

REFERENCES

- Allen, N. J., & Grisaffe, D. B. (2001). *Employee commitment to the organization and customer reactions: Mapping the linkages*. Human Resource Management Review, 11(3), 209-236.
- Bao, L., Xing, Z., Xia, X., Lo, D., & Li, S. (2017, May). *Who will leave the company?: a large-scale industry study of developer turnover by mining monthly work report*. In Proceedings of the 14th International Conference on Mining Software Repositories (pp. 170-181). IEEE Press.
- Boxall, P., & Macky, K. (2009). *Research and theory on high-performance work systems: progressing the high-involvement stream*. Human Resource Management Journal, 19(1), 3-23.
- Brewster, C. (2007). *Comparative HRM: European views and perspectives*. The International Journal of Human Resource Management, 18(5), 769-787
- Buckingham, M. A. R. C. U. S., & Coffman, C. (1999). *Break All the Rules*. London: Simon & Shuster.
- Burnes, P. T. (2006). Voluntary employee turnover: *Why IT professionals leave*. IT Professional, 8(3), 46-48.IEEE.
- Delery, J. E., & Shaw, J. D. (2001). *The strategic management of people in work organizations: Review, synthesis, and extension*. In Research in personnel and human resources management (pp. 165-197). Emerald Group Publishing Limited.
- Dibble, S. (1999). *Keeping your valuable employees: retention strategies for your organization's most important resource*. John Wiley & Sons.
- Dinger, M., Thatcher, J. B., Stepina, L. P., & Craig, K. (2012). *The grass is always greener on the other side: A test of present and alternative job utility on IT professionals' turnover*. IEEE Transactions on Engineering Management, 59(3), 364-378.IEEE
- Govaerts, N., Kyndt, E., Dochy, F., & Baert, H. (2011). *Influence of learning and working climate on the retention of talented employees*. Journal of Workplace Learning, 23(1), 35-55.
- Hom, P.W. and Kinicki, A.J. (2001), *"Toward a greater understanding of how dissatisfaction drives employee turnover"*, Academy of Management Journal, Vol. 44 No. 5, pp. 975-87.
- Hynninen, P., Piri, A., & Niinimaki, T. (2010, August). *Off-site commitment and voluntary turnover in GSD projects*. In Global Software Engineering (ICGSE), 2010 5th IEEE International Conference on (pp. 145-154). IEEE.
- Imamoglu, O., & Gozlu, S. (2008, July). *The sources of success and failure of information technology projects: Project managers' perspective*. In Management of Engineering &

- Technology, 2008. PICMET 2008. Portland International Conference on (pp. 1430-1435). IEEE.
- Jin, C., & Li-ying, W. (2003, November). *Flow and retention of intellectual employees in hi-tech companies*. In Engineering Management Conference, 2003. IEMC'03. Managing Technologically Driven Organizations: The Human Side of Innovation and Change (pp. 176-180). IEEE.
- Johnson, M. (2000). *Winning the People War, Talent and the Battle for Human Capital*, Copyright Licensing Agency, London. Journal, 26 (3), 418-43
- Kannabiran, G., Dominic, P. D. D., & Sarata, A. V. (2014, June). *Career anchors and employee retention-an empirical study of Indian IT industry*. In Computer and Information Sciences (ICCOINS), 2014 International Conference on (pp. 1-6). IEEE.
- Kaye, B., & Jordan-Evans, S. (2000). *Retention: tag, you're it!*. Training and Development-Alexandria-American Society for Training and Development, 54(4), 29-39.
- Lochhead, Clarence, and Alex Stephens. "Employee retention, labour turnover and knowledge transfer: case studies from the Canadian plastics sector." Canadian Labour and Business Centre Report (2004).
- Longo, M., & Mura, M. (2011). *The effect of intellectual capital on employees' satisfaction and retention*. Information & Management, 48(7), 278-287.
- Meng, X. (2009, December). *Perceived organizational support, job satisfaction, and the retention of employees after industry restructuring*. In Innovation Management, 2009. ICIM'09. International Conference on (pp. 22-25). IEEE.
- Mitchell, Lawrence E. (2002). *Corporate irresponsibility—America's newest export*. New Haven & London: Yale University Press.
- Paauwe, J. (2004). *HRM and performance: Achieving long-term viability*. Oxford University Press on Demand.
- Paauwe, J., & Boselie, P. (2005). *HRM and performance: what next?*. Human resource management journal, 15(4), 68-83.
- Owens, D., & Khazanchi, D. (2011, January). *Best practices for retaining global IT talent*. In System Sciences (HICSS), 2011 44th Hawaii International Conference on (pp. 1-12). IEEE.
- Price, J. L. (2001). *Reflections on the determinants of voluntary turnover*. International Journal of manpower, 22(7), 600-624.

- Sekaran, U. (2006), *Research Methods for Business - A Skill Building Approach, 4th ed.*, John Wiley & Sons.
- Sinha, C., & Sinha, R. (2012). *Factors affecting employee retention: A comparative analysis of two organizations from heavy engineering industry*. *European journal of business and management*, 4(3), 145-162.
- Treece, E.W. and J.w. Treece. 1982. *Elements of Research in Nursing*. St. Louis: The C.V. Mosby Company.
- Wang, D., & Guo, B. (2003, November). *A mediating model of employee retention for high tech firms in the PRC*. In Engineering Management Conference, 2003. IEMC'03. Managing Technologically Driven Organizations: The Human Side of Innovation and Change (pp. 585-589). IEEE.
- Wu, Z., & Li, X. (2011, August). *Strategic Analysis of Employee Turnover*. In Management and Service Science (MASS), 2011 International Conference on (pp. 1-4). IEEE.
- Yazinski, S. (2009). *Strategies for retaining employees and minimizing turnover*. Retrieved from.
- Y. Yu, A. Benlian, and T. Hess, "An empirical study of volunteer members' perceived turnover in open source software projects," in 45th Hawaii International Conference on System Science (HICSS). IEEE, 2012, pp. 3396–3405.
- Zhang, Y. (2009, September). *Study on motivation to protect existing valued resources in employee retention*. In Management and Service Science, 2009. MASS'09. International Conference on (pp. 1-4). IEEE.