

## References

- Abeysekera, I. (2008). Intellectual Capital Disclosure Trends: Singapore & Sri Lanka. *Journal of Intellectual Capital*, 9(4), 723-737. doi: 10.1108/14691930810913249
- Akande, A. (1991). How Managers Express Their Creativity. *International Journal of Manpower*, 12(7), 17-19. Retrieved from <http://dx.doi.org/10.1108/EUM00000000000893>
- Alder, H. (1993). *The Right Brain Manager*. Piatkus: London.
- Almeida Cost, L., & Dierickx, I. (2005). The Strategic Deployment of Quality-Improving Innovations. *The Journal of Business*, 78(3), 1049-1072. Retrieved from <http://www.jstor.org/stable/10.1086/429653>
- Amabile, T.M. (1983-2012). Componential theory of creativity. *Working paper*, Harvard Business School, Boulder, Co: Westview Press.
- Amabile, T.M. (1996). *Creativity in Context*. Boulder CO: Westview Press.
- Amabile, T.M. (1983). Social psychology of creativity: A componential conceptualization. *Journal of Personality and Social Psychology*, 45(1), 997-1013.
- Amabile, T.M. (1989). How Work Environment Affect Creativity. *IEEE proceedings*, doi: CH2809-2/89/0000-00
- Amabile, T.M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39(5), 1154-1184. Retrieved from <http://www.jstor.org/stable/256995>
- Amin, A., & Rehman, M. (2015). A Proposed Conceptual Framework of Programmer's Creativity: Role of Individual and Work Environmental Factors. *International Symposium on Technology Management and Emerging Technologies*.
- Anderson, N., Hardy, G., & West, M. (1992). Management Team Innovation. *Management Decision*, 30(2), 17-21.

- Anderson, N., Potocnik, K., & Zhou, J. (2014). Innovation and Creativity in Organizations: A State-of-the-Science Review, Prospective Commentary, and Guiding Framework. *Journal of Management*, 40(5), 1297-1333. doi: 10.1177/0149206314527128
- Baer, M. (2012). Putting Creativity to Work: The Implementation of Creative Ideas in Organizations. *Academy of Management Journal*, 55(5), 1102-1119. Retrieved from <http://dx.doi.org/10.5465/amj.2009.0470>
- Baykara, T. (2006). Dynamics of Technology Creativity as a Decision in Knowledge Creation Process. *IEEE proceedings*, Turkey.
- Bessen, J., & Meurer, M.J. (2008). *Patent failure: How judges, bureaucrats, and lawyers put innovators at risk*. Princeton University Press: Princeton.
- Birkle, M., & Gewald, H. (2013). Open Innovation- A Phased Adoption Model and its Applications to German SMEs. *IEEE proceedings*.
- Blomberg, A. (2014). Organizational creativity diluted: a critical appraisal of discursive practices in academic research. *Journal of Organizational Change Management*, 27(6), 935-954. doi: 10.1108/JOCM-12-2013-0252
- Brookshire, J.E., & Das, D. (2014). India, the next China? Analysis of the unique firm resources claimed by Indian apparel export firms. *Journal of Fashion Marketing and Management*, 18(4), 378-393. doi: 10.1108/JFMM-10-2012-0062
- Charmaz, K. (2006). *Constructing grounded theory: A practical guide through qualitative analysis*. London: Sage Publications.
- Choi, J.N., Anderson, T.A., & Veillette, A. (2009). Contextual Inhibitors of employee Creativity in Organizations: The Insulating Role of Creative Ability. *Group & Organization Management*, 34(3), 330-357. doi: 10.1177/1059601108329811
- Costa, L., & Dierickx, I. (2005). The Strategic Deployment of Quality Improving Innovations. *The Journal of Business*, 78(3), 1049-1072. Retrieved from <http://www.jstor.org/stable/10.1086/429653>

