

REFERENCES

- Aeck-Hong , T., & Waheed, A. (2011, January). Herzberg's Motivation-Hygiene Theory and Job Satisfaction in Malaysian Retail Sector: The Mediating Effect Of Love Of Money . *Asian Academy of Management*, 16(1), 73–94. Retrieved from http://web.usm.my/aamj/16.1.2011/aamj_16.1.4.pdf
- Aaltola, K. (2015). Project Management Handbook. . *Journal of Project Management*. Retrieved from <https://doi.org/10.1002/9780470172353>
- Abolarin, J. (2014). *Informal project management*. doi:<https://doi.org/10.1002/9781118835531.ch9>
- Abuhantash, A. D. (2019, October). Human Resources in Project Management. *a Critical Analysis of existing literature and evolving factors*, 24-336.
- Adejare, Y. , & Arfan, Z. (2015). Performance Management SHRM. *International Journal of Innovations in Engineering Research and Technology*,, 2(8), Aug-2015.
- Ahmed , R., Masood, M., & Mohamad, N. (2014, December). Leadership is Vital for Project Managers to Achieve Project Efficacy. *Research Journal of Recent Sciences*, 2(14), 99–102.
- Ajzen, I. (2011). Job satisfaction, effort, and performance: A reasoned action perspective. *Contemporary Economics*. 5(4), 32–43. Retrieved from <https://doi.org/10.5709/ce.1897-9254.26>
- Alfred Talukhaba, T. M. (2010). Indicators of effective communication in remote projects. *International Journal of Project Organisation and Management*, 3(1), 3.

- Allan, B. A., Duffy, R. D., & Ollisson, B. (2018). Task Significance and Performance: Meaningfulness as a Mediator. *Journal of Career Assessment*, 26(1), 172–182. doi:<https://doi.org/10.1177/1069072716680047>
- Al-mayahi, H., Amat, R., Ismail, S., & Wahab, M. H. (2017, January). An Overview of Project Communication Management in Construction Industry An Overview of Project Communication Management in Construction Industry Projects.
- Alrawahi, S., Sellgren, S. F., Altouby, S., & Alwaha. (2020). The application of Herzberg's two-factor theory of motivation to job satisfaction in clinical laboratories in Omani hospitals. *Heliyon*. 6(9). doi:<https://doi.org/10.1016/e04829>.
- Andrews, F. M., & Withey, S. B. (2006). Social indicators of well-being: American's perception of life quality. 121.
- Ankur Jaain, B. G., & Bindal, M. (2019, December). A Study of Employee Motivation in Organization. 6, 65–68.
- Avey, J. B. (2010). Impact of Positive Psychological Capital on Employee Well-Being Over Time. *Journal of Occupational Health Psychology*, 17–28.
- Bacharach, S. B. (2010). Work-home conflict among nurses and engineers: Mediating the impact of role stress on burnout and satisfaction at work. *Journal of Organizational Behavior*, 12(1), 39-53.
- Bailey, R. (2008). Keeping Key Players Productive: How to Identify and Manage Stress. *International Journal manpower*, 9(4), 2-87. Retrieved from <https://doi.org/10.1108/eb045187>
- Barron, M. B. (2018, October). Project Management. CC BY (Attribution). 3(2), 124.

