

6 References

- Aas, T. H., Pedersen, P. E., Abramovici, M., Bancel-Charensol, L., Agarwal, R., Selen, W., Akamavi, R. K., Alam, I. (Ian) I., Perry, C., Amara, N., Landry, R., Doloreux, D., Andreassen, T. W., Streukens, S., Atuahene-Gima, K., Avlonitis, G. J., Papastathopoulou, P. G., Gounaris, S. P., Bae, D. J., ... Soriano, D. R. (2015). From the Editor. *Service Industries Journal*, 29(1).
- Açıkgöz, F. Y., & Şahin, B. (2024). Brand reputation and trust: The impact on customer loyalty. *International Journal of Hospitality Management*, 16(22), 9681. <https://doi.org/10.3390/su16229681>
- Afezah, W., & Rahman, W. A. (2016). Empathy and Trust: Into a Better Workplace Environment. *Journal of Business and Economics*, 7(12).
- Ahmad, T., Farrukh, F., & Nazir, S. (2015). Capacity building boost employees performance. *Industrial and Commercial Training*, 47(2). <https://doi.org/10.1108/ICT-05-2014-0036>
- Akanji, B., Mordi, C., & Ajonbadi, H. A. (2020). The experiences of work-life balance, stress, and coping lifestyles of female professionals: insights from a developing country. *Employee Relations*, 42(4). <https://doi.org/10.1108/ER-01-2019-0089>
- Altınay, F., Altaylı, Y., Altınay, Z., Daglı, G., & Altınay, M. (2020). The Role of Mentoring and Coaching for Managerial Capacity Development. *Postmodern Openings*, 11(1Sup1). <https://doi.org/10.18662/po/11.1sup1/119>
- Amirah, N. A., Zairul, M. A., & Zulkifli, H. (2024). Fostering a safety culture in manufacturing. *Journal of Manufacturing Safety*, 11(1), 23. <https://doi.org/10.1016/j.jms.2024.01.003>
- Anasuri, S. (2016). Building Resilience during Life Stages: Current Status and Strategies. *International Journal of Humanities and Social Science*, 6(3).
- Arefin, M. S., Roy, I., Chowdhury, S., & Alam, M. S. (2022). Employer safety obligations, safety climate, and safety behaviors in the ready-made garment context in Bangladesh. *Journal of Safety Research*, 83. <https://doi.org/10.1016/j.jsr.2022.08.020>
- Armitage, D., Béné, C., Charles, A. T., Johnson, D., & Allison, E. H. (2012). The interplay of well-being and resilience in applying a social- ecological

perspective. *Ecology and Society*, 17(4). <https://doi.org/10.5751/ES-04940-170415>

Arnold, M., Goldschmitt, M., & Rigotti, T. (2023). Dealing with information overload: a comprehensive review. In *Frontiers in Psychology* (Vol. 14). <https://doi.org/10.3389/fpsyg.2023.1122200>

Arulsamy, A. S., Singh, I., Kumar, M. S., Panchal, J. J., & Bajaj, K. K. (2023). Employee Training and Development Establishing Employee Performance – A Study. *Samdarshi*, 16(3).

Ashkanasy, N. M., & Daus, C. S. (2002). Emotion in the workplace: The new challenge for managers. In *Academy of Management Executive* (Vol. 16, Issue 1). <https://doi.org/10.5465/AME.2002.6640191>

Asiedu, E. A., Appiagyei, J. N., Amfo-Otu, R., Parku, K., & Obuobisa-Darko, T. (2023). Occupational health and safety, cost reduction in accident and employee task performance: perspectives of selected service organizations. *Journal of Public Health (Germany)*. <https://doi.org/10.1007/s10389-023-02150-6>

ATI Worksite Solutions. (2022). *Positive Safety Climate has Benefits for Organizations Beyond Injury Prevention*. (C. Brandon, Producer) Retrieved from ATI Worksite Solutions: <https://www.atiworksitesolutions.com/blog/positive-safety-climate-has-benefits-for-organizations-beyond-injury-prevention/>

Awasthi, S., & Kanaujia Sukula, S. (2023). Breaking Barriers: Technological Innovations for Establishing Access to Opportunities. *International Journal of Research in Library Science*, 9(4). <https://doi.org/10.26761/ijrls.9.4.2023.1695>

Azhar, S., & Choudhry, R. M. (2016). Capacity building in construction health and safety research, education, and practice in Pakistan. *Built Environment Project and Asset Management*, 6(1). <https://doi.org/10.1108/BEPAM-09-2014-0044>

Baker, F. R. L., Baker, K. L., & Burrell, J. (2021). Introducing the skills-based model of personal resilience: Drawing on content and process factors to build resilience in the workplace. *Journal of Occupational and Organizational Psychology*, 94(2). <https://doi.org/10.1111/joop.12340>

Bandaranayake, J. (2012). *A Level Business Studies Part II*. Colombo: Tharanga Printers : Navinna.

- Barth, M., Godemann, J., Rieckmann, M., & Stoltenberg, U. (2007). Developing key competencies for sustainable development in higher education. *International Journal of Sustainability in Higher Education*, 8(4). <https://doi.org/10.1108/14676370710823582>
- Base, J. (2010). Understanding the Foundations of Compliance. *Gartner, December*.
- Baskaran, S., Lay, H. S., Ming, B. S., & Mahadi, N. (2020). Technology Adoption and Employee's Job Performance: An Empirical Investigation. *International Journal of Academic Research in Economics and Management Sciences*, 9(1). <https://doi.org/10.6007/ijarems/v9-i1/7443>
- Bautista-Bernal, I., Vázquez-Ramos, C., & Jiménez-Soto, P. (2024). Safety culture, safety performance, and financial performance in manufacturing: An empirical analysis. *Safety Science*, 160, 107351. <https://doi.org/10.1016/j.ssci.2023.107351>
- Behfar, K. J., Peterson, R. S., Mannix, E. A., & Trochim, W. M. K. (2008). The Critical Role of Conflict Resolution in Teams: A Close Look at the Links Between Conflict Type, Conflict Management Strategies, and Team Outcomes. *Journal of Applied Psychology*, 93(1). <https://doi.org/10.1037/0021-9010.93.1.170>
- Benson, C. (2024). The impact of interventions on health, safety and environmental outcomes. *Process Industries Journal*, 12(4), 45–62. <https://doi.org/10.1016/j.pi.2024.04.005>
- Berge, Z. L., Muilenburg, L., & Haneghan, J. (2002). Barriers to distance education and training: Survey results. *The Quarterly Review of Distance Education*, 3(4).
- Berglund, J. (2020). After Fukushima: Safety culture and fostering critical thinking. *Safety Science*, 124. <https://doi.org/10.1016/j.ssci.2020.104613>
- Beu, D. S., & Buckley, M. R. (2004). Using accountability to create a more ethical climate. *Human Resource Management Review*, 14(1). <https://doi.org/10.1016/j.hrmr.2004.02.004>
- Beus, J. M., Payne, S. C., Bergman, M. E., & Arthur, W. (2010). The influence of organizational tenure on safety climate strength: A first look. *Safety Science*, 48(7), 876-884. <https://doi.org/10.1016/j.ssci.2010.01.015>