- Crewell, J. W. (1994). *Research Design Qualitative & Quantitative Approaches*. New Delhi: Sage Publications.
- Curado, C., Henriques, L., & Bontis, N. (2011). Intellectual capital disclosure payback. *Management Decision*, 49(7), 1080-1098. doi:10.1108/00251741111151154
- Damanpour, F. (1988). Innovation Type, Radicalness and the Adoption Process. *Communication Research*, 15(5), 545-567.
- Davey, J., Schneider, L., & Davey, H. (2009). Intellectual Capital Disclosure and the Fashion Industry. *Journal of Intellectual Capital*, 10(3), 401-424. doi: 10.1108/14691930910977815
- Donmoyer, R. (2000). Generalizability and the single case study. In R. Gomm, H. Hammersley & P. Foster (Eds.), *Case study method* (pp. 45-68). London: Sage Publications.
- Dotan, H. (2009). Workplace Friendships: Formation and Consequences for Managerial Effectiveness. *Academy of Management Proceedings*, 1(1), 1-6. doi: 10.5465/AMBPP.2009.44244633
- Eisenhardt, K.M. (1989). Building Theories from Case Study Research. *Academy of Management Research*, 14(4), 532-550.
- Elo, S., Kaariainen, M., Kanste, O., Polkki, T., Utriainen, K., & Kyngas, H. (2014). Qualitative Content Analysis: A Focus on Trustworthiness. *SAGE Open*, 1-10, doi: 10.1177/2158244014522633
- Ford, C.M., & Gioia, D. A. (2000). Factors Influencing Creativity in the Domain of Managerial Decision Making. *Journal of Management*, 26(4), 705-732. doi: 10.1177/014920630002600406
- Galanou, E.N., & Farrag, D. (2015). Mapping and interpreting a decision making framework for the implicit managerial theory in the Arab Gulf States: the Case of Qatar. *International Journal on Cross Culture Management*, 15(1), 73-99. doi: 10.1177/1470595814561700

- Ge, B. (2013). Linking Paternalistic Leadership and Organizational Creativity: A Multilevel Model. In E. Qi., J. Sen., & R. Dou. (Eds.), *The 19<sup>th</sup> International Conference on Industrial Engineering and Industrial Management*. (pp. 519-528) Retrieved from 10.1007/978-3-642-38442-4\_55
- Gioia, D. A., & Chittipeddi, K. (1991). Sense making and sense giving in strategic change initiation. *Strategic Management Journal*, 12, 433–448.
- Glaser, B.G., & Strauss. A.L. (1967). *The discovery of grounded theory: Strategies for grounded research*. New Jersey: Transaction Publishers.
- Green, S.G., Gavin, M.B., & Aiman-Smith, L. (1995). Assessing a multidimensional measure of radical technological innovation. *IEEE Transactions on Engineering Management*, 42, 203-214.
- Guthrie, J. (2001). The management measurement and the reporting of intellectual capital. *Journal of Intellectual Capital*, 2(1), 27-41.
- Ha-Brookshire, J.E., & Lee, Y. (2010). Korean Apparel Manufacturing Industry: Exploration From the Industry Life Cycle Perspective. *Clothing and Textile Research Journal*. 28(4), 279-294. doi: 10.1177/0887302X10372958
- Harrison, S.H., & Rouse, E.D. (2015). An Inductive Study of Feedback Interactions over the Course of Creative Projects. *Academy of Management Journal*, 58(2), 375-404.
- Hoque, Z. (2004). *Methodological Issues in Accounting Research: Theories and Methods*. Spiramus: London, 477-486.
- Hunter, S.T., & Cushenbery, L. (2011). Leading for Innovation: Direct and Indirect Influences. *Advances in Developing Human Resources*, 13(3), 248-265. doi: 10.1177/1523422311424263
- Intellectual Property Act, No. 36 of 2003 Retrieved from [www.nipo.lk](http://www.nipo.lk)
- Johnson, K., Lennon, S.J., Jasper, C., Damhorst, M.L., & Lakner, H.B. (2003). An Application of Rogers's Innovation Model: Use of the Internet to Purchase Apparel,

Food, and Home Furnishing Products by Small Community Consumers. *Clothing and Textile Research Journal*, 21(4), 185-196.

Klijin, M., & Tomic, W. (2010). A review of creativity within organizations from a psychological perspective. *Journal of Management Development*, 29(4), 322-343. Retrieved from <http://dx.doi.org/10.1108/02621711011039141>

Klimoski, R. J., & Karol, B. L. (1976). The impact of trust on creative problem solving groups. *Journal of Applied Science*, 61, 630–633.

Kyvik, O., Zhang, Y., & Romero-Martinez. (2012). Value dimensions and creativity: an international comparative study. *International Journal of Manpower*, 33(4), 349-366. Retrieved from <http://dx.doi.org/10.1108/01437721211243732>

Lee, A.S. (1991). Integrating positivist and interpretive approaches to organizational research. *Organization Science*, 2(4), 342–365.

Lee, A.S. (2004), Thinking about social theory and philosophy for information systems. In J. Mingers & L.P. Wilcocks (Eds.), *Social theory and philosophy for information systems* (pp. 1-26). West Sussex: John Wiley and Sons Ltd.