- Bashir, B., & Gani, A. (2020). Testing the effects of job satisfaction on organizational commitment. *Journal of Management Development*, 39(4), 525–542. doi:<https://doi.org/10.1108/JMD-07-2018-0210>
- Berry, L. M. (2013). Psychology at work. *McGraw Hill Companies Inc.* San Francisco.
- Blyton, P., & Jenkins, J. (2011). Working All Hours: The part-time poverty trap. Platform. Retrieved from <http://www.bevanfoundation.org/resources/Jean+Jenkins+and+Paul+Blyton+Platform.pdf>
- Boudreau, J. W., Bretz, R. D., & Judge, T. A. (2014). Job and life attitudes of male executives. *Journal of Applied Psychology*, 79(5), 767-782.
- Brandenberger, J. (2011). The application of knowledge in project management. *Dimensions of Project Management*, 155-158. doi:https://doi.org/10.1007/978-3-642-49344-7_14
- Bridwell, M. A. (2012). A Review of Research on the Need Hierarchy Theory. *Motivating to Perform in the Workplace*. doi:<https://doi.org/10.4324/9780080914602-36>
- Broady, P. J., Farley, T., & Hayward, T. (2018). Academic libraries, people and change: A case study of the 1990s. *OCLC System and Services*, 14(4), 151-164. Retrieved from https://www.researchgate.net/publication/235983657_Academic_libraries_people_and_change
- Buchner, E. (2016, October). Project Cost Management. 18-21.
- Buyens, D., Landeghem, H. V., Lasio, V., & Rodríguez, D. (2017). Determinants of job satisfaction in a lean environment". *International Journal of Lean Six Sigma*, Vol. 8(issue: 2). doi:doi: 10.1108/IJLSS-01-2016-0002
- Byrne, D. (2009). *Interpreting quantitative data*. London: SAGE Publications Ltd.

- Celik, D. (2010). Relationship of Motivation and Job Satisfaction: A Field Study of Tax Office Employees. *International Conference on Management and Economics* (pp. 136-145). İstanbul: (ICME-2010).
- Champoux, J. E. (2010). Organizational Behaviour. *Integrating Individuals, Groups and Organizations*, 21(3), 122-146. doi:10.4324/9780203872918
- Chandrakant, V. (2017). Importance of Employee Motivation & Job Satisfaction for Organization Performance. *International Journal of Social Science U& Interdisciplinary Research*, 6(2), 10–20. Retrieved from <https://ssrn.com/abstract=3073813>
- Chandrakant, V. (2017). Importance of Employee Motivation & Job Satisfaction for Organization Performance. *International Journal of Social Science U& Interdisciplinary Research*, 6(2), 10–20. doi: <https://ssrn.com/abstract=3073813>
- Cherry, A. L. (2010). *A research primer for the helping professions: methods, statistics and writing*. Belmont: CA: Brooks / Cole.
- Chmiel, N. (2008). Introduction to Work and Organisational Psychology.
- Chong, V. K. (2002). Budget Goal Commitment and Informational Effects of Budget Participation on Performance. *A Structural Equation Modeling Approach. Behavioral Research in Accounting*, 14(1), 65–86. doi:<https://doi.org/10.2308/bria.2002.14.1>.
- Cooper , C., & Rothman , I. (2008). The Future of Psychology and Organizational Behaviour. *Work Psychology and Organizational Behaviour: Managing the individual at Work*, 152-190. doi:doi:10.4135/9781446280560.n9
- Coughlan, J. &. (2002). Effective communication in requirements elicitation: . *A comparison of methodologies. Requirements Engineering*, 7(2), 47–60. doi: <https://doi.org/10.1007/s007660200004>

- Cui, Q., Davis, J. S., & Huang, H. (2016, September). How Happy Are Project Managers In Their Jobs ? 649–656.
- Dainty, A., Lingard, H., & Loosemore, M. (2013). Managing People in Construction Projects. *Strategic and Operational Approaches*.
- Darkazanli, W. (2020, December 2018). Conflict in Project Management.
- Davidescu, A. M., Apostu, S. A., & Paul, A. (2020). Work flexibility, job satisfaction, and job performance among romanian employees. *Implications for sustainable human resource management. Sustainability*, 12(15).
- Davidescu, A. M., Apostu, S. A., , S. A., & Paul, A. (2020). Work flexibility, job satisfaction, and job performance among romanian employees. *Implications for sustainable human resource management. Sustainability*, 12(15).
- Delmendo, L. C. (2009). Sri Lanka's amazing house price boom, amidst surging tourism. . *Globalpropertyguide.Com*.
doi:<https://doi.org/10.1177/2050312118769211>
- Demerouti, E. a. (2011). "The Job Demands-Resources model: Challenges for future research",. *SA Journal of Industrial Psychology*, Vol. 37(Iss 2), pp. 1-9.
- Din, S. U., & Nawaz, A. (2012). Synthesizing the theories of job-satisfaction across the cultural / attitudinal I Nterdisciplinary Journal of Contemporary Research I N Business Synthesizing The Theories Of Job-Satisfaction Across The Cultural.
- Dole, C., & Schroeder, R. G. (2001). The impact of various factors on the personality job satisfaction and turnover intentions of professional accountants. *Managerial Auditing Journal*, 16(4), pp.234-245. Retrieved from <https://doi.org/10.1108/02686900110389188>
- Dunham, R. B., & Smith, F. J. (2009). Organizational surveys.

