## 6 REFERENCES

- Ambler, S. W., (2014). "Generalizing Specialists: Improving Your IT Career Skills". Retrieved 29 ,September ,2017 from <a href="http://agilemodeling.com/essays/generalizingSpecialists.htm">http://agilemodeling.com/essays/generalizingSpecialists.htm</a>
- Arya, N., (2017). "Why Full Stack Development is Too Good For You in 2017". Retrieved 29 ,September ,2017 from <a href="https://medium.com/dev-bits/why-full-stack-development-is-too-good-for-you-in-2017-3fd6fe207b34">https://medium.com/dev-bits/why-full-stack-development-is-too-good-for-you-in-2017-3fd6fe207b34</a>
- aziri, b. (2011). job satisfaction: a literature review . management research and practice, 77-86 .
- Beer, L. T. (2015). Job insecurity, career opportunities, discrimination and turnover intention in post-apartheid South Africa: examples of informative hypothesis testing. *The International Journal of Human Resource Management*, 427-439.
- Boomaars, C., Yorks, L., & Shetty, R. (2018). Employee learning motives, perceived learning opportunities and employability activities. *Journal of Workplace Learning*.
- Boundless.(2016) "Benefits of Specialization." Boundless Economics Boundless. Retrieved 28 ,April ,2017 from <a href="https://www.boundless.com/economics/textbooks/boundless-economics-textbook/international-trade-31/introduction-to-international-trade-124/benefits-of-specialization-494-12590/">https://www.boundless.com/economics/textbooks/boundless-economics-textbook/international-trade-31/introduction-to-international-trade-124/benefits-of-specialization-494-12590/</a>
- Bustillo, R. M., & Pedraza, P. (2010). Determinants of job insecurity in five European countries. *Europian Journal of Industrial Relations*.
- Castro-Palaganas, E., Spitzer, D., Kabamalan, M., Sanchez, M., Caricativo, R., Runnels, V., . . . Bourgeault, I. (2017). An examination of the causes, consequences, and policy responses to the migration of highly trained health

personnel from the Philippines: the high cost of living/leaving—a mixed method study. *Human Resources for Health*.

- Danell, R., & Hjerm, M. (2013). The importance of early academic career opportunities and gender differences in promotion rates. *Research Evaluation*, 210–214.
- Dardar, H. A., Jusoh, A., & Rasli, A. (2012). The Impact of Job Training, job satisfaction and Alternative Job Opportunities on Job Turnover in Libyan Oil Companies. *Procedia Social and Behavioral Sciences*, 389-394.

Fouad, N. A., Smith, P. L., & Tang, M. (2008). Asian Americans' Career Choices: A Path Model to Examine Factors Influencing Their Career Choices (Unpublished master's thesis). University of Cincinnati, Cincinnati.

Giannitsis, T., & Kager, M. (2009, May). Technology and Specialization: Dilemmas, Options and Risks? pp. 3-7. University of Athens, Department of Economics.

Hettiarachchi, H. (2014). Impact of Job Satisfaction on Job Performance of IT Professionals: With Special Reference to Sri Lanka. International Journal of Research in Information Technology (IJRIT), 906-916.

- Hootegem, A. V., & Witte, H. (2019). Qualitative Job Insecurity and Informal Learning: A Longitudinal Test of Occupational Self-Efficacy and Psychological Contract Breach as Mediators. *International Journal of Environmental Health and Public Science*.
- Hootegem, A. V., Witte, H., Cuyper, N., & Elst, T. (2018). Job Insecurity and the Willingness to Undertake Training: The Moderating Role of Perceived Employability. *Journal of Career Development*.
- Hora, O., Horáková, M., & Sirovátka, T. (2016). *Institutional determinants of early job insecurity in nine European countries*.

Jehanzeb, K., & Bashir, D. (2013). Training and Development Program and its Benefits to Employee and Organization: A Conceptual Study. *European Journal of Business and Managemen*, 243-253.

Johannessen, J. and Olaisen, J. (2001) Mismanagement of tacit knowledge: the importance of tacit knowledge, the danger of information technology, and what to do about it

Kanungo, A. (2016). What is the scope of Pega? Is it a good option to chose at the beginning of a career in comparison to Java? Atlassian Community

Kihn,S." The importance of planning in your career". Retrieved 29 ,April ,2017 <a href="http://careerminer.infomine.com/the-importance-of-planning-in-your-career/">http://careerminer.infomine.com/the-importance-of-planning-in-your-career/</a>

Kim, S., & College, B. M. (2016). Labor Specialization and the Extent of the Market (Unpublished master's thesis). The University of Chicago. doi:10.1086/261622

- Magalhães, C. V. (2020). The role of job specialization in Software Engineering. *Teses de Doutorado - Ciência da Computação*.
- Mas-Machuca, M., Berbegal-Mirabent, J., & Alegre, I. (2016). Work-life balance and its relationship with organizational pride and job satisfaction. *Journal of Managerial Psychology*.
- McKenzie, D., Stillman, S., & Gibson, J. (2010). How Important is Selection? Experimental vs. Non-Experimental Measures of the Income Gains from Migration. *Journal of the European Economic Association*, 913-945.
- Mishra, G., & Farooqi, R. (2014). Exploring Employee Satisfaction With Performance Management and the Challenges Faced in Context of IT Industry. *Compensation & Benefits Review*.
- Moroşanu, a. (2012). The effects of socio-demographic and psychological characteristics on employee income. *Management & Marketing*, 358-367.