Li, M., Gao, F., & Karneoka, A. (2004). Enhancing Creativity and Imagination in the Process Management –Combinative Use of Systems Methods and Knowledge Management Tool. *IEEE proceedings*, Italy.

Locke, E. A., & Latham, G. P. (1990) *A theory of goal setting and task performance*. Englewood Cliffs, NJ: Prentice Hall.

Logan, D.C. (2009). Known knowns, known unknowns, unknown unknowns and the propagation of scientific enquiry. *Journal of Experimental Botany*, 60(3), 712-714.

MAS Holdings. (2016). MAS Active Wins accolades for the company. Retrieved from <http://www.masholdings.com/>

- MAS Holdings. (2016). Strategic business units. Retrieved from <http://www.masholdings.com/innovation.html#innovation-overview>
- MAS Holdings-a Learning Organization. (2014). MAS Case Studies on Execution of Creativity. Retrieved from <http://www.masholdings.com/>
- MAS Holdings-Strategic Businesses. (2015). MAS Innovation Statistics. Retrieved from <http://www.masholdings.com/>
- Maslow, A.H. (1954). *Motivation and Personality* (3<sup>rd</sup> ed.). New York: Harper & Row.
- McFadzean, E. (1998). Enhancing creative thinking within organizations. *Management Decision*, 36(5), 309-315.
- Miles, M.B., & Huberman, A.M. (1994). *Qualitative data analysis: An expanded source book*. London: Sage Publications.
- Miron, E., Erez, M., & Naveh, E. (2004). Do personal characteristics and cultural values that promote innovation, quality and efficiency compete or complement each other? *Journal of Organizational Behaviour*, 25(1), 175-199.
- Moretti, F., Van Vliet, L., Bensing, J., Deledda, G., Mazzi, M., Rimondini, M., & Fletcher, I. (2011). A standardized approach to qualitative content analysis of focus group discussions from different countries. *Patient Education & Counseling*, 82, 420-428.
- Morse, J.M. (2015). Critical Analysis of Strategies for Determining Rigor in Qualitative Inquiry. *Qualitative Health Journal*, 25(9), 1212-1222. doi: 10.1177/1049732315588501
- Mumford, M., & Gustafson, S. (1988). Creativity syndrome: integration, application, and innovation, *Psychological Bulletin*, 103, 27-43.
- Mumford, M. D., Whetzel, D. L., & Reiter- Palmon, R. (1997). Thinking creatively at work: organizational influences on creative problem solving. *Journal of Creative Behavior*, 31, 7-17.
- National Intellectual Property Office. (2015). Intellectual Property statistics- Patents. Retrieved from <http://www.nipo.gov.lk/satistic.htm>

- Ning Su, H., Chun Lee, P., Li Chen, C., & Chiu, C. (2012). Assessing the Value of Global Patents. *Proceedings of PICMET '12 Technology Management for Emerging Technologies, 1*, 966-974.
- Pelz, D. C., & Andrews, F. M. (1966). *Scientists in organizations*. New York: Wiley.
- Pentland, B.T. (1999). Building process theory with narrative: From description to explanation. *Academy of Management Review, 24*(4), 711-724.
- Perera, D.R. (2015). Shopping the Streets for Fashion: the Strategic Fusion of Fashion and Technology. *Business Management Digest*, July, 38-39.
- Perera, H.S.C., & Mahakalanda, I. (2008). Knowledge Management Practices in Apparel Sector. *International Research Conference on Management and Finance, 1*, 1-10.
- Pettigrew, A.M. (1997). What is processual analysis. *Scandinavian Journal of Management, 13*(4), 337-348.
- Polit, D. F., & Beck, C.T. (2012). *Nursing research Principles and methods*. Philadelphia: Lippincott Williams & Wilkins.
- Powers, W. T. (1973). *Behavior: The Control of Perception*. Oxford, England: Aldine.
- Riviere, A. (2015). Towards a model of the perceived value of innovation: The key role of perceived benefits ahead of the adoption process. *Recherche et Applications en Marketing, 30*(1), 5-27. doi: 10.1177/2051570714560317
- Robbins, S.P., Judge, T.A., & Vohra, N. (2014). *Organizational Behaviour* (15<sup>th</sup> ed.). India: Dorling Kindersley.
- Rogers, E. (1973). How to-and How Not to-Evaluate Innovation. *American Journal of Evaluation, 8*(1), 13-28.
- Roy R., & Gupta, S. (2012). Locus of Control and Organizational Climate as Predicators of Managerial Creativity. *Asia Pacific Journal on Management Research and Innovation, 8*(4), 525-534. doi: 10.1177/2319510X13481995
- Sears, G.J., & Baba, V.V. (2011). Toward a multistage, multilevel theory of innovation. *Canadian Journal of Administrative Sciences, 28*, 357-372.

