

References

- Abbhayakoon, P. G. I. D. W., & Balathasan, Y. (2013). *Transformational leadership and organisational innovation in selected Sri Lankan industries*. Unpublished Master's Dissertation, Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka.
- Abeywickrama, C. (2010). Greater Inclusion - The Way Forward for a Stable and Sustainable Banking Industry. *22nd Anniversary Convention, 1(1)*, 147-152.
- Adler, P A., & Adler, P. (1987). *Membership roles in field research*. Thousand Oaks, CA: Sage.
- Afthanorhan, W. M. A. B. W. (2013). A Comparison Of Partial Least Square Structural Equation Modeling (PLS-SEM) and Covariance Based Structural Equation Modeling (CB-SEM) for Confirmatory Factor Analysis. *International Journal of Engineering Science and Innovative Technology, 2(5)*, 198-205.
- Aguilera R. V., & Jackson G. (2003). The cross-national diversity of corporate governance: dimensions and determinants. *Academy of Management Review, 28(3)*, 447-465.
- Ahmed, F., Dambawinne, R., Jayakody, J. A. S. K., & Jayawardana, A. K. L. (2014). Leadership and Follower Outcomes: The Moderating Effect of Follower Promotion Focus. *Sri Lanka Journal of Management, 19(2)*, 93-118.
- Amerson, R. (2011). Making a case for the case study method. *Journal of Nursing Education, 50(2)*, 427-428.
- Andrade, A. D. (2009). Interpretive research aiming at theory building: Adopting and adapting the case study design. *The Qualitative Report, 14(1)*, 42-60.
- Aras, G., & Crowther, D. (2008). *Governance and sustainability: An investigation into the relationship between corporate governance and corporate sustainability*. Leicester, UK: Leicester Business School, De Montfort University.
- Aras, G., & Crowther, D. (2010). *A Handbook of Corporate Governance and Social Responsibility*. England: Gower Publishing Limited.

- Aulakh, M., & Gencturk, A. (2000). *Critical Reading and Writing for Postgraduates*. London: Sage.
- Ayer, A. J. (1959). *Logicalpositivism*. New York: The Free Press.
- Azorin, J. M., & Cameron, R. (2010). The application of mixed methods in organisational research: A literature review. *Electronic Journal of Business Research Methods*, 8(2), 95-105.
- Bagozzi, R. P., & Yi, Y. (1988). On the evaluation of structural equation models. *Journal of the Academy of Marketing Science*, 16(1), 74–94.
- Balasubramaniam, B. N., Black, B. S., & Khanna, V. S. (2008). Firm Level Corporate Governance in Emerging Markets: A case study of India. *ECGI-Law Working Paper*, 119(2009), 08-011.
- Balogun, J., & Hope Hailey, V. (2004). *Exploring Strategic Change* (2nd ed.). London: Prentice Hall.
- Bamford, D. R., & Forrester, P. L. (2003). Managing planned and emergent change within an operations management environment. *International Journal of Operations & Production Management*, 23(5), 546–564.
- Banerjee, S.B. (1998). Corporate environmentalism: Perspectives from organizational learning, *Management Learning*, 29(2), 147–164.
- Banerjee, S. B. (2015). Organisational Strategies for Sustainable Development: Developing A Research Agenda for the New Millennium. *Australian Journal of Management*, 27(Special Issue 2002), 105-117.
- Barbour, A. (2010). Exploring some ethical dilemmas and obligations of the ethnographer. *Ethnography and Education*, 5(2), 159-217.
- Barnea, A., & Rubin, A. (2010). Corporate social responsibility as a conflict between shareholders. *Journal of Business Ethics*, 97(1), 71–86.
- Baran, M. (2010). Teaching multi-methodology research courses to doctoral students. *International Journal of Multiple Research Approaches*, 4(1), 19-27.
- Bassey, M. (1981). Pedagogic research: on the relative merits of search for generalisation and study of single events. *Oxford Review of Education*, 7(1), 73–93.

- Bathala, C.T., & Rao, R.P. (1995). The determinants of board composition: an agency theory perspective. *Managerial and Decision Economics*, 16(1), 59-69.
- Bauer, R., Guenster, N., & Otten, R. (2004), Empirical evidence on corporate governance in Europe. *Journal of Asset Management*, 5(2), 91-104.
- Baxter, P., & Jack, S. (2008). Qualitative case study methodology: Study design and implementation for novice researchers. *The Qualitative Report*, 13(4), 544-559.
- Baysinger, R. D., & Butler, H. N. (1985). Corporate governance and the board of directors: Performance effects of changes in board composition. *Journal of Law, Economics and Organization*, 1(1), 101-124.
- Bedicks, H. B., & Arruda, M. C. (2005). Business ethics and corporate governance in Latin America. *Business and Society*, 44(2), 218-228.
- Belsley, B., Alpin, C., Forth, J., Bryson, A., Bewley, H., Dix, G., & Oxenbridge, S. (1980). *Inside the Workplace: Finding from the 2004 Workplace Employment Relations Survey*. London: Routledge.
- Benn, S., & Dunphy, D. (2007). *Corporate Governance and Sustainability: Challenges for Theory and Practice*. London: Routledge.
- Berle, A., & Means, G. (1932). *The Modern Corporation and Private Property*. New York: Macmillan.
- Bhagat, S., & Bolton, B. (2002). The non-correlation between board independence and long-term firm performance. *Journal of Corporation Law*, 27(2), 231-274.
- Black, B., Jang, H., & Kim, W. (2006). Does Corporate Governance Affect Firms' Market Values? Evidence from Korea. *Journal of Law, Economics and Organization*, 22(2), 366-413.
- Braun, V., & Clarke, V. (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2),77-101.
- Braun, V., & Clarke, V. (2013). *Successful Qualitative Research: A Practical Guide for Beginners*. London: Sage.