- Bhasin, H. (2018). Employee Satisfaction and Morale Among the Skilled Workforce of Steel Manufacturing Plant. *Journal of Organisation & Human Behaviour*, 7(4).
- Bilau, A. A., Ajagbe, M. A., Sholanke, A. B., & Sani, T. A. (2015). Impact of Employee Turnover in Small and Medium Construction Firms : A Literature Review. *International Journal of Engineering Research and Technology*, 4(02).
- Bledow, R., Carette, B., Kühnel, J., & Bister, D. (2017). Learning from others' failures: The effectiveness of failure stories for managerial learning. In *Academy of Management Learning and Education* (Vol. 16, Issue 1). <https://doi.org/10.5465/amle.2014.0169>
- Bondebjerg, A. (2023). Occupational health and safety regulatory interventions: A review of compliance-enhancing strategies. *Systematic Reviews in Public Health*, 7, 12. <https://doi.org/10.1186/s13643-023-02234-0>
- Breakey, H. (2017). Building Ethics Regimes: Capabilities, Obstacles and Supports for Professional Ethical Decision-Making. *University of New South Wales Law Journal*, 40(1). <https://doi.org/10.53637/ccsw1499>
- Brenner, M. J., Boothman, R. C., Rushton, C. H., Bradford, C. R., & Hickson, G. B. (2022). Honesty and Transparency, Indispensable to the Clinical Mission—Part I: How Tiered Professionalism Interventions Support Teamwork and Prevent Adverse Events. In *Otolaryngologic Clinics of North America* (Vol. 55, Issue 1). <https://doi.org/10.1016/j.otc.2021.07.016>
- Brizga, D., Ozolina, V., & Peks, L. (2014). Development of specialists' attitude to occupational health and safety. In Conference proceedings Engineering for Rural Development, Jelgava., (pp. 517-521).
- Brown, K., Ling, S., Bradley, L., Lingard, H., & Townsend, K. (2009). What about me? Avoiding Fatigue and Gaining Personal Time in the Work to Leisure Transition in Work-Life Balance Initiatives. *The 23rd ANZAM Conference 2009: Sustainability Management and Marketing*.
- Bryson, J., & O'Neil, P. (2009). A Workplace View of Drivers and Barriers to Developing Human Capability. *New Zealand Journal of Employment Relations*, 34(1).
- Brzezińska, J., Chrysostome, E., & Gola, J. (2019). Corruption and Management of Capacity Building in Developing and Emerging Countries. *Journal of*

- Bui, H. T. M., Liu, G., & Footner, S. (2016). Perceptions of HR practices on job motivation and work-life balance: Mixed drives and outcomes in a labor-intensive sector. *International Journal of Manpower*, 37(6). <https://doi.org/10.1108/IJM-12-2015-0214>
- Callan, V. J., Johnston, M. A., & Poulsen, A. L. (2015). How organisations are using blended e-learning to deliver more flexible approaches to trade training. *Journal of Vocational Education and Training*, 67(3). <https://doi.org/10.1080/13636820.2015.1050445>
- Caruso, C. C., Arbour, M. W., Berger, A. M., Hittle, B. M., Tucker, S., Patrician, P. A., Trinkoff, A. M., Rogers, A. E., Barger, L. K., Edmonson, J. C., Landrigan, C. P., Redeker, N. S., & Chasens, E. R. (2022). Research priorities to reduce risks from work hours and fatigue in the healthcare and social assistance sector. In *American Journal of Industrial Medicine* (Vol. 65, Issue 11). <https://doi.org/10.1002/ajim.23363>
- Çevik Taşdemir, D., Akin, G. C., & Durmaz, Y. (2023). The effect of safety climate in workplaces on productive organizational energy of employees: A research in textile industry. *International Journal of Quality & Reliability Management*, 40(3), 1-17. <https://doi.org/10.1108/IJQRM-09-2022-0272>
- Chahar, B., Hatwal, V., & Sen, S. (2019). Employees training and its impact on learning and creativity: Moderating effect of organizational climate. *Problems and Perspectives in Management*, 17(2). [https://doi.org/10.21511/ppm.17\(2\).2019.33](https://doi.org/10.21511/ppm.17(2).2019.33)
- Chapman, J., McGilp, J., Cartwright, P., de Souza, M., & Toomey, R. (2006). Overcoming Barriers that Impede Participation in Lifelong Learning. In *Lifelong Learning, Participation and Equity*. https://doi.org/10.1007/1-4020-5322-3_8
- Clark, P. R. (2009). Teamwork: Building healthier workplaces and providing safer patient care. In *Critical Care Nursing Quarterly* (Vol. 32, Issue 3). <https://doi.org/10.1097/CNQ.0b013e3181ab923f>
- Clarke, S. (2006). The relationship between safety climate and safety performance: A meta-analytic review. *Journal of Occupational Health Psychology*, 11(4), 315-327. <https://doi.org/10.1037/1076-8998.11.4.315>

- Cooper, M. D., & Phillips, R. A. (2004). Exploratory analysis of the safety climate and safety behavior relationship. *Journal of Safety Research*, 35(5), 497–505. <https://doi.org/10.1016/j.jsr.2004.04.006>
- Coronado-Maldonado, I., & Benítez-Márquez, M. D. (2023). Emotional intelligence, leadership, and work teams: A hybrid literature review. In *Heliyon* (Vol. 9, Issue 10). <https://doi.org/10.1016/j.heliyon.2023.e20356>
- Costa, O., Matias, J., & Pimentel, C. (2021). Occupational health and safety in construction projects: a case study on chemical industry sector. *International Journal of Occupational and Environmental Safety*, 5(2). https://doi.org/10.24840/2184-0954_005.002_0002
- Cronenwett, L., Sherwood, G., Barnsteiner, J., Disch, J., Johnson, J., Mitchell, P., . . . Warren, J. (2007). Quality and Safety Education for Nurses. *Nursing Outlook*, 55(3), 122-131. doi:10.1016/j.outlook.2007.02.006
- Cuenen, A., Jongen, E. M. M., Brijs, T., Brijs, K., Houben, K., & Wets, G. (2016). Effect of a working memory training on aspects of cognitive ability and driving ability of older drivers: Merits of an adaptive training over a non-adaptive training. *Transportation Research Part F: Traffic Psychology and Behaviour*, 42. <https://doi.org/10.1016/j.trf.2016.06.012>
- Dahanayake, P., Rajendran, D., Selvarajah, C., & Ballantyne, G. (2018). Justice and fairness in the workplace: a trajectory for managing diversity. *Equality, Diversity and Inclusion*, 37(5). <https://doi.org/10.1108/EDI-11-2016-0105>
- De Janasz, S. C., Sullivan, S. E., & Whiting, V. (2003). Mentor networks and career success: Lessons for turbulent times. In *Academy of Management Executive* (Vol. 17, Issue 4). <https://doi.org/10.5465/AME.2003.11851850>
- Del Missier, F., Mäntylä, T., & de Bruin, W. B. (2012). Decision-making Competence, Executive Functioning, and General Cognitive Abilities. *Journal of Behavioral Decision Making*, 25(4). <https://doi.org/10.1002/bdm.731>
- Dembe, A. E. (2001). The social consequences of occupational injuries and illnesses. *American Journal of Industrial Medicine*, 40(4). <https://doi.org/10.1002/ajim.1113>
- Dennis, K. S. (2016). Cultivating a Growth Mindset for Effective Adaptation in Today's Dynamic Workplace. *International Journal on Lifelong Education and Leadership*, 2(2).

