List of References

Agrawal, N. M. & Thite, M. (2004). Human resource issues, challenges and strategies in the Indian software industry. *International Journal of Human Resources Development and Management*, 3(3), 249–264.

Aguinis, H. & Kraiger, K. (2009). Benefits of training and development for individuals and teams, organizations, and society. *Annual Review of Psychology*, 60, 451–474.

Armstrong, M. (2012). *Armstrong's Handbook of Human Resource Management Practice, 12e*, London: Kogan Page.

Chartered Institute of Personnel and Development. (2003). *Recruitment and Retention Survey Report 2003*. Retrieved from http://www.cipd.co.uk/NR/rdonlyres/B779ADD8-E9EA-4849-BA4E-BAC6E70F24F9/0/recruitretnsurvey

David, F. R. (2011). *Strategic Management Concepts and Cases, 13e*, New Jersey: Prentice Hall.

Gurchiek, K. (2008, January 28). *Behavioural Interviewing Popular, but Training in Use Urged*. Retrieved from www.shrm.org/publications/hrnews/pages/behavioralinterviewing popular.aspx.

Jackson, E. (2012, August 17). *The 7 Reasons Why 360 Degree Feedback Programs Fail*. Retrieved from http://www.forbes.com/sites/ericjackson/2012/08/17/the-7-reasons-why-360-degree-feedback-programs-fail/.

Krajewski, H. T., Goffin, R. D., McCarthy, J. M., Rothstein, M. G., & Johnston, N. (2006). Comparing the Validity of Structured Interviews for Managerial-Level Employees: Should We Look to the Past or Focus on the Future? *Journal of Occupational & Organizational Psychology*, 79, 411–432.

Lublin, J. (2009, April 7). *Bulletproofing Your References in the Hunt for a New Job*. Retrieved from http://online.wsj.com/news/articles/SB123904785521794145.

Lumbreras, C. C., Palacios, R. C., Acosta, P. S., & Misra, S. (2011). Culture dimensions in software development industry: The effects of mentoring. *Scientific Research and Essays*, 6(11), 2403–2412.

Lumbreras, C. C., Palacios, R. C., Berbis, J. M. G., & Crespo, A. G., (2009). Mentoring programmes: a study of the Spanish software industry. *International Journal of Learning and Intellectual Capital*, 6(3), 293–302.

Mathis, R. L. & Jackson, J. H. (2010). *Human Resource Management, 13e*, Mason: South-Western Cengage Learning.

Meiss, R. (2010, August 10). *Mentoring, Coaching and Counseling: Are They the Same or Different?*. Retrieved from http://giftsofideas.net/story.asp?story=61.

Noe, R. A. (2010). *Employee Training and Development, 5e*, New York: McGraw-Hill.

Plumbley, P. R. (1985). *Recruitment and Selection, 4e*. London: Institute of Personnel Management.

Smith, J. (2012, December 6). *Internships May Be The Easiest Way To A Job In 2013*. Retrieved from http://www.forbes.com/sites/jacquelynsmith/2012/12/06/internships-may-be-the-easiest-way-to-a-job-in-2013/.

Swanson, R. A. & Holton III, E. F. (2001). *Foundations of Human Resource Development*. San Francisco: Berrett-Koehler.

Thomas, T. & Thomas, J. (n.d.). *Mentoring, Coaching, and Counseling: Toward A Common Understanding*. Retrieved from http://usacac.army.mil/cac2/cgsc/repository/dcl_Mentoring.pdf.

Torrington, D., Hall, L., & Taylor, S. (2005). *Human Resource Management, 6e*, Essex: Pearson Education Limited.