- Brentari, A. H., & Golia, E. (2007). Assessing the Unidimensionality of Measurement: A Paradigm and Illustration with the Context of Information Systems Research. *Omega*, 25(1), 107-121.
- Brickley, J. A., & James, C. M. (1987). The take over market, corporate board composition and ownership structure: the case of banking. *Journal of Law and Economics*, 30(1), 161-181.
- Brickley, J.A., Coles, J. L., & Terry, R. L. (1994). Outside directors and the adoption of poison pills. *Journal of Financial Economics*, 35(3), 371-390.
- Brown, L. D., & Caylor, M. L. (2004). *Corporate Governance Study: The Correlation between Corporate Governance and Company Performance*. Berlin: Institutional Shareholder Services (ISS).
- Brymen, A., & Bell. (2007). Reporting Analysis of Covariance Structures. *Structural Equation Modeling*, 7(3), 461-483.
- Bullock, R. J., & Batten, D. (1985). It's just a phase we're going through: a review and synthesis of OD phase analysis. *Group and Organization Studies*, 10(December), 383-412.
- Burnes, B. (1996). No such thing as ... a "one best way" to manage organizational change. *Management Decision*, 34(10), 11-18.
- Burnes, B. (2004). *Managing Change: A Strategic Approach to Organisational Dynamics* (4th ed.). Harlow: Prentice Hall.
- Bushman, R. M., & Smith, A. J. (2001). Financial accounting information and corporate governance. *Journal of Accounting and Economics*, 1(3), 237-333.
- Byrd, J.W., & Hickman, K.A. (1992). Do outside directors monitor managers: evidence from tender offer bids. *Journal of Financial Economics*, 32(2), 195-221.
- Cadbury, A. (1992). *The Report of the Committee on the Financial Aspects of Corporate Governance*. London; Gee and Co. Ltd.
- Carnall, C. A. (2003). *Managing Change in Organizations* (4th ed). Harlow: Prentice Hall.

- Carroll, A. B. (1989). *Business and society: Ethics and stakeholder management*. Cincinnati, OH: South-Western.
- Carroll, A. (1999). Corporate social responsibility. *Business & Society*, 38(3), 268-295.
- Carter, C. (1990). *Grounded Theory: A Partial Guide for Management*. *Business and Market Researchers*. London: Sage.
- Chang, S. J. (2008). Business-society reciprocity as a guideline for global corporate governance. *International Finance Review*, 9(1), 81-96.
- Chengalur-Smith, I., Duchessi, P., & Gil-Garcia, J. R. (2010). Information sharing and business systems leveraging in supply chains: An empirical investigation of one web-based application. *Information and Management*, 49(1), 58-67.
- Chidambaran, N. K., Palia, D., & Zheng, Y. (2006). *Does Better Corporate Governance "Cause" Better Firm Performance*. Unpublished working paper.
- Chin, W. W. (1998). *Commentary: Issues and opinion on structural equation modeling*. New Jersey: Laurence Erlbaum Associates.
- Ching, K. W., Tan, J.S., & Chi Ching R. G. (2006). *Corporate Governance in East Asia, The Road Ahead*. Harlow: FT Prentice Hall.
- Churchill, J. C. (1983). On the meaning of within - Factor correlated measurement errors. *Journal of Consumer Research*, 11(6), 572-580.
- CII & CII-ITC Centre of Excellence for Sustainable Development (2011), Triple Bottom Line and Corporate Governance. Retrieved from http://www.nfcgindia.org/pdf/Triple_Bottom_Line.pdf.
- Cohen, J. (1998). *Statistical power analysis for the behavioral sciences*. Hillsdale NJ: Lawrence Erlbaum Associates.
- Cole, J., & Gardner, K. (1979). *Topic work with first-year secondary pupils, in: The effective use of reading*. London: Heinemann, Heinemann Educational Books for the Schools Council.
- Coles, J., & Hesterly, W. (2000). Independence of the chairman and board composition: firm choices and shareholder value. *Journal of Management*, 26(2), 195-214.

