

References

- Abrahamsson, Bengt, **Why Organizations: How and Why People Organize**, Sage Publications, Cal., 1993.
- Ashworth, Blake E., & Mael, Fred, "Social Identity Theory and the Organization", **Academy of Management Review**, 1989, Vol. 14, No. 1, pp. 20 - 39.
- Beattie, D. F. & Tampoe, F. M. K., "Human Resource Planning for ICL", **Long Range Planning**, Vol 23, No. 1, pp. 17 - 28; 1990.
- Becker, Thomas E., "Foci and Bases of Commitment: Are they Distinctions Worth Making?", **Academy of Management Journal**, 1992, Vol. 35, No. 1, pp. 232 - 244.
- Buchanan II, Bruce, "Building Organizational Commitment: The Socialization of Managers in Work Organizations", **Administrative Science Quarterly**, 1974, 19, pp. 533 - 546.
- Burrell, Gibson & Morgan, Gareth, **Sociological Paradigms and Organizational Analysis**, Gower Publishing Co. Ltd., England; 1987.
- Cavaleri, Steven & Obloj, Krzysztof, **Management Systems: A Global Perspective**, Wadworth Publishing Company, Cal., 1993.
- Coff, Russel W., "Human Assets and Management Dilemmas: Coping with Hazards on the Road to Resource-Based Theory", **Academy of Management Review**, Vol. 22, No. 2, pp. 374 - 402.
- Cole, G. A., **Personnel Management - Theory & Practice**, Guernsey Press Co. Ltd., G.B., 1986
- David & Trist (1974) in: **Cole, G A., Personnel Management - Theory & Practice**, Guernsey Press Co. Ltd., G.B., 1986.
- Delaney, John T. & Huselid, Mark A ., "The Impact of Human Resource Management Practices on Perceptions of Organizational Performance". **Academy of Management Journal**, Vol. 39, No. 4, 1996, pp. 949 - 969.
- Etzioni, A., 1975, **A comparative analysis of complex organizations**, New York: Free Press, in Romzek, Barbara S., "Personal Consequences of Employee Commitment", **Academy of Management Journal**, 1989, Vol. 32, No. 3, 649 - 661.

- Glaser, B. & Strauss, A., **The Discovery of Grounded Theory**, Aldine, Chicago, 1967.
- Hackman J. Richard, & Oldham, Greg R., "Development of the Job Diagnostic Survey", **Journal of Applied Psychology**, 60, 1975, pp. 159 - 170.
- Hackman, J. R., Oldham, G.R; Janson, R. & Purdy, K., "A new Stage for Job Enrichment", **California Management Review**, Vol. 17, No. 4, 1975a.
- Hackman J. Richard, & Oldham, Greg R., "Motivation Through the Design of Work: Test of a Theory", **Organizational Behaviour and Human Performance**, 16, 1976, pp. 250 - 279.
- Henslin James M., **Sociology**, Allyn and Bacon, Mass., 1993
- Klein, Dr. Jeremy A. Edge, Professor Gordon M. & Kass, Dr. Tom, "Skill-Based Competition", **Journal of General Management**, Vol. 16, No. 4, Summer 1991. Pp. 1 -14.
- Kochan, T. A., Katz, H. C. & McKersie, R., **The Transformation of American Industrial Relations**, in Storey, John (ed.), **Human Resource Management-A Critical Text**, Routledge, Lond., 1995.
- Kochan, Thomas & Dyer, Lee, **HRM and American View**, in Storey, John (ed.), **Human Resource Management- A Critical Text**, Routledge, Lond., 1995.
- Lado, Augustine A. & Wilson, Mary C., "Human Resource Systems and Sustained Competitive Advantage: A Competency-Based Perspective", **Academy of management Review**, 1994, Vol. 19, No.4, 699 - 717.
- Legge, Karen, **HRM: rhetoric, reality and hidden agendas**, in Storey, John (ed.); **Human Resource Management- A Critical Text**, Routledge, Lond., 1995.
- Mayer, Roger C. & Schoorman, F. David, "Predicting Participation and Production Outcomes Through a Two-Dimensional Model of Organizational Commitment", **Academy of Management Journal**, 1992, Vol. 35, No. 3, pp. 671 - 684.
- Mayer, Roger C. & Schoorman, F. David, "Differentiating Antecedents of Organizational Commitment: A Test of March and Simon's Model", **Journal of Organizational Behaviour**, Vol. 19, No.1, Jan. 1998.,
- Mead, G. H., Mind, **Self and Society**, in Slattery, Martin, **Key Ideas in Sociology**, Macmillan Education Ltd., Lond., 1991.
- Merton, Robert K., **Social Theory and Social Structure**, 1949 in Das, Dr. G. **Advanced Sociological Theories**, Manu Rastogi, Delhi, 1992.
- Morgan Gareth, **Images of Organization**, 1986, Sage Publications, Inc., U.K.
- Morishima, Motohiro, "Renegotiating Psychological Contracts: Japanese Style", in Cooper, C. L., ed.; **Trends in organizational Behaviour**, Vol.3, John Wiley & Sons, NY., 1996.
- Moss Kanter, Rosabeth, **Commitment Community: Communes and Utopias in Sociological Perspective**, Harvard University Press; Cambridge, Mass., 1972.
- Mowday, R. T., Steers, R. M. & Porter, L. W., "The Measure of Organizational Commitment", **Journal of Vocational Behaviour**, Vol 14, 1979. In Luthans, Fred; **Organizational Behaviour**, 6th ed.; McGraw Hill Inc., NY., 1992.
- Mowday, Richard, Lyman, Porter, Steers, Richard, **Organizational Linkages: The Psychology of Commitment, Absenteeism and Turnover**, Academic Press, N.Y.; 1982.