- Durham, C. C., Judge, T. A., & Locke, E. A. (2007). The dispositional causes of job satisfaction: A core evaluations approach. *Research in Organisational Behavior*, 151.
- Durrah, O., Alhamoud, A., & Khan, K. (2016). Positive psychological capital and job performance: *The mediating role of job satisfaction.*, 72(7), 214–225. Retrieved from <https://doi.org/10.21506/j.ponte.2016.7.17>
- Dyer, L., & Parker, D. (2015). Classifying outcomes in work motivation research. *Journal of Applied Psychology*, 60, 455.
- Edward, E., Potter, W. L., & Lawler, I. (2017, October). The Effect of Performance on Job Satisfaction. Vol 7(Iss 1), pp 20-28. doi:DOI: 10.1111/j.1468-232X.1967.tb01060.x
- Eldash, K. (2015, February). Project risk management (course notes).
- Eshun, C. (2011). Reward as Motivation tool for Employee Performance. *Reward as Motivation Tool for Employee Performance*, 1–70.
- Fleming, W. (2003, July). Project Procurement Management. 3(1), 12.
- Folland, G. B. (2004). Real Analysis: Modern Techniques and Their Applications. (1. edition, Ed.) Retrieved from <papers2://publication/uuid/BDBD4B52-7561-4B84-BF77-C9C7FD113776>
- Fraser , C., & Zarkada-Fraser, A. (Eds.). (2003). Investigating the effectiveness of managers through an analysis of stakeholder perceptions. *Journal of Management Development*, 9, 762-783.
- Fraser, T. M. (2003). Human Stress, Work and Job Satisfaction: A Critical Approach. *International Labour Organisation*.
- Frimpong-manso, J. P. (2019, October). Project Time Management . 0–32. Retrieved from <https://doi.org/10.13140/RG.2.2.18348.21126>

- Fung, H. P., & Siow, H. L. (2013, (December)). Relationship between Team Satisfaction and Project Performance as Perceived Relationship between Team Satisfaction and Project Performance as Perceived by Project Managers in Malaysia. *A Mixed Methods Study*.
- Gebczynska, M. (2021, January). Job Satisfaction In Project-Based Organization. Retrieved from <https://doi.org/10.29119/1641-3466.2020.146.9>
- George, J. M., & Jones, G. R. (2008). *Understanding and managing Organizational Behavior* (fifth ed.). New Jersey: Upper SaddleRiver.
- Ghana Strategy Support Program. (2018). Retrieved from Value Chain Development. International Food Policy Research Institute. Retrieved from <http://gssp.ifpri.info/food-crop-value-chain-development-2/>
- Gray, D. E. (2008). *Doing research in the real world*. London: SAGE Publications Ltd.
- Greenhalf, M. (2014, July). Project Cost Management. 8-10.
- Gupta, A. K. (2017). Concept, Nature, Process and Theories of Motivation. . *International Journal of Innovation and Economic Development*, 3(3), 44–51.
- Hackman , J. R., Harris, R. T., & Oldham, G. R. (2014). Work Redesign. *Industrial and Labour Relations Review*, 34(4), 629. doi:10.2307/2522500
- Hackman, J. R., & Oldham, G. R. (2009). Development of the Job Diagnostic Survey. *Journal of Applied Psychology*, 161.
- Hair, J. F., Anderson, J. R., & Tatham, R. L. (2014). *Multivariate data analysis*. Upper Saddle River: Prentice Hall.
- Happack, R. (2010). Job Satisfaction. *Harper & Row*, (pp. 18-35). NewYork.
- Hellingsworth, B. H. (2020). Quality management principles. *Higher National Computing* , 313–390. doi:<https://doi.org/10.4324/9780080495248-8>