- Core, J. E., Guay, W. R., & Rusticus, T. O. (2006). Does weak governance cause weak stock returns? An examination of firm operating performance and investors' expectations. *The Journal of Finance*, 61(2), 655-687.
- Cox, T.H., & Blake, S. (1991). Managing cultural diversity: Implications for organizational competitiveness. *Academy of Management Executive*, 5(3), 45-56.
- Crampton, V., & Wagner, P. (1994). Research methods in action: an introduction in V.J. Wass & P. E. Wells (2nd ed.). *Principles and Practice in Business and Management Research*. Dartmouth: Alhdershot.
- Creswell, J. W., & Garrett, A. L. (2008). The "movement" of mixed methods research and the role of educators. *South African Journal of Education*, 28(3), 321-333.
- Cronbach, L.J. (1946). Response Sets and Test Validity. *Educational and Psychological Measurement*, 6(4), 475 - 494.
- Crossan, F. (2003). Research philosophy: towards an understanding. *Research Governance*, 11(1), 11-26.
- Daily, C.M., Dalton, D.R., & Cannella, A.A. (2003). Corporate Governance: Decades of Dialogue and Data. *Academy of Management Review*, 28(3), 371-382.
- Dalton, D. R., Daily, C. M., Ellstrand, A. E., & Johnson, J. L. (1999), Number of directors and financial performance: a meta-analysis. *The Academy of Management Journal*, 42(6), 674-686.
- De Wit, B., & Meyer, R. (2005). *Strategy Synthesis: Resolving Strategy Paradoxes to Create Competitive Advantage* (2nd ed). London: Thomson Learning.
- Demb, A., & Neubauer, F. F. (1992). *The Corporate Board - Confronting the Paradoxes*. New York: Oxford University Press.
- Demise, N. (2005). Business ethics and corporate governance in Japan. *Business and society*, 44(2), 211-217.
- Derwall, J., & Verwijmeren, P. (2007). *Corporate governance and the cost of equity capital: Evidence from GMI's governance rating*. European Centre for Corporate Engagement (ECCE) Research Note 06-01.

- Diamond, D. W., & Verrecchia, R. E. (1991). Disclosure, Liquidity, and the Cost of Capital. *Journal of Finance*, September, 46(4), 1325– 1359.
- Donaldson, T., & Preston. L. E. (1995). The Stakeholder Theory of the Corporation: Concepts, Evidence, and Implications. *Academy of Management*, 20(9), 65-91.
- Doty, D. & Glick, K. (1998). The nature, social organisations and promotions of management research: towards policy. *British Journal of Management*, 9(4), 341-353.
- Dovers, S. R., & Handmer, J. W. (1992). Uncertainty, sustainability and change. *Global Environmental Change*, 2(4), 262-276.
- Doyle, M. (2002). From change novice to change expert: Issues of learning, development and support. *Personnel Review*, 31(4), 465–481.
- Dunlop, A. (1998). *Corporate Governance and Control*. London: CIMA Publishing.
- Durnev, A., & Kim, E. H. (2005). To steal or not to steal: firm attributes, legal environment, and valuation. *Journal of Finance*, 60(3), 1461-1493.
- Dyllick, T., & Hockerts, K. (2002). Beyond the business case for corporate sustainability. *Business Strategy and the Environment*, 11(2), 130-141.
- Eccles, R.G., Ioannou, I., & Serafeim, G. (2011), The Impact of a Corporate Culture of Sustainability on Corporate Behavior and Performance, *Harvard Business School Working Papers*.
- Edmonstone, J. (1995). Managing change: an emerging consensus. *Health Manpower Management*, 21(1), 16–19.
- Eisenhofer, J. W. (2010). *Does Corporate Governance Matter to Investment Returns?*. P.A: Grant & Eisenhofer.
- Elkington, J. (1997). Governance for Sustainability. *Corporate Governance: An International Review*, 14(6), 522–529.
- Eldrod II, P. D., & Tippett, D. D. (2002). The “death valley” of change. *Journal of Organizational Change Management*, 15(3), 273–291.

- Elsayed, K. (2007). Does CEO duality really affect corporate performance?. *Corporate Governance: An International Review*, 15(6), 1203-1214.
- Ernst & Young. (2011). Climate Change and Sustainability: How Sustainability Has Expanded the CFO's Role. Retrieved from [http://www.ey.com/Publication/vwLUAssets/How sustainability_has_expanded_the_CFOs_role/\\$FILE/How_sustainability_has_expanded_the_CFOs_role.pdf](http://www.ey.com/Publication/vwLUAssets/How sustainability_has_expanded_the_CFOs_role/$FILE/How_sustainability_has_expanded_the_CFOs_role.pdf).
- Espinosa, A. (2015). Governance for sustainability: learning from VSM practice. *Governance for sustainability*, 44(6/7), 955-969.
- Espinosa, A., Harnden, R., & Walker, J. (2008). A complexity approach to sustainability: Stafford Beer revisited. *European Journal of Operational Research*, 187(2): 636-651.
- Espinosa, A., & Walker, J. (2006). Environmental management revisited: lessons from a cybernetic intervention in Colombia. *Cybernetics and Systems: An International Journal*, 37(1): 75-92.
- Fama, E. F. (1980). Agency Problems and the Theory of the Firm. *Journal of Political Economy*, 88(2), 288-307.
- Freeman, R. E. (1984). *Strategic management: A stakeholder approach*. Boston: Pitman.
- Gellais, T. L. (2008). Wherever I go there I am: reflections on reflexivity and the research stance. *Reflective Practice*, 9(2), 145-155.
- Gilson, R. J., & Row, M. J. (1999). Lifetime Employment: Labor Peace and the Evolution of Japanese Corporate Governance. *Columbia Law Review*, 99(2), 508-540.
- Gladwin, T. N., Kennelly, J. J., & Krause, T. S. (1995). Shifting paradigms for sustainable development: Implications for management theory and research. *Academy of Management Review*, 20(4), 874-907.
- Gompers, P., Ishii, J., & Metrick, A. (2003). Corporate governance and equity prices. *The Quarterly Journal of Economics*, 118(1), 107-156.
- Graetz, F. (2000). Strategic change leadership. *Management Decision*, 38(8), 550-562.
- Grosser, K., & Moon, J. (2005). Gender mainstreaming and CSR: Reporting work place issues. *Journal of Business Ethics*, 62(4), 327-40.

