

REFERENCES

- Goldstein, H. (2001). Appraising the performance of performance appraisals. *IEEE Spectr.*, 39(11), 61-63.
- Taylor, H. and Woelfer, J. (2011). Leadership Behaviors in Information Technology Project Management: An Exploratory Study. In: 44th Hawaii International Conference on System Sciences (HICSS). [online] Kauai, HI: IEEE, pp.1 - 10.
- Gil, F., Rico, R., Alcover, C. and Barrasa, Á. (2005). Change oriented leadership, satisfaction and performance in work groups. *Journal of Managerial Psychology*, [online] 20(3/4), pp.312-328.
- Ozcelik, H., Langton, N. and Aldrich, H. (2008). Doing well and doing good. *Journal of Managerial Psychology*, [online] 23(2), pp.186-203.
- Faraj, S., & Sambamurthy, V. (2006). Leadership of information systems development projects. *Engineering Management, IEEE Transactions on*, 53(2), 238-249.
- Baugh, S. G., & Roberts, R. M. (1994). Professional and organizational commitment among engineers: conflicting or complementing?. *Engineering Management, IEEE Transactions on*, 41(2), 108-114.
- Kaynak, H., & Hartley, J. (2005). Exploring quality management practices and high tech firm performance. *The Journal Of High Technology Management Research*, 16(2), 255-272.
- Vosloban, R. (2012). The Influence of the Employee's Performance on the Company's Growth - A Managerial Perspective. *Procedia Economics And Finance*, 3, 660-665.
- Sharkie, R. (2009). Trust in leadership is vital for employee performance. *Management Research News*, 32(5), 491-498.
- Mastrangelo, A., R. Eddy, E., & J. Lorenzet, S. (2014). The relationship between enduring leadership and organizational performance. *Leadership & Organization Development Journal*, 35(7), 590-604.
- I. Wong Humborstad, S., G.L. Nerstad, C., & Dysvik, A. (2014). Empowering leadership, employee goal orientations and work performance. *Personnel Review*, 43(2), 246-271.
- Chen, J., & Silverthorne, C. (2005). Leadership effectiveness, leadership style and employee readiness. *Leadership & Organization Development Journal*, 26(4), 280-288.
- Schyns, B. (2006). The role of implicit leadership theories in the performance appraisals and promotion recommendations of leaders. *Equal Opportunities International*, 25(3), 188-199.
- Wiese, D. & Buckley, M. (1998). The evolution of the performance appraisal process. *Journal Of Management History*, 4(3), 233-249.
- Radnor, Z. & Barnes, D. (2007). Historical analysis of performance measurement and management in operations management. *Int J Productivity & Perf Mgmt*, 56(5/6), 384-396.

- Van Seters, D. & Field, R. (1990). The Evolution of Leadership Theory. *Journal Of Orgchange Mgmt*, 3(3), 29-45.
- Horner, M. (1997). Leadership theory: past, present and future. *Team Performance Management*, 3(4), 270-287.
- Chhokar, J. & Jeff Harris, O. (1985). Implications of Leadership Theories for Management Development and Practice: Contemporary Perceptions. *Management Research News*, 8(2), 1-5.
- Jogulu, U. & Wood, G. (2006). The role of leadership theory in raising the profile of women in management. *Equal Opportunities International*, 25(4), 236-250.
- Information and Communication Technology Agency of Sri Lanka,. (2014). National ICT Workforce Survey - 2013 (pp. 15-25). Information and Communication Technology Agency of Sri Lanka.
- Aguinis, H. (2005). *Performance Management*. Great Britain, Edinburgh Business School
- B. Curtis, H. Krasner, and N. Iscoe, "A field study of the software design process for large systems," *Commun. ACM*, vol. 31, pp. 1268–1287, 1998
- Bass BM (1985). *Leadership and Performance beyond Expectations*. New York, The Free Press.
- Boundless.com. Five Factor Model. Retrieved January 30, 2017, from <https://www.boundless.com/psychology/textbooks/boundless-psychology-textbook/personality-16/trait-perspectives-on-personality-79/the-five-factor-model-311-12846/images/the-big-five-personality-traits/>
- Cherrington, D.J. & Cherrington, J.O. (1974). Participation, Performance and Appraisal. *Business Horizons*, 35-44.
- Costa P.T. Jr., McCrae, R.R. (1992). *Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor (NEO-FFI) Inventory Professional Manual*. Odessa, FL: PAR.
- Fedor, D.B. (1991). Recipient responses to performance feedback: a proposed model and its implications. *Research in Personnel and Human Resources Management*, 9, 73-120.
- Goleman, D. (2000), "Leadership that gets results", *Harvard Business Review*, March-April, pp. 78-90.
- Gruman, J.A., Saks, A.M. (2011). Performance management and employee engagement, *Human Resource Management Review*, 21, 123-136.
- Horner, M. (1997). Leadership Theory: Past, Present and Future. *Team Performance Management*, 3 (4), 270-287
- House, R., Hanges, P., Javidan, M., Dorfman, P., & Gupta, V. (2004). *Culture, Leadership, and Organizations: The GLOBE study of 62 Societies*. Beverly Hills, CA, Sage Publications Inc.