- Niesen, W., Hootegem, A., Elst, T., Battistelli, A., & Witte, H. (2018). Job Insecurity and Innovative Work Behaviour: A Psychological Contract Perspective. *Journal of the Belgian Association for Psychological Science*, 174-189.
- Novakova, L. (2020). The impact of technology development on the future of the labour market in the Slovak Republic. *Technology in Society*.
- Pelit, E., & Öztürk, Y. (2011). The effects of employee empowerment on employee job satisfaction: A study on hotels in Turkey. *International Journal of Contemporary Hospitality Management*.
- Platis, C., Reklitis, P., & Zimeras, S. (2015). Relation between job satisfaction and job performance in healthcare services. *International Conference on Strategic Innovative Marketing, I*, (pp. 480 487). Madrid.
- Raziq, A., & Maulabakhsh, R. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 717-725.
- Reisel, W. D., Probst, T., Chia, S.-L., Maloles, C., & Konig, C. (2014). The Effects of Job Insecurity on Job Satisfaction, Organizational Citizenship Behavior, Deviant Behavior, and Negative Emotions of Employees. *International Studies of Management & Organization*, 74-81.
- Richter, D., Kunter, M., Klusmann, U., & Lüdtke, O. (2014). Professional Development Across the Teaching Career: Teachers' Uptake of Formal and Informal Learning Opportunities. *Teachers' Professional Development*, 97-121.
- Selenko, E., Mäkikangas, A., & Stride, C. (2017). Does job insecurity threaten who you are? Introducing a social identity perspective to explain well-being and performance consequences of job insecurity. *Journal of Organizational Behavior*, 856-875.

- Shambrook, J., Roberts, T., & Triscari, R. (2012). Research Administrator Salary: Association with Education, Experience, Credentials and Gender. *Journal of Research Administration*, 87-99.
- Shoss, M. K. (2017). Job Insecurity: An Integrative Review and Agenda for Future Research. *Journal of Management*.
- TaewooNam. (2019). Technology usage, expected job sustainability, and perceived job insecurity. *Technological Forecasting and Social Change*, 155-165.

Sonmez, O. Z., (2015). "Specialists vs. polyglots – What kind of software developer are you?". Retrieved from <a href="https://jaxenter.com/specialists-vs-polyglots-what-kind-of-software-developer-are-you-120333.html">https://jaxenter.com/specialists-vs-polyglots-what-kind-of-software-developer-are-you-120333.html</a>

Stavroula, L., & Aditya, J. (2010). Health Impact of Psychosocial Hazards at Work: An Overview. Switzerland: World Health Organization.

The World Bank Group.(2015,May). The Effects of Technology on Employment and Implications for Public Employment Services. Employment Working Group Meeting Istanbul, Turkey

- Videt, B., & Winter, D. (2014). *Job insecurity as the norm How labour market trends have changed the way we work*. Retrieved from www.thebrokeronline.eu: https://www.thebrokeronline.eu/job-insecurity-as-the-norm-d68/
- Vujičić, D., Jovičić, A., Lalić, D., Gagić, S., & Cvejanov, A. (2014). The relation between job insecurity, job satisfaction and organizational commitment among employees in the tourism sector in Novi Sad. *Economic and Industrial Democracy*.

Wickramasinghe, V., & P., W. (2011). Benefits gained from dimensions of social capital: a study of software developers in Sri Lanka. Information Technology and People, 393-413.

- Wynen, J., Beeck, S., & Ruebens, S. (2015). The Nexus Between Gender and Perceived Career Opportunities: Evidence From the U.S. Federal Government. *Public personnel Management*.
- Xiaobo, W., Wei, D., & Yueqi, W. (2013). China's ICT Industry: Catch-Up Trends, Challenges and Policy Implications. *China: An International Journal*, 117-139.
- Yee, R. W., Lee, P., Yeung, A., & Cheng, T. (2018). Employee learning in high-contact service industries. *Management Decision*.
- Zheng, X., Diaz, I., Tang, N., & Tang, K. (2014). Job insecurity and job satisfaction: The interactively moderating effects of optimism and person-supervisor deep-level similarity. *Career Development International*.