- Guba, E. G. (1981). Criteria for assessing the trustworthiness of naturalistic inquiries. *Educational Communication and Technology Journal*, 29(75), 75–91.
- Guimaraes, T., & Armstrong, C. (1998). Empirically testing the impact of change management effectiveness on company performance. *European Journal of Innovation Management*, 1(2), 74–84.
- Hair, J. F., Sarstedt, M., Ringle, C. M., & Mena, J. A. (2011). An assessment of the use of partial least squares structural equation modeling in marketing research. *Journal of Academy of Marketing Science*, 40(3), 414-433.
- Harre, R. (1987). *The positivist-empiricist approach and its alternative*. Chichester: Wiley and Sons.
- Hart, S. L. (1995). A natural-resource-based view of the firm. *Academy of Management Review*, 20(4), 986-1014.
- Hart, S. L. (1997). Beyond Greening: Strategies for a Sustainable World. *Harvard Business Review*, 25(1), 66-76.
- Hart, S. L., & Ahuja, G. (1996). Does it pay to be green? An empirical examination of the relationship between pollution prevention and firm performance. *Business Strategy and the Environment*, 5(1), 30-37.
- Hasnas, J. (1998). The Normative Theories of Business Ethics: A Guide for the Perplexed. *Journal of Business Ethics*, 8(1), 19-42.
- Henseler, J., Ringle, C., & Sinkovics, R. (2009). The use of partial least squares path modeling in international marketing. *Advances in International Marketing (AIM)*, 20(1), 277-320.
- Hermalin, B. H. (2005). Trends in Corporate Governance. *The Journal of Finance*, 60(5), 2351–2384.
- Hermalin, B., & Weisbach, M. (1991). The effects of board composition and direct incentives on firm performance. *Financial Management*, 20(4), 101-112.
- Hermalin, B., & Weisbach, M. S. (2010). Information Disclosure and Corporate Governance. *The Journal of Finance*, 67(1), 195–233.

- Hermalin, B., & Weisbach, M. (2003). Boards of directors as an endogenously determined institution: a survey of the economic literature. *Federal Reserve Bank of New York Policy Review*, 9(1), 7-26.
- Hill, C. W. L., & Jones, T. M. (1992). Stakeholder-Agency Model. *Journal of Management Studies*, 29(2), 131-154.
- Hulland, J. (1999). Use of partial least squares (PLS) in strategic management research: a review of four recent studies. *Strategic Management Journal*, 20(2), 195–204.
- Hutchinson, M. (2002). An analysis of the association between firms' investment opportunities, board composition and firm performance. *Asia Pacific Journal of Accounting and Economics*, 9(1), 17-39.
- Ingle, C., & van der Walt, N. (2002). Board Dynamics and the Politics of Appraisal. *Corporate Governance – An International Review*, 10(3), 163–174.
- Jackson, G. (2005). Towards a comparative perspective on corporate governance and labour management: Enterprise coalitions and national trajectories. *Corporate Governance, An International Review*, 13(3), 419–428.
- Jackson, K. (2008). Natural law, human rights and corporate reputational capital in global governance. *Corporate Governance*, 8(4), 440-455.
- Jamali, D. (2006). Insights into triple bottom line integration from a learning organization perspective. *Business Process Management Journal*, 12(6), 809–21.
- Jayakody, J. A. S. K. (2011). *Effects of Leader Charisma on Follower Dependency in Sri Lanka*. An unpublished PhD thesis, Postgraduate Institute of Management, University of Sri Jayewardenepura, Sri Lanka.
- Jennings, P.D., & Zandbergen, P.A. (1995), Ecologically sustainable organizations: An institutional approach, *Academy of Management Review*, 20(4), 1015–1052.
- Jensen, M. C. (1983). Separation of Ownership and Control. *Journal of Law and Economics*, 26(2), 301-325.
- Jensen, M.C. (1993), The modern industrial revolution, exit and the failure of internal control systems. *Journal of Finance*, 48(3), 831-880.