- Jagdeep S., Chhokar O. & Harris, J. (1985). Implications of Leadership Theories for Management Development and Practice: Contemporary Perceptions. *Management Research News*, 8 (2), 1 – 5.
- Judge T.A, Bono JE (2000). Five-factor model of personality and transactional leadership. *J. Appl. Psychol.*, 85(5): 751-765.
- Judge, T. & Piccolo, R. (2004). Transformational and Transactional Leadership: A Meta-Analytic Test of Their Relative Validity, *Journal of Applied Psychology*, 5, 755-768.
- L. J. Kirsch, Software Project Management: An Integrated Perspective for an Emerging Paradigm, R. W. Zmud, Ed. Cincinnati, OH: Pinnaflex Educational Resources, 2000, pp. 285–304.
- Mastrangelo, A., Eddy, E.R. & Lorenzet, S.J. (2014). The relationship between enduring leadership and organizational performance. *Leadership & Organization Development Journal*, 35 (7), 590-604.
- Northouse. (2013). Situational Leadership. Retrieved January 30, 2017, from <https://studytimesadness.wordpress.com/>
- Opatha, H.H.D.N.P. (2016). *Human Resource Management (7th ed.)*. Nugegoda, Sri Lanka, Sharp Graphic House Private Limited.
- Ozcelik, H., Langton, N. and Aldrich, H. (2008). Doing well and doing good: The relationship between leadership practices that facilitate a positive emotional climate and organizational performance. *Journal of Managerial Psychology*, 23 (2), 186-203.
- Packard, S.H. and Kauppi, D.R. (1999). Rehabilitation agency leadership style: impact on subordinates' job satisfaction. *Rehabilitation Counselling Bulletin*, 43 (1), 5-11.
- Salem, H. (2003). Organizational Performance Management and Measurement: The Lebanese Experience. *Economic and Social Commission for Western Area*, Beirut.
- Seters, D.A.V. & Field, R.H.G. (1990). The Evolution of Leadership Theory. *Journal of Organizational Change Management*, 3 (3), 29 - 45
- Sharkie, R. (2009). Trust in leadership is vital for employee performance. *Management Research News*, 32 (5), 491-498.
- Taylor, H. & Woelfer, J.P. (2011). Leadership Behaviours in Information Technology Project Management: An Exploratory Study. *Proceedings of the 44th Hawaii International Conference on System Sciences*, 1-10.
- Turner, N.J. (2009). Leadership From Within. *Journal of Leadership Studies*, 3 (2), 84-87.
- Vosloban, R. I. (2012). The Influence of the Employee's Performance on the company's growth - a managerial perspective. *Procedia Economics and Finance*, 3, 660-665.
- Vries, R.E., Roe, R.A., & Taillieu, T.C.B. (1998). Need of supervision: its impact on leadership effectiveness. *The Journal of Applied Behavioural Science*, 486-501.

- Winstanley, D. and Stewart-Smith, K. (1996). Policing performance: the ethics of performance management. *Personal Review*, 25 (6), 66-83.
- Winston, B.E. & Patterson, K. (2006). An Integrative Definition of Leadership. *International Journal of Leadership Studies*, 1 (2), 6-66.
- Yahaya, A., Yahaya, N., Ismail, J., Shariff, Z., Yahaya, N., Kosnin, A.M. & Abbas, M.F., (2011a). Personality Trait, Motivation Factors and Its Relationship to Performance of Customer Service Personnel (CSA): A Case in MPH Bookstores Afr. J. Bus. Manage, 5(11): 4519-4530.
- Yahaya, N., Taib, M.A.B.M., Ismail, J., Shariff, Z., Yahaya, A., Boon, Y & Hashim, S. (2011b). Relationship between leadership personality types and source of power and leadership styles among managers. *African Journal of Business Management*, 5 (22), 9635 - 9648
- Tavakol, M., & Dennick, R. (2011). Making sense of Cronbach's alpha. *International journal of medical education*, 2, 53