

## References

- Akthar, Ding, D.Z and Gloria L.G. 2008. Strategic Human Resource Management Practices and performance in Chinese Enterprises Human Resource Management. Vol. 47, No. 1:15–32. <http://www.informaworld.com/index/3X183LCJRKKQU90W.pdf> [Accessed: Feb.03, 2009].
- Andersen, T., Eriksen, B., Lemmergaard, J. and Povlsen, L. (2005): Is strategic human resource management strategic?: The fit between strategy and strategic human resource management. *Workshop on Organizational Design*.
- Arthur, J.B. 1994. Effects of Human Resource Systems on Manufacturing Performance and Turnover. *The Academy of Management Journal*, Vol. 37, No. 3 : 670-687 <http://www.jstor.org/stable/256705> [Accessed: Feb.03, 2009].
- Bailey, T. 1993. Discretionary effort and the organization of work: Employee participation and work reform since Hawthorne. Working paper, Columbia University, New York.
- Baron, J. N. and D. M. Kreps, 1999, Strategic human resource management: Frameworks for general managers, New York: John Wiley and Sons, Inc.
- Bartel, A. P. 1994. Productivity gains from the implementation of employee training programs. *Industrial Relations*, 33: 411–425.
- Barton, Dorothy Leonard. (1995). *Wellsprings of knowledge: Building and sustaining the source of innovation*. Boston: Harvard Business School Press.
- Becker, B. E., and Gerhart, B. 1996. The impact of human resource management on organizational performance: Progress and Prospects. *Academy of Management Journal*, 39, 779-801.
- Becker, B. E., Huselid, M. A., Pickus, P. S., and Spratt, M. F. 1997. HR as a source of shareholder value: Research and recommendations. *Human Resource Management*, 36(1), 39-47.

Becker, B. E., Huselid, M. A., and Ulrich, D. 2001. Making HR a Strategic Asset  
[www.chrs.rutgers.edu/pub\\_documents/Huselid-Strategy.pdf](http://www.chrs.rutgers.edu/pub_documents/Huselid-Strategy.pdf) [Accessed: June.03, 2009].

Dantanarayana, I. 2009. HR plays a key role in company's growth in turbulent economic conditions. DailyMirror, January 05  
[http://www.dailymirror.lk/DM\\_BLOG/Sections/frmNewsDetailView.aspx?ARTID=36893](http://www.dailymirror.lk/DM_BLOG/Sections/frmNewsDetailView.aspx?ARTID=36893) [Accessed: Oct.14, 2009].

Delaney, J. T. Forthcoming unions, human resource innovations, and organizational outcomes. In D. Lewin, B. Kaufman, and D. Sockell (Eds.), *Advances in industrial and labor relations*. Greenwich, CT: JAI Press.

Delaney, J.T. and Huselid, M.A. (1995). The impact of human resource management practices on perceptions of organizational performance. *Academy of Management Journal*, 39(4), 949-969.

[http://www.theworkforcescorecard.com/pdfs/articles/1996\\_AMJ\\_Delaney\\_Huselid.pdf](http://www.theworkforcescorecard.com/pdfs/articles/1996_AMJ_Delaney_Huselid.pdf)  
[Accessed: Feb.03, 2009].



University of Moratuwa, Sri Lanka.  
Electronic Theses & Dissertations  
[www.lib.mrt.ac.lk](http://www.lib.mrt.ac.lk)

Garavan, N. T. 2007. A Strategic Perspective on Human Resource Development: Advances in Developing Human Resources  
<http://adh.sagepub.com/cgi/content/abstract/9/1/11>[Accessed 14th May 2009]

Gerhart, B., and Milkovich, G. T. 1992. Employee compensation: Research and practice. In M. D. Dunnette and L. M. Hough (Eds.), *Handbook of industrial and organizational psychology*, vol. 3: 481–569. Palo Alto, CA: Consulting Psychologists Press.  
[http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1364andcontext=cahrs\\_wp](http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1364andcontext=cahrs_wp) [Accessed: Feb.03, 2009].

Gupta, R.K. 2007. Strategic HRM (SHRM) and Business Performance.  
[http://www.indianmba.com/Faculty\\_Column/FC656/fc656.html](http://www.indianmba.com/Faculty_Column/FC656/fc656.html) [Accessed 4th March 2009].

Hamish, H.G. SHRM best practices and Competitive Advantage: A Resource Based View. *Graduate Management Review*, 43-57.

[www.commerce.otago.ac.nz/mgmt/research/omgr/03elliott1.pdf](http://www.commerce.otago.ac.nz/mgmt/research/omgr/03elliott1.pdf) html [Accessed 4th March 2009].