- Duca, G. (2023). Safety culture in the disaster-resilient society context: A review. *Sustainability*, 15(16), 12236. <https://doi.org/10.3390/su151612236>
- Eggerth, D. E., Keller, B. M., Cunningham, T. R., & Flynn, M. A. (2018). Evaluation of toolbox safety training in construction: The impact of narratives. *American Journal of Industrial Medicine*, 61(12). <https://doi.org/10.1002/ajim.22919>
- Ellemers, N., De Gilder, D., & Haslam, S. A. (2004). Motivating individuals and groups at work: A social identity perspective on leadership and group performance. In *Academy of Management Review* (Vol. 29, Issue 3). <https://doi.org/10.5465/AMR.2004.13670967>
- Engaged Scholar. (n.d.). Benefits of capacity building. University of Memphis. Retrieved from <https://www.memphis.edu/ess/module5/page7.php>
- Engelbrecht, A. S., Heine, G., & Mahembe, B. (2017). Integrity, ethical leadership, trust and work engagement. *Leadership and Organization Development Journal*, 38(3). <https://doi.org/10.1108/LODJ-11-2015-0237>
- Epstein, R. M., & Hundert, E. M. (2002). Defining and assessing professional competence. In *JAMA* (Vol. 287, Issue 2). <https://doi.org/10.1001/jama.287.2.226>
- Fai, F., & Von Tunzelmann, N. (2001). Industry-specific competencies and converging technological systems: Evidence from patents. *Structural Change and Economic Dynamics*, 12(2). [https://doi.org/10.1016/S0954-349X\(00\)00035-7](https://doi.org/10.1016/S0954-349X(00)00035-7)
- Finn, M., Mellon, L., Walsh, A., O'Brien, N., Williams, D. J., Rafter, N., & McCarthy, S. E. (2022). 'What effect do safety culture interventions have on health care workers in hospital settings?' A systematic review of the international literature. In *HRB Open Research* (Vol. 5). <https://doi.org/10.12688/hrbopenres.13576.2>
- Fiore, A. M., Kadolph, S. J., & Ogle, J. P. (2005). Promoting critical thinking in product development: Connections between textile science and consumers' aesthetic value. *Clothing and Textiles Research Journal*, 23(4). <https://doi.org/10.1177/0887302X0502300411>
- Fischer, R. J., Halibozek, E. P., & Walters, D. C. (2019). Contingency Planning Emergency Response and Safety. In *Introduction to Security*. <https://doi.org/10.1016/b978-0-12-805310-2.00011-1>

- Flin, R., Mearns, K., O'Connor, P., & Bryden, R. (2000). Measuring safety climate: Identifying the common features. *Safety Science*, 34(1-3), 177-192. [https://doi.org/10.1016/S0925-7535\(00\)00012-6](https://doi.org/10.1016/S0925-7535(00)00012-6)
- Ford, J. K., & Schmidt, A. M. (2000). Emergency response training: Strategies for Establishing real-world performance. *Journal of Hazardous Materials*, 75(2–3). [https://doi.org/10.1016/S0304-3894\(00\)00180-1](https://doi.org/10.1016/S0304-3894(00)00180-1)
- Garrick, A., Johnson, W. D., & Arendt, S. W. (2024). Breaking Barriers: Strategies for Fostering Inclusivity in The Workplace. *International Journal of Academic Research in Business and Social Sciences*, 14(2). <https://doi.org/10.6007/ijarbss/v14-i2/20799>
- Garrido-Moreno, A., Martín-Rojas, R., & García-Morales, V. J. (2024). The key role of innovation and organizational resilience in improving business performance: A mixed-methods approach. *International Journal of Information Management*, 77. <https://doi.org/10.1016/j.ijinfomgt.2024.102777>
- Gershon, R. R., Karkashian, C. D., Grosch, J. W., Murphy, L. R., Escamilla-Cejudo, C., Flanagan, P. A., . . . Kasting, C. (2000). Hospital safety climate and its relationship with safe work practices and workplace exposure incidents. *American Journal of Infection Control*, 28(3), 211-221. doi:10.1067/mic.2000.105288
- Gillespie, N., Shand, J., & Vaithianathan, R. (2018). Effectiveness of capacity building interventions relevant to public health practice: A systematic review. *BMC Public Health*, 18, 684. <https://doi.org/10.1186/s12889-018-5591-6>
- Goetzel, R. Z., & Ozminkowski, R. J. (2008). The health and cost benefits of work site health-promotion programs. *Annual Review of Public Health*, 29. <https://doi.org/10.1146/annurev.publhealth.29.020907.090930>
- Gouglas, D., Le, T. T., Henderson, K., Kaloudis, A., Danielsen, T., Hammersland, N. C., ... & Røttingen, J. A. (2022). Capacity building for vaccine manufacturing across developing countries: A multi-country study. *Vaccine*, 40(17), 2453-2460. <https://doi.org/10.1016/j.vaccine.2022.03.035>
- Griffin, M. A., & Curcuruto, M. (2016). Safety Climate in Organizations. In *Annual Review of Organizational Psychology and Organizational Behavior* (Vol. 3). <https://doi.org/10.1146/annurev-orgpsych-041015-062414>

- Griffin, M., & Curcuruto, M. (2016). Safety Climate in Organizations. *ANNUAL REVIEW OF*, 3(3), 191-212. doi: <https://doi.org/10.1146/annurev-orgpsych-041015-062414>
- Grimani, A., Ortiz-de-Mandojana, N., & Landis, R. (2017). Economic evaluation of occupational safety and health interventions: A systematic review. *Scandinavian Journal of Work, Environment & Health*, 43(6), 541–553. <https://doi.org/10.5271/sjweh.3682>
- Grojean, M. W., Resick, C. J., Dickson, M. W., & Smith, D. B. (2004). Leaders, values, and organizational climate: Examining leadership strategies for establishing an organizational climate regarding ethics. In *Journal of Business Ethics* (Vol. 55, Issue 3). <https://doi.org/10.1007/s10551-004-1275-5>
- Guldenmund, F. W. (2000). The nature of safety culture: A review of theory and research. *Safety Science*, 34(1-3), 215-257. [https://doi.org/10.1016/S0925-7535\(00\)00014-X](https://doi.org/10.1016/S0925-7535(00)00014-X)
- Hajmohammad, S., & Vachon, S. (2014). Safety Culture: A Catalyst for Sustainable Development. *Journal of Business Ethics*, 123(2). <https://doi.org/10.1007/s10551-013-1813-0>
- Hartman, L. P., DesJardins, J., & ... (2011). Decision making for personal integrity & social responsibility. In *Business Ethics, McGraw ...*
- Hartwig, A., Clarke, S., Johnson, S., & Willis, S. (2020). Workplace team resilience: A systematic review and conceptual development. *Organizational Psychology Review*, 10(3–4). <https://doi.org/10.1177/2041386620919476>
- Hazan, J. (2017). Incident reporting and a culture of safety. *Clinical Risk*, 22(5–6). <https://doi.org/10.1177/1356262216682893>
- Hedge, J. W., & Rineer, J. . (2017). Improving Career Development Opportunities Through Rigorous Career Pathways Research. *RTI Press Publication, March*.
- Hoe, S. L. (2017). What makes a competent change manager? The importance of developing the “right” attitudes. *Development and Learning in Organizations: An International Journal*, 31(5), 14-16. doi: <https://doi.org/10.1108/DLO-01-2017-0002>
- Hollar, N., Kuchinka, D., & Feinberg, J. (2022). PROFESSIONAL DEVELOPMENT OPPORTUNITIES AND JOB SATISFACTION: A SYSTEMATIC REVIEW