- Jensen, M. C., & Meckling, W. H. (1976). Theory of the Firm: Managerial Behaviour, Agency Cost, and Ownership Structure. *Journal of Financial Economics*, 3(4), 305-360.
- Jo, H., & Harjoto, M. (2012). The Casual Effect of Corporate Governance on Corporate Social Responsibility. *Journal of Business Ethics*, 106(1), 53–72.
- John, K., & Senbet, L. W. (1998). Corporate governance and board effectiveness. *Journal of Banking & Finance*, 22(4), 371-403.
- Johnson, R. B., & Onwuegbuzie, A. J. (2004). Mixed Methods Research: A Research Paradigm Whose Time Has Come. *Educational Researcher*, 33(7), 14-26.
- Johnson, R. B., & Turner, L. A. (2003). *Data collection strategies in mixed methods research*. in A.Tashakkori, & C. Teddlie (Eds.), *Handbook of mixed methods in social and behavioral research*. Thousand Oaks, CA: Sage.
- Joyner, B. H. & Payne, D. (2002). Evolution and Implementation: A Study of Values, Business Ethics and Corporate Social Responsibility. *Journal of Business Ethics*, 41(4), 297–311.
- Kanter, R. M., Stein, B. A., & Jick, T. D. (1992). *The Challenge of Organizational Change*. New York: The Free Press.
- Kaplan, D. (2009). *Structural Equation Modeling: foundation and extensions* (2nd ed.). Los Angeles: SAGE.
- Kavalir, P. (2005). Hodnoceni corporate governance v Ceske republice. *Centrum ekonomickych studii VSEM*, Working Paper CES VSEM No 14/2005.
- Kendall, N. (1999). *Good corporate governance, Accountants' Digest*. England and Wales: The ICA.
- Kimber, D., & Lipton, P. (2005). Corporate governance and business ethics in the Asia Pacific region. *Business and Society*, 44(2), 178-210.
- Klein, A. (1995). *An examination of board committee structures*. Working paper. New York: New York University.
- Kline, R. B. (1998). *Principles and Practice of Structural Equation Modeling* (2nd ed.). New York: The Guildford Press.

- Klířová, J. (2001). *Corporate Governance - správa a řízení obchodních společností*. Praha: Management Press.
- Kocmanová, A., & Hřebíček, J. Dočekalová, M. (2011). Corporate Governance and Sustainability. *Economics and Management*, 16(3), 543-550.
- Kolk, A. (2008). Sustainability, accountability and corporate governance: Exploring multinationals' reporting practices. *Business Strategy and the Environment*, 17(1), 1-15.
- Kothari, C. R. (2004). *Research methodology, methods and techniques*. New Delhi: New Age International Private Limited Publishers.
- Kotter, J. P. (1996). *Leading Change*. Boston, MA: Harvard Business School Press.
- Krenzke, T., & Kerckhove, S. (2007). Using a short follow-up survey to compare respondents and non-respondents. *Human Resource Management Review*, 12(2), 269-292.
- Kvale, S. (2007). *Doing interviews*. Thousand Oaks, CA: Sage.
- Lawler, E. E., Finegold, D., Benson, G., & Conger, J. A. (2002) Adding Value in the Boardroom. *MIT Sloan Management Review*, 43(2), 92–93.
- Lee, C., Rosenstein, S., Rangan, N., & Davidson, W.N. (1992). Board composition and shareholder wealth: the case of management buyouts. *Financial Management*, 1(1), 58-72.
- Lincoln, Y. S. (1995). Emerging criteria for quality in qualitative and interpretive research, *Qualitative Inquiry*, 1(3), 275–289.
- Lincoln, Y. S., & Guba, E. G. (1985). *Naturalistic inquiry*. Beverly Hills, CA: Sage.
- Lipton, M., & Lorsch, J. (1992). A modest proposal for improved corporate governance. *The Business Lawyer*, 48(1), 59-77.
- Luecke, R. (2003). *Managing Change and Transition*. Boston, MA: Harvard Business School Press.
- Luo, Y. (2005). Corporate governance and accountability in multinational enterprises: concepts and agenda. *Journal of International Management*, 11(1), 1-18.