- Hendrickson, C., & Au, T. (2016). *Management for Construction fundamental concept for owners, engineers, architects and builders*. Chris Hendrickson.
- Heneman, H. G., & Schwab, D. P. (2005). Pay satisfaction: Its multidimensional nature and measurement. *Journal of Psychology*, 20, 129-141.
- Herzberg, F. (2006). *Work and the Nature of Man*. Cleveland: World Publishing Company.
- Herzberg, F., Mausner, B., & Snyderman, B. B. (2011). *The Motivation to Work* ((2nd ed.). ed.). New York: John Wiley. doi:ISBN 0471373893
- Hirschfeld, & Robert, R. (2010). Does Revising the Intrinsic and Extrinsic Subscales of the Minnesota Satisfaction Questionnaire Short Form Make a Difference? *Educational and Psychological Measurement*, 60(2), 255-70.
- Hudson, M. F. (2011). Dimensions of Understanding dynamic working environment. *Journal of Interpersonal Violence*, 16(7). doi: <https://doi.org/10.1177/088626001016007007>
- Hussain, S., & Soroya, S. H. (2017). Exploring the factors affecting job satisfaction of paraprofessional staff working in University Libraries of Pakistan. *Library Review*, 66(3), 144-162. doi: <https://doi.org/10.1108/LR-09-2016-0074>
- Ironson, G., Smith, P., Brannick, M., & Gibson, M. (2009). Construction of a Job in General Scale: A comparison of global, composite and specific measures. , 74,. *Journal of Applied Psychology*, 193-200.
- Jain, A. S. (2015). Motivation and Job Satisfaction. *Delhi Business Review*.
- Jenkins, J., & McNeil, N. (2008). Key Concept in Work. *Management Research News*, 31(11), 895-896. doi:doi:10.1108/01409170810913079
- Joshep, H. (2014). *Fundamentals of Project Management. Paper Knowledge* (Vol. 3). ((. Edi), Ed.)

- Josias, B. A. (2015, (November)). The relationship between job satisfaction and absenteeism in a selected field services section within an electricity utility in the Western Cape. 1–162. Retrieved from Retrieved from <http://etd.uwc.ac.za/xmlui/handle/11394/1476>
- Jucius, J. (2010). Process of Motivation : It involves four steps : Types of Motivation : There are two types- Intrinsic and Extrinsic Classical Theories of Motivation Modern Theories of Motivation. *Online Journal*.
- Judge, T. (2004). Affect and job satisfaction: A study of their relationship at work and at home. *Journal of Applied Psychology*, 89(4), 661–673. Retrieved from <https://doi.org/10.1037/0021-9010.89.4.661>
- Kalleberg, A. (2007). Work values and job rewards: a theory of job satisfaction. *American Sociological Review*, 42, 124 - 43.
- Kerdngern, N., & Thanitbenjasith, P. (2017). Influence of contemporary leadership on job satisfaction , organizational commitment , and turnover intention . *A case study of the construction industry in Thailand*, 9, 1–8. Retrieved from <https://doi.org/10.1177/18479790177>
- Khaleque, A., & Rahaman, M. (2017). Perceived importance of job Facet and overall job satisfaction of industrial workers. *Human Relations*, Vol 40(Iss 7), pp 401-416. doi:DOI: 10.1111/j.1559-1816.1991.tb00517.x
- Kucuk, O. (2014). The Last Process Of Project Management: Closing And Needs To Be Done. *Project Management Conference with International Participation*, 1–8. Retrieved from https://www.researchgate.net/publication/303694136_The_Last_Process_Of_Project_
- Kwasi., D.-B. (2010). Job satisfaction and motivation: Understanding its impact on employee commitment and organisational performance. *Academic Leadership*, 8(4), 25-39. Retrieved from https://www.researchgate.net/publication/288217328_Job_satisfaction