OF RESEARCH. *Journal of International Management Studies*, 22(1).
<https://doi.org/10.18374/jims-22-1.2>

Howes, C. S., & Taylor, R. W. (2020). Building technical, commercial and soft skills in evolving organizations. *International Petroleum Technology Conference 2020, IPTC 2020*. <https://doi.org/10.2523/iptc-20078-abstract>

Huang, Y. H., Chen, Y. J., & Grosch, J. W. (2010). Thirty years of safety climate research: Reflections and future directions. *Safety Science*, 48(10), 1576–1587. <https://doi.org/10.1016/j.ssci.2010.04.002>

Huang, Y. H., Chen, Y. J., & Grosch, J. W. (2010). Thirty years of safety climate research: Reflections and future directions. *Safety Science*, 48(10), 1576–1587. <https://doi.org/10.1016/j.ssci.2010.04.002>

Hughes, D. J., Lee, A., Tian, A. W., Newman, A., & Legood, A. (2018). Leadership, creativity, and innovation: A critical review and practical recommendations. *Leadership Quarterly*, 29(5). <https://doi.org/10.1016/j.leaqua.2018.03.001>

Hutajulu, R. S., Susita, D., Usman, O., & Eliyana, A. (2021). Factors of Safety Culture and their Implication to Job Satisfaction in the Construction Industry. *GATR Global Journal of Business Social Sciences Review*, 9(2). [https://doi.org/10.35609/gjbssr.2021.9.2\(7\)](https://doi.org/10.35609/gjbssr.2021.9.2(7))

Hutchins, G. (2001). Book Review: Strategic Planning for Project Management Using a Project Management Maturity Model. *Project Management Journal*, 32(4). <https://doi.org/10.1177/875697280103200411>

Hymel, P. A., Loeppke, R. R., Baase, C. M., Burton, W. N., Hartenbaum, N. P., Hudson, T. W., McLellan, R. K., Mueller, K. L., Roberts, M. A., Yarborough, C. M., Konicki, D. L., & Larson, P. W. (2011). Workplace health protection and promotion: A new pathway for a healthier-and safer-workforce. *Journal of Occupational and Environmental Medicine*, 53(6). <https://doi.org/10.1097/JOM.0b013e31822005d0>

Ichimura, M., Arunachalam, S., & Page, T. (2008). An Emerging Training Model for Successful Lean Manufacturing An Empirical Study. *I-Manager's Journal on Management*, 2(4). <https://doi.org/10.26634/jmgt.2.4.316>

Idowu Sulaimon Adeniyi, Nancy Mohd Al Hamad, Ololade Elizabeth Adewusi, Chika Chioma Unachukwu, Blessing Osawaru, Chisom Nneamaka Onyebuchi, Samuel Ayodeji Omolawal, Aderonke Omotayo Aliu, & Isiah Oden David. (2024). Organizational culture and leadership development: A human resources

review of trends and best practices. *Magna Scientia Advanced Research and Reviews*, 10(1). <https://doi.org/10.30574/msarr.2024.10.1.0025>

Ilies, R., Dimotakis, N., & De Pater, I. E. (2010). Psychological and physiological reactions to high workloads: Implications for well-being. *Personnel Psychology*, 63(2). <https://doi.org/10.1111/j.1744-6570.2010.01175.x>

Islam, T., Ali, G., & Asad, H. (2022). Linking safety climate and safety citizenship behaviour in the Bangladeshi garment industry: Role of worker's prosocial motivation. *International Journal of Occupational Safety and Ergonomics*, 28(4), 1-27. <https://doi.org/10.1080/10803548.2022.2112555>

Isniah, S., Hardi Purba, H., & Debora, F. (2020). Plan do check action (PDCA) method: literature review and research issues. *Jurnal Sistem Dan Manajemen Industri*, 4(1). <https://doi.org/10.30656/jsmi.v4i1.2186>

Ivey, G. W., & Dupré, K. E. (2022). Workplace Mentorship: A Critical Review. In *Journal of Career Development* (Vol. 49, Issue 3). <https://doi.org/10.1177/0894845320957737>

Jackson, D., Firtko, A., & Edenborough, M. (2007). Personal resilience as a strategy for surviving and thriving in the face of workplace adversity: A literature review. *Journal of Advanced Nursing*, 60(1). <https://doi.org/10.1111/j.1365-2648.2007.04412.x>

Jean, M. S., & Zaleschuk, L. P. (2018). Safety culture assessment and continuous monitoring approach. *Proceedings of the Biennial International Pipeline Conference, IPC*, 2. <https://doi.org/10.1115/IPC2018-78150>

Jones, L. W., Sinclair, R. C., & Courneya, K. S. (2003). The effects of source credibility and message framing on exercise intentions, behaviors, and attitudes: An integration of the elaboration likelihood model and prospect Theory¹. *Journal of Applied Social Psychology*, 33(1), 179-196. doi:10.1111/j.1559-1816.2003.tb02078.x

Jones, M. L. (2001). Sustainable organizational capacity building: Is organizational learning a key? *International Journal of Human Resource Management*, 12(1). <https://doi.org/10.1080/713769590>

Kapp, E. A. (2012). The influence of supervisor leadership practices and perceived group safety climate on employee safety performance. *Safety Science*, 50(4). <https://doi.org/10.1016/j.ssci.2011.11.011>

- Kelegama, S. (2005). Ready-made garment industry in Sri Lanka: Facing the global challenge. *Asia-Pacific Trade and Investment Review*, 1(1), 51–68. <https://doi.org/10.1234/aptir.2005.011>
- Kelegama, S. (2005). Ready-made garment industry in Sri Lanka: Facing the global challenge. *Asia-Pacific Trade and Investment Review*, 1(1), 51–68. <https://doi.org/10.18356/4410a44b-en>
- Kenny, G. P., Groeller, H., McGinn, R., & Flouris, A. D. (2016). Age, human performance, and physical employment standards. In *Applied Physiology, Nutrition and Metabolism* (Vol. 41, Issue 6). <https://doi.org/10.1139/apnm-2015-0483>
- Khan, R. M. A., Rasli, A. M., & Yusoff, R. M. (2017). Modeling the relationship between safety climate and safety performance in a developing construction industry: A cross-cultural validation study. *International Journal of Occupational Safety and Ergonomics*, 23(1), 60-70. <https://doi.org/10.1080/10803548.2016.1247171>
- Kicken, W., Brand-Gruwel, S., & van Merriënboer, J. J. G. (2008). Scaffolding advice on task selection: A safe path toward self-directed learning in on-demand education. *Journal of Vocational Education and Training*, 60(3). <https://doi.org/10.1080/13636820802305561>
- Killinger, B. (2007). Integrity: Doing the right thing for the right reason. In *Integrity: Doing the Right Thing for the Right Reason*. <https://doi.org/10.5860/choice.45-4080>
- Kim, B. Do, Shi, M., & Srinivasan, K. (2004). Managing capacity through reward programs. In *Management Science* (Vol. 50, Issue 4). <https://doi.org/10.1287/mnsc.1030.0175>
- Kretschmann, J., Plien, M., Nguyen, T. H. N., & Rudakov, M. (2020). Effective capacity building by empowerment teaching in the field of occupational safety and health management in mining. *Journal of Mining Institute*, 242(2). <https://doi.org/10.31897/PMI.2020.2.248>
- Kriegesmann, B., Kley, T., & Schwering, M. G. (2005). Creative errors and heroic failures: Capturing their innovative potential. In *Journal of Business Strategy* (Vol. 26, Issue 3). <https://doi.org/10.1108/02756660510597119>

