 1994.

Randall, M. L., Cropanzano, R., Bormann, C. A., and Birjulin, A., "The relationship of organizational politics and organizational support to employee attitudes and behavior," Paper presented at the meeting of Academy of Management, Dallas, TX., 1994.

Robbins, Stephen, P., **Organizational Behavior**, Ninth Edition, Prentice Hall of India Private Limited, 2001.

Settoon, R. P., Bennett, N. and Liden, R. C., "Social exchange in organizations: Perceived organizational support, leader member exchange, and employee reciprocity," **Journal of Applied Psychology**, Vol. 81, 1996.

Valle, M., and Witt, L. A., "The Moderating Effect of Team work perceptions on the Organizational Politics-Job satisfaction relationship," **Journal of Social Psychology**, Vol. 141, Jun 2001.

Warr, P., Cook, J., and Wall, T., Journal of Occupational Psychology, Vol. 52, 1979.

Wayne, S. J., and Ferris, G. R., "Influence tactics, affect, and exchange quality in supervisor-subordinate interactions," **Journal of Applied Psychology**, Vo.75, 1990.

White, J. K., and Ruh, A., "Effect of personal values on the relationship between participation and job attitudes," **Administrative Science Quarterly**, 1973.