- Malhotra, A., & Thorpe, R. S. (2004). Reassessment of the validity and diagnosis of the pitviper *trimeresurus venustus vogel*, 1991. *Herpetological Journal*, 14(1), 21-33.
- Malhotra, N.K., & Dash, S. (2011). *Marketing Research: An Applied Operation* (6th ed.). Delhi: Pearson Princeton Hall.
- Mani, G.V., & Sreedharan, R. (2004). Better Corporate Governance Pays. *Insight in Risk*, 2(9).
- Marcus, A., & Geffen, D. (1998). The dialectics of competency acquisition, pollution prevention in electric generation. *Strategic Management Journal*, 19(1), 1145-1168.
- Maxcy, S. J. (2003). *Pragmatic threads in mixed methods research in the social sciences: The search for multiple modes of inquiry and the end of the philosophy of formalism*. In Tashakkori, A & Teddlie, C. (Eds.), *Handbook of mixed methods in social and behavioral research*. Thousand Oaks, CA: Sage.
- Maxwell, S. E., & Delaney, H. D. (2004). *Designing experiments and analyzing data*. Mahwah, NJ: Lawrence Erlbaum.
- McConnell, J. J., & Servaes, H. (1990). Additional evidence on equity ownership and corporate value. *Journal of Financial Economics*, 27(2), 595-612.
- McDonald, D., & Puxty, A.G. (1979). An inducement-contribution approach to corporate financial reporting. *Accounting, Organizations & Society*, 4(1), 53-65.
- McKendall, M., Sánchez, C., & Sicilian, P. (1999). Corporate governance and corporate illegality: The effects of board structure on environmental violations. *The International Journal of Organizational Analysis*, 7(3), 201-223.
- Mendis, T. (2013) Analysis of Corporate Governance Theories and their Implications for Sri Lankan Companies. *Kelaniya University Management Journal*, 1(2), 11-26.
- Merton, R. K. (1975). Thematic analysis in science: notes on Holton's concept. *Science*, 188(4186), 335-338.
- Miles, M. B., & Huberman, A. M. (1994). *Qualitative data analysis: An expanded source book* (2nd ed.). Thousand Oaks, CA: Sage.

- Milne, M. J., & Gray, R. (2013). W(h)ither Ecology? The Triple Bottom Line, the Global Reporting Initiative, and Corporate Sustainability Reporting. *Journal of Business Ethics*, 118(1), 13-29.
- Mitnick, B. M. (1992). *The theory of agency and organizational analysis*. In *Ethics and Agency Theory*. New York: Oxford University Press.
- Monks, R. A. G., & Minow, N. (1995). *Corporate governance*. Cambridge: Basil Blackwell.
- Moran, J. W., & Brightman, B. K. (2001). Leading organizational change. *Career Development International*, 6(2), 111–118.
- Mueller, D. C. (2006). Corporate Governance and Economic Performance. *International Review of Applied Economics*, 20(5), 623-643.
- Mukherjee, D., & Ghosh, T. (2004). *An analysis of corporate performance and governance in India: Study of some selected industries* (No. 04-19). New Delhi, India: Indian Statistical Institute.
- Nagodawithana, P. (2008). *Corporate social responsibility and its sustainability in Sri Lankan Organizations*, Unpublished Thesis, PIM, Colombo.
- Nelson, L. (2003). A case study in organizational change: implications for theory. *The Learning Organization*, 10(1), 18–30.
- OECD. (2004). *The OECD Principles of Corporate Governance*. France: OECD.
- Okumus, F., & Hemmington, N. (1998). Barriers and resistance to change in hotel firms: an investigation at unit level. *International Journal of Contemporary Hospitality Management*, 10(7), 283–288.
- Ortiz-de-Mandojana, N., Aguilera-Caracuel, J., & Aragón-Correa, J. (2010). *The adjustment of the corporate governance structures to global sustainability*. In *Global Sustainability as a Business Imperative*. New York: Palgrave Macmillan.
- Pallant, T. (2007). Papers that summarise other papers (Systematic reviews and meta-analysis). *British Medical Journal*, 315(7109), 672-685.
- Park, Y.W., & Shin, H.H. (2003). Board composition and earning management in Canada. *Journal of Corporate Finance*, 10(3), 1-27.

- Perrini, F., Pogutz, S., & Tencati, A. (2006). *Developing Corporate Social Responsibility: A European Perspective*. Cheltenham, Gloucestershire: Edward Elgar Publishing.
- Pfeffer, J. (1973). Size, Composition, and Functional of Hospital Boards of Directors: A Study of Organization-Environment Linkage. *Administrative Science Quarterly*, 18(3), 218-229.
- Pitts, J. M. (1994). *Personal understandings and mental models of information: a qualitative study of factors associated with the information-seeking and use of adolescents*, PhD Thesis, Florida State University.
- Podsakoff, P. M., MacKenzie, S. B., & Lee, N. P. (2003). Sources of method bias in social science research and recommendations on how to control it. *Annual Review of Psychology*, 63(1), 539-569.
- Popper, K. R. (1959). *The logic of scientific discovery*. New York: Routledge.
- Porter, M. E., & Kramer, M. R. (2007). Strategy and Society: the link between competitive advantage and corporate social responsibility. *Harvard Business Review*, 5(2), 26-38.
- Porter, M. E., & van der Linde, C. (1995). Green and competitive: Ending the stalemate. *Harvard Business Review*, 73(5), 120–34.
- Prevost, A. K., Rao, R. P., & Hossain, M. (2002). Determinants of board composition in New Zealand: a simultaneous equation approach. *Journal of Empirical Finance*, 9(4), 373-397.
- Reisberg, A. (2011). The notion of stewardship from a company law perspective. *Journal of Financial Crime*, 18(2), 126-147.
- Remenyi, D., Williams, B., Money, A., & Swartz, E. (1998). *Doing Research in Business and Management. An Introduction to Process and Method*. London: Sage.
- Ricart, J. E., Rodriguez, M. A., & Sanchez, P. (2004). *Sustainability in the Board Room: An Empirical Examination of Dow Jones Sustainability World Index Leaders*. Navarra: IESE Business School, University of Navarra.
- Rieley, J. B., & Clarkson, I. (2001). The impact of change on performance. *Journal of Change Management*, 2(2), 160–172.