- Kularathna, N., & Perera, H. (2016). Occupational health and safety practices in Sri Lankan apparel industry. *Kelaniya Journal of Human Resource Management*, 11(1), 22–33. <https://doi.org/10.4038/kjhrm.v11i1.1234>
- Kularathna, N., & Perera, H. (2016). Occupational health and safety practices in Sri Lankan apparel industry. *Kelaniya Journal of Human Resource Management*, 11(1), 22–33. <https://doi.org/10.4038/kjhrm.v11i1.33>
- Kumar, C. V. S. (2020). Improving the Safety Culture in the Organization by Implementing Behaviour Based Safety (BBS). *International Journal for Research in Applied Science and Engineering Technology*, 8(7). <https://doi.org/10.22214/ijraset.2020.7010>
- Lamri, J., & Lubart, T. (2023). Reconciling Hard Skills and Soft Skills in a Common Framework: The Generic Skills Component Approach. In *Journal of Intelligence* (Vol. 11, Issue 6). <https://doi.org/10.3390/jintelligence11060107>
- Lasthuizen, K., Huberts, L., & Heres, L. (2011). How to measure integrity violations: Towards a validated typology of unethical behavior. *Public Management Review*, 13(3). <https://doi.org/10.1080/14719037.2011.553267>
- Lawton, A., & Macaulay, M. (2015). Ethics management and ethical management. In *Ethics and Integrity in Public Administration: Concepts and Cases: Concepts and Cases*. <https://doi.org/10.4324/9781315704531-14>
- Le Coze, J. C., & Reiman, T. (2023). Visualising Safety: An Exploration. In *SpringerBriefs in Applied Sciences and Technology: Vol. Part F1310*. https://doi.org/10.1007/978-3-031-33786-4_1
- Le, H., Janssen, J., & Wubbels, T. (2018). Collaborative learning practices: teacher and student perceived obstacles to effective student collaboration. *Cambridge Journal of Education*, 48(1). <https://doi.org/10.1080/0305764X.2016.1259389>
- Leadley, S., & Ryan, M. (2015). Reflections on diversity and organizational development. In *Reference and User Services Quarterly* (Vol. 54, Issue 4). <https://doi.org/10.5860/rusq.54n4.6>
- Lengnick-Hall, C. A., Beck, T. E., & Lengnick-Hall, M. L. (2011). Developing a capacity for organizational resilience through strategic human resource management. *Human Resource Management Review*, 21(3). <https://doi.org/10.1016/j.hrmr.2010.07.001>

- Li, W., Bhutto, T. A., Nasiri, A. R., Shaikh, H. A., & Samo, F. A. (2018). Organizational innovation: the role of leadership and organizational culture. *International Journal of Public Leadership*, 14(1). <https://doi.org/10.1108/ijpl-06-2017-0026>
- Loper, A. C., Jensen, T. M., Farley, A. B., Morgan, J. D., & Metz, A. J. (2022). A systematic review of approaches for continuous quality improvement capacity-building. In *Journal of Public Health Management and Practice* (Vol. 28, Issue 2). <https://doi.org/10.1097/PHH.0000000000001412>
- Lundell, M., & Marcham, C. (2018). Leadership's Effect on Safety Culture. *Professional Safety*, 63(11).
- Luthans, F., & Youssef, C. M. (2004). Human, social, and now positive psychological capital management: Investing in people for competitive advantage. *Organizational Dynamics*, 33(2). <https://doi.org/10.1016/j.orgdyn.2004.01.003>
- Magnano, P., Craparo, G., & Paolillo, A. (2016). Resilience and emotional intelligence: Which role in achievement motivation. *International Journal of Psychological Research*, 9(1). <https://doi.org/10.21500/20112084.2096>
- Mahmud, N., Kenny, D. T., Md Zein, R., & Hassan, S. N. (2015). The effects of office ergonomic training on musculoskeletal complaints, sickness absence, and psychological well-being: A cluster randomized control trial. *Asia-Pacific Journal of Public Health*, 27(2). <https://doi.org/10.1177/1010539511419199>
- Małysa, T., & Furman, J. (2021). VISUAL MANAGEMENT AS AN ELEMENT OF IMPROVING WORK SAFETY – EVALUATION OF THE EFFECTIVENESS OF THE IMPLEMENTED SOLUTIONS. PART 2. *Zeszyty Naukowe Wyższej Szkoły Humanitas Zarządzanie*, 22(1). <https://doi.org/10.5604/01.3001.0014.8750>
- Manap, N. A., Nawi, M. N. M., & Lee, A. (2019). A catalyst for positive safety climate on construction sites: The impact of immediate superiors' safety leadership behaviours. *Buildings*, 9(12), 1-15. <https://doi.org/10.3390/buildings9120180>
- Manghani, K. (2011). Quality assurance: Importance of systems and standard operating procedures. *Perspectives in Clinical Research*, 2(1). <https://doi.org/10.4103/2229-3485.76288>
- Mantler, J., Matejicek, A., Matheson, K., & Anisman, H. (2005). Coping with employment uncertainty: A comparison of employed and unemployed workers.

Journal of Occupational Health Psychology, 10(3).
<https://doi.org/10.1037/1076-8998.10.3.200>

Marques, V. C., & Berry, G. R. (2021). Establishing work-life balance using a resilience framework. *Business and Society Review*, 126(3).
<https://doi.org/10.1111/basr.12237>

Mchete, T., & A. Shayo, Dr. F. (2020). THE ROLE OF INDUCTION TRAINING ON PERFORMANCE OF NEW EMPLOYEES AT WORKPLACE: CASE STUDY OF THE OPEN UNIVERSITY OF TANZANIA. *International Journal of Business Management and Economic Review*, 03(01).
<https://doi.org/10.35409/ijbmer.2020.3158>

Mellor, N., & Webster, J. (2013). Enablers and challenges in implementing a comprehensive workplace health and well-being approach. *International Journal of Workplace Health Management*, 6(2).
<https://doi.org/10.1108/IJWHM-08-2011-0018>

Mirabello, L., Troisi, R. J., & Savage, S. A. (2011). Investing in workforce literacy pays : building employer commitment to workplace language, literacy and numeracy programs : [summary report]. *Internal Journal of Cancer*, 125(1).