Heathfield, M. S. What Is Human Resource Management?: Definition of Human Resource Management.

[http://humanresources.about.com/od/glossaryh/f/hr\\_management.htm](http://humanresources.about.com/od/glossaryh/f/hr_management.htm) [Accessed 4th January 2009].

Human Resource Management at Microsoft. 2007. <http://www.articlesbase.com/human-resources-articles/human-resource-management-at-microsoft-228974.html> [Accessed 10th August 2009].

Huselid, M. A. 1995. The impact of human resource management practices on turnover, productivity, and corporate financial performance. *Academy of Management Journal*, 38: 635–670. [www.chrs.rutgers.edu/pub\\_documents/Huselid\\_12.pdf](http://www.chrs.rutgers.edu/pub_documents/Huselid_12.pdf) [Accessed: Feb.03, 2009].



University of Moratuwa, Sri Lanka  
Electronic Theses & Dissertations  
[www.lib.mrt.ac.lk](http://www.lib.mrt.ac.lk)

Huselid, M. A., and Becker, B. E. 1994. The strategic impact of human resources: Results from a panel study. Working paper, Rutgers University, New Brunswick, NJ.

Huselid, M.A. et al., 1997. Technical and Strategic Human Resource Management Effectiveness As Determinants Of Firm Performance” *Academy of Management Journal*, Vol. 40, No. 1: 171 – 1 88

[http://www.chrs.rutgers.edu/pub\\_documents/Huselid\\_23.pdf](http://www.chrs.rutgers.edu/pub_documents/Huselid_23.pdf) [Accessed 14th May 2009].

ICT contributes US\$ 213m to national economy, 2009. Daily News, April 30. <http://www.dailynews.lk/2009/04/30/bus03.asp> [Accessed 24th March 2009].

Ichniowski, C., Shaw, K., and Prensushi, G. 1994. The effects of human resource management practices on productivity. Working paper, Columbia University, New York.

Jain, P. and Sengupta, S. 2005. Win in the Flat World: Driving Business Benefits through Human Capital Intelligence. 1- 4. <http://www.infosys.com/HCM/white-papers/Driving-business-benefits-through-Human-Capital-Intelligence.pdf> [Accessed 5th March 2009].

Krishnan, and Rishiksha T. 2005. Linking Corporate strategy and HR Strategy: Implications for HR Professionals, Tata McGraw-Hill, p215-223. <http://www.iimb.ernet.in/~rishi/Linking%20Corporate%20Stratergy%20and%20HR%20Stratergy.pdf>[Accessed 16th May 2009].

L. Dyer., and Kochan T.A 1994. Is There a New HRM? Contemporary Evidence and Future Directions. *Center for Advanced Human Resource Studies Working Paper*, [http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1246andcontext=cahrs\\_wp](http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1246andcontext=cahrs_wp)|Accessed: Feb.03, 2009].

L. Dyer., and Reeves T. 1994. Human Resource Strategies and Firm Performance: What Do We Know and. Where Do We Need to Go?. *Center for Advanced Human Resource Studies Working Paper*, 9 4 - 2 9. <http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1253andcont> [Accessed: Feb.03, 2009].

Lesser E. 2006. How Human Resources Keeps its Seats at the Table : Insights from the 2006 Human Resource Summit. 1-3. <http://www-935.ibm.com/services/us/index.wss/ibvstudy/gbs/a1024475?cntxt=a1005263> [Accessed 15th July 2009].

MacDuffie, J. P. (1995). Human Resource Bundles and Manufacturing Performance: Organizational Logic and Flexible Production Systems in the World Auto Industry. *Industrial and Labor Relations Review*, 48(2), 197-221. [http://findarticles.com/p/articles/mi\\_hb3068/is\\_199501/ai\\_n7718555/](http://findarticles.com/p/articles/mi_hb3068/is_199501/ai_n7718555/)[Accessed 15th July 2009].

Malcolm, G.P, et al., 1997. Issues in People Management: Impact of People Management Practices on Business Performance.

<http://www.cipd.co.uk/NR/rdonlyres/75D39FB0-061E-4983-B681-FB1E0C43CB96/0/ImpactofPeoplMgmtinBusPerf.pdf> [Accessed 14th May 2009].

Mamman, A., Akuratiyagamage, V. W., and Rees, C.J. 2006. Managerial perceptions of the role of the human resource function in Sri Lanka: A comparative study of local, foreign-owned and joint-venture companies. 17 (12 ).