- Roberts, J., McNulty, T., & Stiles, P. (2005). Beyond Agency Conceptions of the Work of the Non-Executive Director: creating accountability in the boardroom. *British Journal of Management*, 16(1), S5–S26.
- Robinson, G., & Dechant, K. (1997). Building a business case for diversity. *Academy of Management Executive*, 11(3), 21–30.
- Rogers, K., & Hudson, B. (2011). The triple bottom line: The synergies of transformative perceptions and practices for sustainability. *OD Practitioner*, 43(4), 3-9.
- Romano, R. (2004). *The Sarbanes-Oxley Act and the making of quack corporate governance working paper no. 52/2004*. Brussels: European Corporate Governance Institute.
- Rosenstein, S., & Wyatt, J.G. (1990). Outside directors, board independence and shareholder wealth. *Journal of Financial Economics*, 26(2), 175-191.
- Roome, N. (1992). Developing environmental management strategies. *Business Strategy and the Environment*, 1(1), 11-24.
- Rosam, I., & Peddle, R. (2004). *Implementing Effective Corporate Social Responsibility and Corporate Governance*. UK: British Standards Institution.
- Rossouw, G. J. (2005). Business ethics and corporate governance in Africa. *Business and Society*, 44(1): 94-106.
- Ryan, L. V. (2005). Corporate governance and business ethics in North America: the state of the art, *Business and Society*, 44(1), 40-73.
- Sar, A. K. (2014). The Dynamics of Corporate Governance and Sustainability: A Study of the Indian Electricity Generation Industry. *International Journal of Ethics in Developing Economies*, 3(2), 15-21.
- Saunders, M., Lewis, P., & Thornhill, A. (2011). *Research Methods for Business Students* (4th ed). Harlow: FT Prentice Hall.
- Savitz, A. W., & Weber, K. (2006). *The Triple Bottom Line: How Today's Best-Run Companies Are Achieving Economic, Social and Environmental Success – And How You Can Too*. San Francisco. CA, Jossey Bass.

- Schein, E. H. (1984). Coming to a New Awareness of Organizational Culture. *Sloan Management Review*, 25(2), 3-16.
- Schilling, M. A. (2000). Decades ahead of her time: advancing stakeholder theory through the ideas of Mary Parker Follett. *Journal of Management History*, 6(5), 224-242.
- Schmidheiny, S. (1992). *Changing Course: A Global Business Perspective on Development and the Environment*. MIT Press: Cambridge.
- Schneider, A., & Scherer, A. G. (2013). Corporate Governance in a Risk Society. *Journal of Business Ethics*, 126(2), 1-15.
- Schrag, F. (1992). In defense of positivist research paradigms, *Educational Researcher*, 21(5), 5-8.
- SEC (Securities and Exchange Commission). (2010). 17 CFR Parts 211, 231 and 241 [Release Nos. 33-9106; 34-61469; FR-82] Commission Guidance Regarding Disclosure Related to Climate Change.
- Sechrest, L., & Sidana, S. (1995). Quantitative and qualitative methods: Is there an alternative? *Evaluation and Program Planning*, 18(1), 77-87.
- Sekaran, U. (2010). *Research Methods for Business; A Skill Building Approach*. Delhi: Wiley and Sons.
- Sekaran, U. & Bougie, D. (2010). Linking Theory to practice; A Grand Challenge for Management Research in 21st Century. *Organisation Management Journal*, 1(1), 10-14.
- Senior, B. (2002) *Organisational Change* (2nd ed.). London: Prentice Hall.
- Sharma, J. P., & Khanna, S. (2014). Corporate Social Responsibility, Corporate Governance and Sustainability: Synergies and Inter-relationships. *Indian Journal of Corporate Governance*, 7(1), 14-38.
- Shenton, A. K. (2004). Strategies for ensuring trustworthiness in qualitative research projects. *Education for Information*, 22(2), 63–75
- Shrivastava, P. (1995), The role of corporations in achieving ecological sustainability. *Academy of Management Review*, 20(4), 936–60.