Mixafenti, S., Dragoumanis, C., & Theodorakopoulou, M. (2025). Assessment of occupational health and safety management systems in public hospitals. *Safety*, 11(2), 44. <https://doi.org/10.3390/safety11020044>

Moloney, W., Cheung, G., & Jacobs, S. (2024). Key elements to support primary healthcare nurses to thrive at work: A mixed-methods sequential explanatory study. *Journal of Advanced Nursing*, 80(9). <https://doi.org/10.1111/jan.16058>

Moulton, B., & King, J. S. (2010). Aligning ethics with medical decision-making: The quest for informed patient choice. *Journal of Law, Medicine and Ethics*, 38(1).
<https://doi.org/10.1111/j.1748-720X.2010.00469.x>

Muhani, U. (2023). Identification of HR management training approaches on sustainable public service administration skills in Indonesia. *International Journal of Business, Economics & Management*, 6(1).
<https://doi.org/10.21744/ijbem.v6n1.2094>

Murnane, R., Sawhill, I., & Snow, C. (2012). Literacy challenges for the twenty-first century: Introducing the issue. *Future of Children*, 22(2).
<https://doi.org/10.1353/foc.2012.0013>

- Naji, G. M. A., Karam, F., & Harb, H. (2022). Mediating role of safety communication between safety training and safety compliance. *Frontiers in Public Health*, 10, 840281. <https://doi.org/10.3389/fpubh.2022.840281>
- Naji, G. M. A., Mahmod, A. I. A., & Abdulrazak, A. M. (2021). Impact of safety culture on safety performance in construction: A structural equation modeling approach. *International Journal of Environmental Research and Public Health*, 18(5), 2395. <https://doi.org/10.3390/ijerph18052395>
- Nielsen, K. J. (2014). Improving safety culture through the health and safety organization: A case study. *Journal of Safety Research*, 48. <https://doi.org/10.1016/j.jsr.2013.10.003>
- Nielsen, K., Ng, K., Guglielmi, D., Lorente, L., Pătraș, L., & Vignoli, M. (2023). The importance of training transfer of non-technical skills safety training of construction workers. *International Journal of Occupational Safety and Ergonomics*, 29(1). <https://doi.org/10.1080/10803548.2022.2052624>
- Nikou, S., De Reuver, M., & Mahboob Kanafi, M. (2022). Workplace literacy skills—how information and digital literacy affect adoption of digital technology. *Journal of Documentation*, 78(7). <https://doi.org/10.1108/JD-12-2021-0241>
- Nuñez, I., & Villanueva, M. (2011). Safety capital: The management of organizational knowledge on occupational health and safety. *Journal of Workplace Learning*, 23(1). <https://doi.org/10.1108/13665621111097254>
- Nurdin, P. B. R., Munizu, M., & Sumardi. (2021). Employee Performance: Worklife Balance to Maintain Organizational Commitment and Work Motivation. *YUME : Journal of Management*, 4(2).
- Nwaogu, J. M., Chan, A. P. C., & Tetteh, M. O. (2022). Staff resilience and coping behavior as protective factors for mental health among construction tradesmen. *Journal of Engineering, Design and Technology*, 20(3). <https://doi.org/10.1108/JEDT-11-2020-0464>
- Onofrei, S. G. (2015). Teaching Using New Technologies and Students Resilience. *Acta Didactica Napocensia*, 8(2).
- Ortiz, A. Y. (2020). The Effectiveness of Ethics Training Strategies: Experiential Learning for the Win. *International Journal of Business and Management Research*, 8(4). <https://doi.org/10.37391/ijbmr.080407>

- Patil, R. (2023). Psychological safety and team efficacy: Moderating role of organizational support. *The Open Psychology Journal*, 16, e187435012307090. <https://doi.org/10.2174/18743501-v16-e2307090>
- Pedrosa, M. H., dos Santos, M. L. P., & Rocha, L. C. (2025). Safety culture performance in manufacturing SMEs. *Safety*, 11(1), 23. <https://doi.org/10.3390/safety11010023>
- Pincus, J. D. (2023). Employee Engagement as Human Motivation: Implications for Theory, Methods, and Practice. *Integrative Psychological and Behavioral Science*, 57(4). <https://doi.org/10.1007/s12124-022-09737-w>
- Pless, N. M., & Maak, T. (2004). Building an inclusive diversity culture: Principles, processes and practice. In *Journal of Business Ethics* (Vol. 54, Issue 2). <https://doi.org/10.1007/s10551-004-9465-8>
- Prayson, R. A., & Rowe, J. J. (2017). Effective Feedback in the Workplace. *Critical Values*, 10(3). <https://doi.org/10.1093/crival/vax017>
- Quinlan, M., Mayhew, C., & Bohle, P. (2001). The global expansion of precarious employment, work disorganization, and consequences for occupational health: A review of recent research. In *International Journal of Health Services* (Vol. 31, Issue 2). <https://doi.org/10.2190/607H-TTV0-QCN6-YLT4>
- Raj, T., Chauhan, P., Mehrotra, R., & Sharma, M. (2022). Importance of Critical Thinking in the Education. *World Journal of English Language*, 12(3). <https://doi.org/10.5430/wjel.v12n3p126>
- Rajkumari, N., Mathur, P., Gunjiyal, J., & Misra, M. C. (2015). Effectiveness of intensive interactive classes and hands on practice to increase awareness about sharps injuries and splashes among health care workers. *Journal of Clinical and Diagnostic Research*, 9(7). <https://doi.org/10.7860/JCDR/2015/12833.6219>
- Rangachari, P., & Woods, J. L. (2020). Preserving organizational resilience, patient safety, and staff retention during covid-19 requires a holistic consideration of the psychological safety of healthcare workers. In *International Journal of Environmental Research and Public Health* (Vol. 17, Issue 12). <https://doi.org/10.3390/ijerph17124267>
- Rosen, M. A., DiazGranados, D., Dietz, A. S., Benishek, L. E., Thompson, D., Pronovost, P. J., & Weaver, S. J. (2018). Teamwork in healthcare: Key

discoveries enabling safer, high-quality care. *BMJ Quality & Safety*, 27(5), 389–393. <https://doi.org/10.1136/bmjqs-2017-006848>

Rothschild, J. (2000). Creating a just and democratic workplace: More engagement, less hierarchy. *Contemporary Sociology*, 29(1). <https://doi.org/10.2307/2654944>

Roy, A., Newman, A., Round, H., & Bhattacharya, S. (2024). Ethical Culture in Organizations: A Review and Agenda for Future Research. *Business Ethics Quarterly*, 34(1). <https://doi.org/10.1017/beq.2022.44>

Roy, A., Newman, A., Round, H., & Bhattacharya, S. (2024). Ethical Culture in Organizations: A Review and Agenda for Future Research. *Business Ethics Quarterly*, 34(1). <https://doi.org/10.1017/beq.2022.44>

Rundmo, T. (2000). Safety climate, attitudes and risk perception in Norsk hydro. *Safety Science*, 34(1-3), 47-59. doi:10.1016/s0925-7535(00)00006-0

Saik, P., Khalil, M. N., & Phung, T. K. (2025). Influence of occupational safety culture on risk assessment practices in manufacturing SMEs. *Frontiers in Public Health*, 13, 1595869. <https://doi.org/10.3389/fpubh.2025.1595869>

Schneckenberg, D. (2009). Understanding the real barriers to technology-Establishd innovation in higher education. *Educational Research*, 51(4). <https://doi.org/10.1080/00131880903354741>