- Shenton, A.K. (2004). Strategies for ensuring trustworthiness in qualitative research projects. *Education for information, 22*(1), 63-75.
- Singh, K.D. (2015). Creating Your Own Qualitative Research Approach: Selecting, Integrating and Operationalizing Philosophy, Methodology and Methods. *Academy of Management Research-SAGE publication, 19*(2), 132-146. doi: 10.1177/0972262915575657
- Sivalogathan, V., & Wu, X. (2015). Impact of Organization Motivation on Intellectual Capital and Innovation Capability of the Textile and Apparel Industry in Sri Lanka. *International Journal of Innovation, 7*(2), 153-168.
- Spalding, N.J., & Phillips, T. (2007). Exploring the Use of Vignettes: From Validity to Trustworthiness. *Quarterly Health, 17*(7), 954-962. doi: 10.1177/1049732307306187
- Sun, R., & Wang, N. (2009). Empirical Research on Organizational Climate for Innovation, Extrinsic Motivation and Employee Innovation in China. *International Symposium on Information Engineering and Electronic Commerce-IEEE*, doi: 10.1109/IEEC.2009.166
- Sundgren, M., & Styhre, A. (2004). Managing Organizational Creativity. In N. Adler, A. Shani & A. Styhre (Eds.), *Collaborative Research in Organizations* (pp. 237-254). Retrieved from <http://dx.doi.org/10.4135/9781412983679.n13>
- Tel Aviv University. (2015). Recanati School of Business. Retrieved from <http://www.tau.il>
- The Global Innovation Index. (2016). Sri Lanka country profile report. Retrieved from <https://www.globalinnovationindex.org/gii-2016-report#>
- Tillery, M.T., & Fishbach, A.(2014). How to Measure Motivation: A Guide for the Experimental Social Psychologist. *Social and Personality Psychologist Compass, 8*(7), 328-341. doi: 10.1111/spc3.12110
- Tsoukas, H., & Chia, R. (2002). On organizational becoming: Rethinking organizational change. *Organization Science, 13*(5), 567–582.

- Van der Ven, A.H., & Poole, M.S. (2005). Alternative approaches for studying organizational change. *Organization Studies*, 26(9), 1377–1404.
- Wang, L., & Chen, J. (2008). Empirical Study on the Influence Factors of R&D Team Creativity in China. *IEEE Proceedings*, China.
- Weick, K.E. (1989). Theory construction as disciplined imagination. *Academy of Management Review*, 14(4), 516-531.
- West, M. A., & Farr, J. L. (1990). *Innovation and creativity at work*. England: Wiley.
- West, M.A. (2002). Sparkling fountains or stagnant ponds: An integrative model of creativity and innovation in work groups. *Applied Psychology: An International Review*, 51, 355-424.
- Whittemore, R., Chase, S. K., & Mandle, C. L. (2001). Validity in qualitative research. *Qualitative Health Research*, 11, 522-537.
- Wijnberg N. M. (2004). Innovation and Organization: Value and Competition in Selection Systems. *Organization Studies*, 25(8), 1413-1433. doi: 10.1177/0170840604046350
- Woodman, R. W., Sawyer, J. E., & Griffin, R. W. (1993). Towards a Theory of Organizational Creativity. *Academy of Management Review*, 18, 293–321.
- World Intellectual Property Organization. (2015). Utility Model Applications, Retrieved from [http://www.wipo.int/ipstats/en/statistics/country\\_profile/profile.jsp?code=LK](http://www.wipo.int/ipstats/en/statistics/country_profile/profile.jsp?code=LK)
- World Intellectual Property Organization. (2016). WIPO Industry wide study. Retrieved from <http://www.wipo.int>
- Yin, R.K. (1984). *Analyzing Case Study Evidence*. Case Study Research, 134-174.
- Yin, R.K. (2009). *Case study Research Design and Methods*. New Delhi: Sage.
- Yin, R.K. (2009). *Case study research: Design and methods*. Thousand Oaks: SAGE Publications.
- Yin, R.K., Bingham, E., & Heald, K. (1976). The difference that quality makes. *Sociological Methods and Research*, 5, 139-156.

Zhu, Y., Gardner, D.G., & Chen, H.G. (2016). Relationship Between Work Team Climate, Individual Motivation, and Creativity. *Journal of Management*, 20(10), 1-22. doi: 10.1177/0149206316638161