- Shrivastava, P., & Addas, A. (2014). The impact of corporate governance on sustainability performance. *Journal of Sustainable Finance and Investment*, 4(1), 21-37.
- Silverman, D. (2001). *Interpreting qualitative data: methods for analysing talk, text and interaction* (2nd ed.). London: Sage.
- Singh, M., & Davidson, W.N. (2003). Agency cost, ownership structure and corporate governance mechanisms. *Journal of Banking and Finance*, 27(5), 793-816.
- Sneirson, F. S. (2009). Green Is Good: Sustainability, Profitability, and a New Paradigm for Corporate Governance. *Iowa Law Review*, 4(22), 987-1022.
- Starik, M., & Rands, G.P. (1995). Weaving an integrated web: Multilevel and multisystem perspectives of ecologically sustainable organizations. *Academy of Management Review*, 20(4), 908–35.
- Stake, R. E. (1995). *The art of case study research*. Thousand Oaks, CA: Sage.
- Statman, M. D., & Glushkov, D. (2009). The wages of social responsibility. *Financial Analysts Journal*, 65(4), 33-46.
- Storesund, A., & McMurray, A. (2009). Quality of practice in an intensive care unit (ICU): A mini-ethnographic case study. *Intensive and Critical Care Nursing*, 25(3), 120-127.
- Spector, P.E. (2006). Using self-report questionnaires in OB research: A comment on the use of a controversial method. *Journal of Organisational Behaviour*, 15(5), 385-392.
- Spira, L. F., & Bender, R. (2004). Compare and contrast: Perspectives on board committees. *Corporate Governance: An International Review*, 12(4), 489–499.
- Spitzeck, H. (2009). *Humanism in Business*. New York: Cambridge University Press.
- Starik, M., & Rands, G.P. (1995). Weaving an integrated web: Multilevel and multisystem perspectives of ecologically sustainable organizations. *Academy of Management Review*, 20(4), 908–35.
- Tabachnick, B. G., & Fidell, L. S. (2007). *Using Multivariate Statistics* (5th ed.). New York: HarperCollins.

- Tashakkori, A., & Teddlie, C. (2003). *Handbook of mixed methods in social and behavioral research*. Thousand Oaks, CA: Sage.
- Tricker, R. I. (1999). Information Needed by Directors. *Chartered Secretary*, 2(1), 34–35.
- Van der Walt, N., & Ingley, C. (2001). Evaluating Board Effectiveness: the changing context of strategic governance. *Journal of Change Management*, 1(4), 313–331.
- Van Marrewijk, M. (2013). *Concepts and Definitions of CSR and Corporate Sustainability: Between Agency and Communion*. IN: Michalos A.
- Van Marrewijk, M., & Werre, M. (2003). Multiple levels of corporate sustainability. *Journal of Business Ethics*, 44(3), 107-19.
- Vance, S. C. (1983). *Corporate Leadership: Boards, Directors and Strategy*. New York, McGraw-Hill.
- Waddock, S. A., & Graves, S. B. (1997). The Corporate Social Performance-Financial Performance Link. *Strategic Management Journal*, 18(4), 313-319.
- Walls, J. L., Berrone, P. B., & Phan, P. H. (2011). Measuring environmental strategy: construct development, reliability and validity. *Business & Society*, 50(1), 71-115.
- Walls, J. L., Berrone, P. B., & Phan, P. H. (2012). Corporate governance and environmental performance: Is there really a link? *Strategic Management Journal*, 33(8), 885-913.
- Watson, W. (1990). Types of pluralism. *The Monist*, 73(3), 350-367.
- WBCSD (World Business Council for Sustainable Development). (2001). *The Business Case for Sustainable Development: Making a Difference toward the Johannesburg Summit 2002 and Beyond*. Switzerland: WBCSD.
- Weisbach, M.S. (1988). Outside directors and CEO turnover. *Journal of Financial Economics*, 20(1), 432-460.
- Wieland, J. (2005). Corporate governance, values management, and standards: a European perspective, *Business and Society*, 44(1), 74-93.
- Wiersum, K.F. (1995). 200 Years of Sustainability in Forestry: Lessons from History. *Environmental Management*, 19(3), 321–329.

- Williamson, O. E. (1964). *The Economics of Discretionary Behaviour: Managerial Objectives in a Theory of Form*. Englewood Cliffs, NJ, Prentice-Hall.
- Wilson, D. C. (1992). *A Strategy of Change*. London: Routledge.
- White, K. L. (2009). Meztizaje and remembering in Afro-Mexican communities of the Costa Chica: Implications for archival education in Mexico. *Archival Science*, 9(1), 43-55.
- Worsham, J., Eisner, M. A., & Ringquist, E. J. (1997). Assessing the assumptions: a critical analysis of agency theory. *Administration and Society*. 28(4), 419–440.
- Yermack, D. (1996), Higher market valuation of companies with a small board of directors. *Journal of Financial Economics*, 40(2), 185-221.
- Yin, R. K. (2003). *Case study research: Design and methods* (3rd ed.). Thousand Oaks, CA: Sage.
- Yin, R. K. (2014). *Case study research: Design and methods* (5th ed.). Thousand Oaks, CA: Sage.
- Young, B. (2003). Corporate governance and firm performance: is there a relationship?. *Ivey Business Journal*, 32(2), 1-4.
- Zahra, S. A., & Pearce II, J. A. (1989). Boards of Directors and Corporate Financial Performance: A Review and Integrated Model. *Journal of Management*, 15(2), 291-334.
- Zikmund, W. G. (2003). Validating Instruments in MIS Research. *MIS Quarterly*, 13(2), 147-169.