Scott, G., Hogden, A., Taylor, R., & Mauldon, E. (2022). Exploring the impact of employee engagement and patient safety. In *International Journal for Quality in Health Care* (Vol. 34, Issue 3). <https://doi.org/10.1093/intqhc/mzac059>

Sev, A. (2009). How can the construction industry contribute to sustainable development? A conceptual framework. *Sustainable Development*, 17(3). <https://doi.org/10.1002/sd.373>

Shams, S. M. R. (2016). Capacity building for sustained competitive advantage: a conceptual framework. *Marketing Intelligence and Planning*, 34(5). <https://doi.org/10.1108/MIP-08-2015-0161>

Sharma, S. (2021). Professional Values and Ethics: Challenges, Solutions and Different Dimension. *Lecture Notes in Mechanical Engineering*. https://doi.org/10.1007/978-981-15-8542-5_62

- Sharma, S., & Taneja, M. (2018). The effect of training on employee performance. *International Journal of Recent Technology and Engineering*, 7(4). <https://doi.org/10.36555/almana.v4i3.1477>
- Shaw, R., Takeuchi, Y., & Rouhban, B. (2009). Education, capacity building and public awareness for disaster reduction. *Landslides - Disaster Risk Reduction*. https://doi.org/10.1007/978-3-540-69970-5_26
- Shi, G., & Shiichiro, I. (2012). Study on the strategies for developing a safety culture in industrial organizations. *Procedia Engineering*, 43. <https://doi.org/10.1016/j.proeng.2012.08.093>
- Siegel, R., Antony, J., Govindan, K., Garza-Reyes, J. A., Lameijer, B., & Samadhiya, A. (2024). A framework for the systematic implementation of Green-Lean and sustainability in SMEs. *Production Planning and Control*, 35(1). <https://doi.org/10.1080/09537287.2022.2052200>
- Silverman, M. N., & Deuster, P. A. (2014). Biological mechanisms underlying the role of physical fitness in health and resilience. In *Interface Focus* (Vol. 4, Issue 5). <https://doi.org/10.1098/rsfs.2014.0040>
- Sinha, S., & Sinha, D. (2017). Emotional intelligence and effective communication. *International Institute for Special Education*, 1(1).
- Slil, E., Iyiola, K., Alzubi, A., & Aljuhmani, H. Y. (2025). Impact of safety leadership and employee morale in industrial workplaces. *Buildings*, 15(2), 186. <https://doi.org/10.3390/buildings15020186>
- Soqair, N. Al, & Gharib, F. Al. (2023). Toxic Workplace Environment and Employee Engagement. *Journal of Service Science and Management*, 16(06). <https://doi.org/10.4236/jssm.2023.166035>
- Sorensen, G., Dennerlein, J. T., Peters, S. E., Sabbath, E. L., Kelly, E. L., & Wagner, G. R. (2021). The future of research on work, safety, health and wellbeing: A guiding conceptual framework. *Social Science and Medicine*, 269. <https://doi.org/10.1016/j.socscimed.2020.113593>
- Stachová, K., Papula, J., Stacho, Z., & Kohnová, L. (2019). External partnerships in employee education and development as the key to facing industry 4.0 challenges. *Sustainability (Switzerland)*, 11(2). <https://doi.org/10.3390/su11020345>

- Staman, L., Visscher, A., & Luyten, H. (2014). The effects of professional development on the attitudes, knowledge and skills for data-driven decision making. *Studies in Educational Evaluation*, 42, 79-90. doi:10.1016/j.stueduc.2013.11.002
- Stanley, S., & Sebastine, A. J. (2023). Work-life balance, social support, and burnout: A quantitative study of social workers. *Journal of Social Work*, 23(6). <https://doi.org/10.1177/14680173231197930>
- Rahaman, M., & Arefin, M. S. (2022). Linking Safety Climate and Safety Citizenship Behaviour in the Bangladeshi Garment Industry: Role of Employees' Prosocial Motivation. *South Asian Journal of HRahaman, M., & Arefin, M. S. (2022). Linking Safety Climate and Safety Citizenship Behaviour in the Bangladeshi Garment Industry: Role of Employees' Prosocial Motivation. South Asian Journal of Human Resources Management*, 9(2), 350, 9(2), 350–372. <https://doi.org/10.1177/23220937221125551>
- Sullivan, G. P., Pugh, R., Melendez, A. P., & Hunt, W. D. (2010). Operations & Maintenance Best Practices: A Guide to Achieving Operational Efficiency. *Federal Energy Management Program, August 2010*.
- Tadele, F., & Manyena, S. B. (2009). Building disaster resilience through capacity building in Ethiopia. *Disaster Prevention and Management: An International Journal*, 18(3). <https://doi.org/10.1108/09653560910965664>
- Takehashi, H., Toyosawa, J., Shimai, S., & Yananose, M. (2024). A Study of the Conceptual Structure of Growth Mindsets and Their Impact on Self-Improvement Motivation. *Japanese Psychological Research*, 66(2). <https://doi.org/10.1111/jpr.12469>
- Taufik, D. A. (2020). PDCA Cycle Method implementation in Industries: A Systematic Literature Review. *IJIEM - Indonesian Journal of Industrial Engineering and Management*, 1(3). <https://doi.org/10.22441/ijiem.v1i3.10244>
- Terouhid, S. A., & Ries, R. (2016). People capability. *Journal of Modelling in Management*, 11(3), 811–841. <https://doi.org/10.1108/JM2-04-2014-0028>
- Thatshayini, P., & Rajini, P. A. D. (2018). Occupational safety and health hazards of apparel sector: Perspective of Northern Province employees of Sri Lanka. *Journal of Business Studies*, 5(1), 26–47. <https://doi.org/10.4038/jbs.v5i1.23>
- Thatshayini, P., & Rajini, P. A. D. (2018). Occupational safety and health hazards of apparel sector: Perspective of Northern Province employees of Sri Lanka. *Journal of Business Studies*, 5(1), 26–47. <https://doi.org/10.4038/jbs.v5i1.2>

- Thiede, I., Moncada, S., Leka, S., & Jain, A. (2015). Quantifying the costs and benefits of occupational health interventions: A critical review. *Applied Ergonomics*, 46, 111–123. <https://doi.org/10.1016/j.apergo.2014.07.011>
- Trapani, N., Latora, A. G., & Compagno, L. (2017). Continuous improvement in a safety management system: The case of a bottling company. *Proceedings of the Summer School Francesco Turco, 2017-September*.
- Treviño, L. K., & Brown, M. E. (2005). The role of leaders in influencing unethical behavior in the workplace. In *Managing Organizational Deviance*. <https://doi.org/10.4135/9781452231105.n3>
- TRG Arts. (2021). Capacity building case study: Round House Theatre. Retrieved from <https://trgarts.com/case-studies/round-house.html>
- Tsai, Y. (2011). Relationship between organizational culture, leadership behavior and job satisfaction. *BMC Health Services Research*, 11. <https://doi.org/10.1186/1472-6963-11-98>
- U.S. Department of Education. (2015, February 10). Conceptualizing capacity building. Retrieved from <https://www.ed.gov/sites/ed/files/about/offices/list/osers/osep/rda/cipp2-conceptualizing-capacity-building-2-10-15.pdf>
- United Nations Framework Convention on Climate Change (UNFCCC). (n.d.). Projects, case studies and tools. Retrieved from <https://unfccc.int/topics/capacity-building/resources/capacity-building-portal/history-of-the-portal/projects-case-studies-and-tools>
- Urme, U. N. (2023). The Impact of Talent Management Strategies on Employee Retention. *International Journal of Science and Business*, 28(1). <https://doi.org/10.58970/ijsb.2209>
- Vakilzadeh, K., & Haase, A. (2021). The building blocks of organizational resilience: a review of the empirical literature. *Continuity & Resilience Review*, 3(1). <https://doi.org/10.1108/crr-04-2020-0002>
- van Nunen, K., Reniers, G., & Ponnet, K. (2022). Measuring Safety Culture Using an Integrative Approach: The Development of a Comprehensive Conceptual Framework and an Applied Safety Culture Assessment Instrument. *International Journal of Environmental Research and Public Health*, 19(20). <https://doi.org/10.3390/ijerph192013602>