<http://www.informaworld.com/smpp/content~db=all~content=a769178055> [Accessed: Oct.14, 2009].

Milgrom, Paul and Roberts, John, 1995. "Complementarities and fit strategy, structure, and organizational change in manufacturing," *Journal of Accounting and Economics*, Elsevier, vol. 19(2-3), 179-208, <http://www.sciencedirect.com/science/article/B6V87-3YB56NK-2/2/4b90c6f0bade1b802e6715d2f4c3dd01> [Accessed: Feb.03, 2009].

Mowday, R. T., Porter, L. W., and Steers, R. 1982. Organizational Linkages: The psychology of commitment, absenteeism, and turnover. San Diego, CA: Academic Press.

Perera, C. 2007. Readiness of the Sri Lankan IT organizations to manage IT Professionals and to enhance their productivity. MBA Diss., University of Moratuwa.

Purcell, J. 2002, Sustaining the HR and Performance Link in Difficult Times, CIPD Conference, Harrogate. [http://www.bath.ac.uk/werc/pdf/toughCIPD\\_8\\_02.pdf](http://www.bath.ac.uk/werc/pdf/toughCIPD_8_02.pdf) [Accessed 10th August 2009].

Society of Human Resource Management, 2009, HR Terms, <http://www.shrm.org/TemplatesTools/Glossaries/HRTerms/Pages/default.aspx> [Accessed 4th February 2009].

Software Exporters Association. 2003. Member Profiles. Software Exporters. [http://www.islandsoftware.org/Aboutsea/Member\\_Profile\\_Z.htm](http://www.islandsoftware.org/Aboutsea/Member_Profile_Z.htm)[Accessed 10th October 2008].

Sri Lanka Association for Software Industry. 2008. SLASI Council Members 08/09. SLASI profile. [http://www.slasi.com/about\\_us.htm](http://www.slasi.com/about_us.htm) [Accessed 10th October 2008].

Sri Lanka Export Development Board. 2004. Companies Listed in the Selected Product Category. <http://www.srilankabusiness.com/index.asp>. [Accessed 10th October 2008].

Sri Lanka Information Communication Technology Association. 2007. Rising Demand: The Increasing demand for IT workers spells a challenging opportunity for the IT industry. <http://www.slicta.lk/news/fullreport/ict%20wfsr2007.pdf> [Accessed 10th October 2008].

Strategic human resource management. Chartered Institute of Personnel and Development. <http://www.cipd.co.uk/subjects/corpstrtgy/general/strathrm.htm> [Accessed 10th August 2009].

The people and performance link. Strategic human resource management. Chartered Institute of Personnel and Development. <http://www.cipd.co.uk/subjects/corpstrtgy/busiperfm/peoperflink.htm> [Accessed 10th August 2009].

Ulrich, D., and BrockBank, W., 2005. HR Value Proposition. Boston. Harvard Business School Press.

Wei, L. Strategic Human Resource Management: Determinants of Fit, Research and Practice in Human Resource Management, . (2006). 14(2), 49-60.

Winning the War for Talent in the High-Tech Industry: SAP Executive Insights <http://download.sap.com/industries/hightech/large/brochures/download.epd?context=1C535CB1EDF812DBB20AE6132FE7318CC80602D03B5701393AA219EFCB93FCF1829186258CE724DE0D7F77CE58E8270880DD9B42A571CB75> [Accessed 14th March 2009].

Wright, P.M., Gardner, T.M., Moynihan, L.M., and Allen, M.R. 2001. Beginning to Unlock the Black Box in the HR Firm Performance Relationship: The Impact of HR

Practices on Employee Attitudes and Employee Out comes Center for Advanced Human Resource Studies CAHRS Working Paper Series

[http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1074andcontext=cahrs\\_wp](http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1074andcontext=cahrs_wp) [Accessed: Feb.03, 2009].

Wright, P. M., Gardner, T .M., and Moynihan, L.M. 2008. ILR Impact Brief : Affective Commitment Links Human Resource Practices and Voluntary Turnover. *Policy and Issue Briefs*. <http://digitalcommons.ilr.cornell.edu/briefs/47> [Accessed: Oct.14, 2009].

Wyatt, W. 2000. Human Capital Index: Human Capital As a Lead Indicator of Shareholder Value. <http://www.watsonwyatt.com/research/resrender.asp?id=w-488andpage=1>[Accessed: Feb.03, 2009].



University of Moratuwa, Sri Lanka.  
Electronic Theses & Dissertations  
[www.lib.mrt.ac.lk](http://www.lib.mrt.ac.lk)