- Lai, E. R. (2011, April). Motivation : A Literature Review Research. Research Reports. 43. Retrieved from <https://doi.org/10.2307/3069464>
- Larson, L. L. (2004). Internal auditors and job stress. *Managerial Auditing Journal*, 19(9), 1119-1130. Retrieved from <https://doi.org/10.1108/02686900410562768>
- Larsson, M. (2016). Managing Risk In Projects: . *A case study in successive calculation*, 1–54.
- Lee, M. S., Lee, M. B., Liao, S. C., & Chiang. (2009). Relationship between mental health and job satisfaction among employees in a medical center department of laboratory medicine. *Journal of the Formosan Medical Association*, 108(2), 146–154.
- Legault, L. (2020, (October)). Encyclopedia of Personality and Individual Differences. *Encyclopedia of Personality and Individual Differences*. Retrieved from <https://doi.org/10.1007/978-3-319-28099-8>
- Lockwood, P. (2012). Motivation by Positive or Negative Role Models: Regulatory Focus Determines Who Will Best Inspire Us. *Journal of Personality and Social Psychology*, 83(4).
- Lut, D. M. (2012). Connection between Job Motivation, Job Satisfaction and Work Performance in Romanian Trade Enterprises. *Economics and Applied Informatics*, 110.
- Marie Giese , G., & Bola Avoseh, M. (2018). Herzberg’s Theory of Motivation as a Predictor of Job Satisfaction. *A Study of Non-academic Community College Employees. Excellence and Innovation in Learning and Teaching*, 2, 38–52. doi:<https://doi.org/10.3280/exi>
- Martin, A., & Roodt, G. (2008). Perceptions of organisational commitment, job satisfaction and turnover intentions in a post merger tertiary institution. *SA Journal of Industrial Psychology*, 31(1), 23-31.

- Maslow, A. H. (2011). *Motivation and personality*. New York: Harper & Row.
- McLeod, S. A. (2014). *Maslow's Hierarchy of Needs*. Retrieved from www.simplypsychology.org/maslow.html
- Mercurio, Z. A. (2015). Affective Commitment as a Core Essence of Organizational Commitment: An Integrative Literature Review. *Human Resource Development Review*, 14(4), 389–414. doi:<https://doi.org/10.1177/1534484315603612>
- Mittelman, W. (2011). Maslow's study of self-actualization: A Reinterpretation. *Journal of Humanistic Psychology*, 31(1), 114–135. doi:<https://doi.org/10.1177/0022167891311010>
- Mohr, R. D., & Zoghi, C. (2008). “High-involvement work design and job satisfaction”. *Industrial & Labor Relations Review*, Vol. 61(Iss 3), pp. 275-296.
- Muku, A. Z. (2013). Job Characteristics Model of Hackman and Oldham in Garment Sector in Bangladesh: A Case Study in Savar Area in Dhaka District. *International Journal of Economics. Finance and Management Sciences*, 1(4), 188. doi: <https://doi.org/10.11648/>
- Myers, R., & Tietjen, M. (2014). Motivation and job satisfaction. *Management Decision*, 36(4), 226-231. doi:10.1108/00251749810211027
- Nepute, J. (2014). The Impact Of Adhering To Masculine Norms On The Relationship Between Job Satisfaction And Life Satisfaction. *Academia.Edu*.
- Olsson, R. (2006). Managing Project Uncertainty By Using an Enhanced Risk Management Process. *Risk Management*, 13-18.
- Olsson, R. (2006). Managing Project Uncertainty By Using an Enhanced Risk Management Process. . *Risk Management*.
- Osabiya, B. J. (2015). The effect of employees motivation on organizational performance. *Journal of Public Administration and Policy Research*, 7(4), 62–75. doi:<https://doi.org/10.5897/jpapr2014.0300>