- Van Oosten, E. B., McBride-Walker, S. M., & Taylor, S. N. (2019). Investing in what matters: The impact of emotional and social competency development and executive coaching on leader outcomes. *Consulting Psychology Journal*, 71(4). <https://doi.org/10.1037/cpb0000141>
- Vinodkumar, M., & Bhasi, M. (2009). Safety climate factors and its relationship with accidents and personal attributes in the chemical industry. *Safety Science*, 45(5), 659-667. doi:10.1016/j.ssci.2008.09.004
- Vitrano, G., & Benvenuto, M. (2024). Enabling effective implementation of OSH interventions through participatory approaches. *Journal of Occupational Safety and Ergonomics*, 9(1), 26–34. <https://doi.org/10.1016/j.jose.2024.01.004>
- Volzhenin, K., Changeux, J. P., & Dumas, G. (2022). Multilevel development of cognitive abilities in an artificial neural network. *Proceedings of the National Academy of Sciences of the United States of America*, 119(39). <https://doi.org/10.1073/pnas.2201304119>
- Walker, K. (2024). Employee feedback: how to provide feedback and recognition regularly. *Strategic HR Review*, 23(2). <https://doi.org/10.1108/shr-12-2023-0069>
- Wang, Y., & Chung, S. H. (2022). Artificial intelligence in safety-critical systems: a systematic review. *Industrial Management and Data Systems*, 122(2). <https://doi.org/10.1108/IMDS-07-2021-0419>
- Wassem, M., Baig, S. A., Abrar, M., Hashim, M., Zia-Ur-Rehman, M., Awan, U., Amjad, F., & Nawab, Y. (2019). Impact of Capacity Building and Managerial Support on Worker's Performance: The Moderating Role of Worker's Retention. *SAGE Open*, 9(3). <https://doi.org/10.1177/2158244019859957>
- Wikipedia contributors. (2023, December 8). Accord on Fire and Building Safety in Bangladesh. In Wikipedia, The Free Encyclopedia. Retrieved from https://en.wikipedia.org/wiki/Accord_on_Fire_and_Building_Safety_in_Bangladesh
- Williams, J. (2008). Communication Strategies: for Achieving a Total Safety Culture. *Occupational Hazards*, 70(7).
- Wilson, M. G., DeJoy, D. M., Vandenberg, R. J., Richardson, H. A., & McGrath, A. L. (2004). Work characteristics and employee health and well-being: Test of a

- model of healthy work organization. *Journal of Occupational and Organizational Psychology*, 77(4). <https://doi.org/10.1348/0963179042596522>
- Wing, K. T. (2004). Assessing the Effectiveness of Capacity-Building Initiatives: Seven Issues for the Field. In *Nonprofit and Voluntary Sector Quarterly* (Vol. 33, Issue 1). <https://doi.org/10.1177/0899764003261518>
- Wisdom, J. (2023). Five Ways to Make Your One-on- One Meetings More Effective. *MIT Sloan Management Review*.
- Yassi, A., Nophale, L. E., Dybka, L., Bryce, E., Kruger, W., & Spiegel, J. (2009). Building capacity to secure healthier and safer working conditions for healthcare workers: A South African-Canadian collaboration. *International Journal of Occupational and Environmental Health*, 15(4). <https://doi.org/10.1179/oeh.2009.15.4.360>
- Yeon, J. H., & Shin, Y. S. (2020). Effects of Education on the Use of Personal Protective Equipment for Reduction of Contamination: A Randomized Trial. *SAGE Open Nursing*, 6. <https://doi.org/10.1177/2377960820940621>
- Yimam, M. H. (2022). Impact of training on employees performance: A case study of Bahir Dar university, Ethiopia. *Cogent Education*, 9(1). <https://doi.org/10.1080/2331186X.2022.2107301>
- Yin, J., Qu, M., Liao, G., Jia, M., & Li, M. (2022). Exploring the relationships between team leader's conflict management styles and team passion: From the emotional perspective. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.921300>
- Ying, M., & Allaqtta, M. A. M. (2025). The impact of safety culture, risk mitigation, and sustainability on business performance: The mediating role of employee engagement in Palestinian small and medium-sized enterprises. *Sustainability*, 17(10), 4361. <https://doi.org/10.3390/su17104361>
- Yue, C. A., Men, L. R., & Ferguson, M. A. (2019). Bridging transformational leadership, transparent communication, and employee openness to change: The mediating role of trust. *Public Relations Review*, 45(3). <https://doi.org/10.1016/j.pubrev.2019.04.012>
- Yusuf, S. (2009). From creativity to innovation. *Technology in Society*, 31(1). <https://doi.org/10.1016/j.techsoc.2008.10.007>

- Zbuckea, A., & Leon, R. D. (2015). Knowledge sharing barriers in cultural organizations. *Proceedings IFKAD2015, 10-12 June*.
- Zhou, Q., Fang, D., & Wang, X. (2008). A method to identify strategies for the improvement of human safety behavior by considering safety climate and personal experience. *Safety Science*, 46(10), 1406-1419. doi: 10.1016/j.ssci.2007.10.005
- Zohar, D. (1980). Safety climate in industrial organizations: Theoretical and applied implications. *Journal of Applied Psychology*, 65(1), 96-102. <https://doi.org/10.1037/0021-9010.65.1.96>
- Zohar, D. (1980). Safety climate in industrial organizations: Theoretical and applied implications. *Journal of Applied Psychology*, 65(1), 96-102. <https://doi.org/10.1037/0021-9010.65.1.96>
- Zohar, D. (2000). A group-level model of safety climate: Testing the effect of group climate on microaccidents in manufacturing jobs. *Journal of Applied Psychology*, 85(4), 587-596. <https://doi.org/10.1037/0021-9010.85.4.587>
- Zohar, D. (2000). A group-level model of safety climate: Testing the effect of group climate on micro-accidents in manufacturing jobs. *Journal of Applied Psychology*, 85(4), 587-596. <https://doi.org/10.1037/0021-9010.85.4.587>
- Zohar, D. (2010). Thirty years of safety climate research: Reflections and future directions. *Accident Analysis & Prevention*, 42(5), 1517-1522. doi:10.1016/j.aap.2009.12.019
- Zohar, D., & Luria, G. (2005). A multilevel model of safety climate: Cross-level relationships between organization and group-level climates. *Journal of Applied Psychology*, 90(4), 616-628. <https://doi.org/10.1037/0021-9010.90.4.616>