REFERENCES

- 1. Carter, B. (2017, August 28). Employee Engagement & Loyalty Statistics: The Ultimate Collection. Retrieved November 04, 2017, from https://blog.accessperks.com/employee-engagement-loyalty-statistics-the-ultimate-collection
- 2. Edmonds, J. K., Paul, M., & Sibley, L. M. (2011). Type, Content, and Source of Social Support Perceived by Women during Pregnancy: Evidence from Matlab, Bangladesh. Journal of Health, Population and Nutrition, 29(2). DOI:10.3329/jhpn.v29i2.7859
- 3. Employee Distrust is Pervasive in U.S. Workforce. (2014, April 23). Retrieved from https://www.apa.org/news/press/releases/2014/04/employee-distrus
- 4. EMPLOYEE JOB SATISFACTION AND ENGAGEMENT Revitalizing a Changing Workforce. (2015). [ebook] USA, China: Human Resource Management, pp.3-20. Available at: https://www.shrm.org/hr-today/trends-and-forecasting/research-and-surveys/Documents/2016-Employee-Job-Satisfaction-and-Engagement-Report.pdf [Accessed 1 Nov. 2017].
- 5. Greatplacetowork.lk. (n.d.). Creating a Culture of Respect Great Place to Work® Sri Lanka. [online] Available at: http://www.greatplacetowork.lk/publications-and-events/publications/676-creating-a-culture-of-respect [Accessed 2 Nov. 2017].
- 6. Janssen, O. (2005). The joint impact of perceived influence and supervisor supportiveness on employee innovative behavior. Journal of Occupational and Organizational Psychology, 78(4), 573-579. DOI:10.1348/096317905x25823
- Jia, M. O. Y. I., & Shoham, M. I. R. I. T. (2012). Communication Motives, Satisfaction, and Social Support in the Workplace: Are Supervisors Effective Support Sources in Employee Networks? (2012 45th Hawaii International Conference on System Sciences). Retrieved from https://www.computer.org/csdl/proceedings/hicss/2012/4525/00/4525e407.pd
- 8. Ko, H. C., Wang, L., & Xu, Y. (2013, March 16). Understanding the Different Types of Social Support Offered by Audience to A-List Diary-Like and Informative Bloggers. 194-199. DOI:10.1089/cyber.2012.0297
- 9. Labs, O. (2018). Global State of Remote Work 2018. Retrieved from https://www.owllabs.com/state-of-remote-work
- 10. Martins, F. M. F. (2014, January 15). Take Care of Your Employees and They'll Take Care of Customers. Retrieved November 18, 2018, from https://www.business2community.com/customer-experience/take-care-employees-theyll-take-care-customers-0736670#D67qvLR6iMjFImxt.97.

- 11. O'Neill, J. W., Harrison, M. M., Cleveland, J., Almeida, D., Stawski, R., & Crouter, A. C. (2009). Work-family climate, organizational commitment, and turnover: Multilevel contagion effects of leaders (Unpublished master's thesis). doi:https://doi.org/10.1016/j.jvb.2008.10.004
- 12. Sahadi, J. (2015). What do employees want most? R-E-S-P-E-C-T. [online] CNNMoney. Available at: http://money.cnn.com/2015/04/28/pf/employee-job-satisfaction/index.html [Accessed 2 Oct. 2017].
- 13. Social support. (2019, March 04). Retrieved from https://en.wikipedia.org/wiki/Social_support
- 14. Spence, L., Heather, K., F., & J. (Jan/Feb 2005). Using Empowerment to Build Trust and Respect in the Workplace: A Strategy for Addressing the Nursing Shortage, 23.1, 6-13, 3. DOI:10.3897/bdj.4.e7720.figure2f
- 15. Sudhakar, G. P. (2011). Soft factors affecting the performance of software development teams. Retrieved from https://www.emeraldinsight.com/doi/pdfplus/10.1108/13527591111143718
- 16. Tews, M. J., Michel, J. W., & Ellingson, J. E. (2013). The Impact of Coworker Support on Employee Turnover in the Hospitality Industry. Group & Organization Management, 38(5), 630-653. DOI:10.1177/1059601113503039
- 17. The Employee Burnout Crisis: Study Reveals Big Workplace Challenge in 2017. (2017, January 09). Retrieved from https://www.kronos.com/about-us/newsroom/employee-burnout-crisis-study-reveals-big-workplace-challenge-2017
- 18. The Tethered Vacation. (2018, September 18). Retrieved from https://projecttimeoff.com/reports/the-tethered-vacation/
- 19. Thun, S., Saksvik, P. Ø, Ose, S. O., Mehmetoglu, M., & Christensen, M. (2013). The impact of supervisors' attitudes on organizational adjustment norms and attendance pressure norms (Unpublished master's thesis, 2013). University of Science and Technology.
- 20. Tsai, Y. (2011). Figure 2f from Irimia R, Gottschling M (2016) Taxonomic revision of Rochefortia Sw. (Ehretiaceae, Boraginales). Biodiversity Data Journal 4: E7720. https://doi.org/10.3897/BDJ.4.e7720. Relationship between Organizational Culture, Leadership Behavior and Job Satisfaction. DOI:10.3897/bdj.4.e7720.figure2f
- 21. 15fivecom. (2015, 23 July 2015). The Top 10 Proven Ways To Boost Employee Job Satisfaction. [Weblog]. Retrieved 1 October 2017, from https://www.15five.com/blog/top-10-proven-ways-to-boost-employee-job-satisfaction/
- 22. Workplace Wellness. (2019, February 13). Retrieved from http://www.mentalhealthamerica.net/workplace-wellness

- 23. Elo, S., Kääriäinen, M., Kanste, O., Pölkki, T., Utriainen, K., & Kyngäs, H. (2014). Qualitative Content Analysis. *SAGE Open*, *4*(1), 215824401452263. doi: 10.1177/2158244014522633
- 24. Golafshani, N. (2003). Understanding reliability and validity in qualitative research. Qualitative Report, 8, 597-606. Retrieved July 2, 2009 from http://www.nova.edu/ssss/QR/QR8-4/golafshani.pdf
- 25. Au, Wee & Ahmed, Pervaiz. (2016). Relationships between superior support, work role stressors and work-life experience. Personnel Review. 45. 782-803. 10.1108/PR-08-2014-0175.
- 26. Rosman, Mazuin & Sabil, Surena & Hassan, Zaiton & Kasa, Mark. (2020). Organizational Factors and Work-Life Balance among Policewomen in Sarawak: Emotion Based Coping Strategy as Mediator. International Journal of Academic Research in Business and Social Sciences. 10. 171-179. 10.6007/IJARBSS/v10-i1/6832.
- 27. Guo, Ming & Liu, Shuzhen & Chu, Fulei & Ye, Long & Zhang, Qichao. (2019). Supervisory and coworker support for safety: Buffers between job insecurity and safety performance of high-speed railway drivers in China. Safety Science. 117. 290-298. 10.1016/j.ssci.2019.04.017.