- Palmero, U. J., & Bandiola, A. N. (2022). Mediating Effect of Job Satisfaction on the Relationship Between Achievement Motivation Behavior and Work Performance of Employees in the Department of Education. *International Journal of Scientific Research*.
- Pandita, R. &. (2017). Variables of Job Satisfaction: A review study with special reference to LIS Professionals. *International Journal of Information Dissemination and Technology*, 6(4), 258–267. Retrieved from <http://www.ijidt.com/index.php/ij>
- Pardev. (2016). *ILO Technical Cooperation Manual*.
- Patrick , S., & Boer, C. (2018). Correlation Coefficients: Appropriate Use and Interpretation. *Statistical Tutorials*. doi:10.1213/ANE.0000000000002864
- Pauceanu, A. M., Sanyal, S., & Hisam, M. W. (2016). Variables affecting employee satisfaction - Evidence from sultanate of Oman. *International Journal of Applied Business and Economic Research*, 14(1), 499–510.
- Petrovic, D. (2017). Risk Management in Construction Projects . *A Knowledge Management Perspective from Swedish Contractors: Real Estate and Construction Management*, 15. Retrieved from <http://kth.diva-portal.org/smash/record.jsf?pid=diva2%3A1150372&dswid=>
- Phillips, J., & Gully, S. (2013). A Handbook of Human Resource Management. doi:<http://books.google.com/books?id=NVnd4s6JtioC&pgis=1>
- Pinto, J. K., & Mantel, S. J. (2001). The Causes of Project Failure. . *IEEE Transactions on Engineering Management*, 37(4), 269–276. Retrieved from <https://doi.org/10.1109/17.62322>
- Prieto-Remón, T. C.-B.-M. (2015, July). Conflict Resolution to Project Performance. *Social and Behavioral Sciences*, 14, 155–164. doi:<https://doi.org/10.1016/j.sbspro.2015.06.129>

- Project Management Institute. (2017). In *A guide to the Project Management Body of Knowledge (PMBOK guide)* (6th ed.). Retrieved from <http://www.ifma.org/about/what-is-facility-management/what-is-fm-fm> (accessed 20)
- Rahim Benrazavi, S., & Daud Silong, A. (2013). Employees' Job Satisfaction and Its Influence on Willingness to Work in Teams. *Journal of Management Policy and Practice*, 14(1), 127–140. doi:http://www.na-businesspress.com/JMPP/BenrazaviSR_Web14_
- Robbins, & Judge, S. T. (2013). *Organizational Behavior*. Pearson Education, Inc., Boston Columbus Indianapolis New York San Francisco Upper Saddle River Amsterdam Cape Town Dubai London Madrid Milan Munich Paris Montreal Toronto Delhi Mexico City Sao Pau.
- Roos, W. (2005). The Relationship Between Employee Motivation. *Job Satisfaction And Corporate Culture*, 15(2), 1–23.
- Rowlinson, S. (2015). A Definition of Procurement Systems. In *Procurement Systems. A Guide to Best Practice in Construction (ed)*., 27-51.
- Saeidinia, M., Salehi, M., Almasi, K. B., & Farshi. (2011). Affects of Similarity Model on Organizational Commitment Thesis. 24(2), 189–198.
- Sahil Sanjeev Salvi, & S. (2020). Quality Assurance and Quality Control for Project Effectiveness in Construction and Management. . *International Journal of Engineering Research*, 9(2). doi:<https://doi.org/10.17577/ijertv9is020028>
- Sapsford, R. (2012). *Survey research*. London: SAGE Publications Ltd.
- Savery, L. K. (2016). "The congruence between the importance of job satisfaction and the perceived level of achievement". *Journal of Management Development*, Vol. 15(Iss 6), pp. 18 - 27. Retrieved 2017, from <http://dx.doi.org/10.1108/0262171961>

- Schriesheim, C., & Tsui, A. S. (2010). Development and validation of a short satisfaction instrument for use in survey feedback interventions.
- Serik, J. (2017). Running head: Why Do Projects Fail? *Journal of project management*, 121-146.
- Shamala Fung, H., Hewlett, P., & Ramasamy. (2015, October). The Impact of Leadership Roles on Team Satisfaction, Team Effectiveness and Project Performance –. *A Study of Project Managers in Malaysia. Asia e University Postgraduate Research Conference*.
- Smith, P. C., Kendall, L. M., & Hulin, C. L. (2011). The measurement of satisfaction in work and retirement. *A strategy for the study of attitudes*.
- Spector, P. E. (2013). Job Satisfaction: Application, assessment, cause and consequences. Sage New York: John Wiley & sons.
- Sudhakar, G. P. (2015). A Review of Conflict Management Techniques in Projects. . *Brazilian Journal of Operations & Production Management*, 12(2), 214. doi:<https://doi.org/10.14488/bjopm.2015.v12.n2.a3>
- Suff, R. (2020, January). Managing conflict in the modern workplace. *Chartered Institute of Personnel and Development*, 44.
- Summers, P. (2015, July). 98 . 8 %! Is project failure acceptable and inevitable ? Southampton Solent Business School Sir James Matthews Building. 157 - 187.
- Taleb, H., Ismail, S., Wahab, M. H., & Mardiah, W. N. (2017, January). An Overview of Project Communication Management in Construction Industry Projects. *Journal of Management, Economics and Industrial Organization*.
- Tan, S. K., Fauziah, W., Yusoff, W., & Kian, T. S. (2011). Herzberg ' s Two-Factor Theory on Work Motivation : Does it Works for Todays Environment ? herzburg two factor theory on work motivation: does its. *Global Journal of Manageme*.