- Nanayakkara, Gunapala Dr., **Culture and Management in Sri Lanka**, Postgraduate Institute of Management, University of Sri Jayewardenepura, S.L.; 1992.
- O'Reilly, C., III & Chatman, J. (1986), "Organizational commitment and psychological attachment: The effects of compliance, identification, and internalization on prosocial behaviour", **Journal of Applied Psychology**, 71, 429 - 499 in Ashworth, Blake E., & Mael, Fred, "Social Identity Theory and the Organization", **Academy of Management Review**, 1989, Vol. 14, No. 1. Pp. 20 - 39.
- O'Rielly, Charles A. III & Caldwell David F., "The Commitment and Job Tenure of New Employees: Some Evidence of Postdecisional Justification", **Administrative Science Quarterly**, 26, 1981; pp. 597 - 616.
- Pareek, Udai, **Training Instruments for Human Resource Development**, Tata McGraw-Hill Publication Co. Ltd.. ND; 1997.
- Perera, C. Travis A., **A Structural Functional Analysis of Organizational and Managerial Commitment: A Study of Selected High Performing Companies in Sri Lanka**, Unpublished Ph.D Thesis, Postgraduate Institute of Management, Colombo, 2000.
- Rao, T. V., **HRD Audit**, Response Books. ND; 1999.
- Rao, T.,V., **The HRD Missionary: Role and Function of HRD Managers and HRD Departments**, Oxford & IBH Publishing Co. Pvt. Ltd. ND; 1990.
- Rotondi, T., Jr. (1975), "Organizational identification: Issues and implications", **Organizational Behaviour and Human Performance**, 13, 95 - 109 in Ashworth, Blake E. & Mael, Fred, "Social Identity Theory and the Organization", **Academy of Management Review**, 1989, Vol. 14, No. 1. pp. 20 - 39.
- Rousseau, D. M. (1989), in Morishima, Motohiro, "Renegotiating Psychological Contracts: Japanese Style", Cary L Cooper, et al., **Trends in Organizational Behaviour**, Vol. 3, John Wiley & Sons, N.Y., 1996.
- Rousseau, D. M. & Mclean Parks, J. (1993), in Morishima, Motohiro, "Renegotiating Psychological Contracts: Japanese Style", Cary L Cooper, et al.; **Trends in Organizational Behaviour**, Vol. 3, John Wiley & Sons, N.Y., 1996.
- Rousseau, D. M., **Psychological Contracts in Organizations: Understanding Written and Unwritten Agreements**, Sage Publications, Thousand Oaks, CA; 1995.
- Schein, Edgar H., "The Individual, The Organization, and the Career", **The Journal of Applied Behavioural Science**, Vol. 7, No. 4, 1971.
- Sen, Amartya, "Rational Fools? A critique of the Behavioural Foundations of Economic Theory", in A. Sen (ed.), **Choice Welfare and Measurement**, Blackwell, Oxford, UK., 1982.
- Storey, John (ed.), **Human Resource Management- A Critical Text**, Routledge, Lond., 1995.
- Storey, John, "Human Resource Management: Still Marching On, or Marching Out" in Storey, John (ed.); **Human Resource Management- A Critical Text**, Routledge, Lond., 1995.
- Strauss, Anselm & Corbin, Juliet, **Basics of Qualitative Research: Grounded Theory Procedures and Techniques**, Sage, Cal., 1990.