- Taormina, R. J., & Gao, J. H. (2013). Maslow and the motivation hierarchy: Measuring satisfaction of the needs. *American Journal of Psychology*, 2, 155–177. doi:<https://doi.org/10.5406/amerjpsyc.126.2.0155>
- Tay, L., Ooi, & J, T. L. (2011). *Facilities management a Jack of all trades* (Vol. 19).
- Tharp, J. (2007). Align project management with organizational strategy.. *In Paper presented at PMI Global Congress 2007*.
- Thomas, S. M. (2012). Measuring the Impact of the Delviery System on Project Performance. *Deisgn-Build and Design-Bid-Build NIST GCR 02*, 84.
- Tohidi, H. &. (2012). The effects of motivation in education. *Procedia . Social and Behavioral Sciences,, 31, 820–824*. doi:<https://doi.org/10.1016/j.sbspro.2011.12.148>
- Turner, J., & Muller, R. (2013). On the nature of the project as a temporary organization. *International Journal of Project Management*, 21(1), 1-8.
- Unsworth, K. L., & West, M. A. (2008). Teams: The challenges of cooperative work. *Introduction to Work and Organizational Psychology: A European Perspective*. 327–346. Retrieved from <https://eprints.qut.edu.au/3024/2/3024.pdf%0Ahttps://link.ezproxy.neu.edu>
- Vance, R. J. (2016). Engagement and Commitment. SHRM Foundation's Effective Practice Guidelines. 1–45. Retrieved from <https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Employee-Engagement-Commitment.pdf>
- Vance, R. J. (2016). Engagement and Commitment. SHRM Foundation's Effective Practice Guidelines. 1–45. Retrieved from <https://www.shrm.org/hr-today/trends-and-forecasting/special-reports-and-expert-views/Documents/Employee-Engagement-Commitment.pdf>
- Wanous, J. (2004). Individual differences and reactions to job characteristics. *Journal of Applied Psychology*, 59, 616 - 22.

- Watt, A. (2020). Quality Planning. *Creative Commons Attribution-NonCommercial-ShareAlike 4.0 International License*.
- Weiss, D., Dawis, R., England, G., & Lofquist, L. (2011). Manual for the Minnesota Satisfaction Questionnaire. *Minnesota Studies on Vocational Rehabilitation*, 221-225.
- Weiss, H. (2012). “Deconstructing job satisfaction: Separating evaluations, beliefs and affective Experiences”. *Human Resource Management Review*, Vol.12(Iss 2), pp. 173–194.
- Westover, J. H. (2010). Global shifts: Changing job quality and job satisfaction determinants in socialist and post-socialist Hungary. *International Journal of Social Economics*, 37(2), 84-100. Retrieved from <https://doi.org/10.1108/03068291011007228>
- Wilkinson, A., Bacon, N., Redman, T., & Snell, S. (2010). The SAGE handbook of human resource management. *Human Resource Management*. doi:<https://doi.org/10.4135/9780857021496>
- Wilson, F. (2012). The Most Common Project Management Pitfalls to Avoid. 121. Retrieved from <https://www.ntaskmanager.com/blog/project-management-pitfalls/>
- Yukl, G. (2010). Managerial Leadership: A Review of Theory and Research. *Journal of Management*, 15(2), 251–289. doi:<https://doi.org/10.1177/014920638901500207>