6. REFERENCE LIST

Bibliography

- Albright, E. A. (2016). *Descriptive Statistics*. Retrieved January 20, 2017, from Nicholas School of the Environment, Duke University: http://sites.nicholas.duke.edu/statsreview/descriptive/
- Alejandro G. Farji-Brener, S. A.-V. (2014, August 28). *Hierarchy of hypotheses or cascade of predictions? A comment on Heger et al.* (2013). Retrieved January 15, 2017, from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4235899/#
- Al-Zoubi, D. M. (2012, June 3). THE SHAPE OF THE RELATIONSHIP BETWEEN SALARY AND JOB SATISFACTION: A FIELD STUDY. Far East Journal of Psychology and Business.
- AZIRI, B. (2011). JOB SATISFACTION: A LITERATURE REVIEW. MANAGEMENT RESEARCH AND PRACTICE, 77-86.
- Bakotić, D. (2016). Relationship between job satisfaction and organisational performance. *Economic Research-Ekonomska Istraživanja*, 118-130.
- Black, R. (2002, October 25). *Factors that Influence Test Estimation*. Retrieved January 27, 2017, from cmcrossroads: https://www.cmcrossroads.com/article/factors-influence-test-estimation
- Boateng, V. A. (2015). Impact of Reward and Recognition on Job Satisfaction and Motivation. *European Journal of Business and Management*, 112-124.
- CareerBliss. (2012, March 14). *Happiest and Unhappiest Jobs in America 2012*. Retrieved January 26, 2017, from CareerBliss: https://www.careerbliss.com/facts-and-figures/happiest-and-unhappiest-jobs-17/
- CareerBliss. (2013, March 25). *CareerBliss Happiest and Unhappiest Jobs in America --* 2013. Retrieved January 26, 2017, from CareerBliss: https://www.careerbliss.com/facts-and-figures/careerbliss-happiest-and-unhappiest-jobs-in-america-2013/
- CareerBliss. (2016, March 7). CareerBliss Happiest and Unhappiest Jobs in America.

 Retrieved January 26, 2017, from CareerBliss: https://www.careerbliss.com/facts-and-figures/careerbliss-happiest-and-unhappiest-jobs-in-america-2016/
- Ceylan., Ç. K. (2014). An Empirical Study on the Role of Career Development Programs in Organizations and Organizational Commitment on Job Satisfaction of Employees. *American Journal of Business and Management*, 178-191.
- Chemuturi, M. (2015). *Test Effort Estimation*. (chemuturi, Ed.) Retrieved 6 26, 2016, from chemuturi.com: http://chemuturi.com/downloads.html
- Chin, W. W. (1998). *Issues and Opinion on Structural Equation Modeling*. Management Information Systems Quarterly.

- Çiğdem Kaya, B. C. (2014). An Empirical Study on the Role of Career Development Programs in Organizations and Organizational Commitment on Job Satisfaction of Employees. *American Journal of Business and Management*, 3(3), 179-191.
- Claude Y. Laporte, A. A. (n.d.). *Teaching Software Quality Assurance in an Undergraduate Software Engineering Program.* École de technologie supérieure.
- *Descriptive and Inferential Statistics.* (n.d.). Retrieved January 31, 2017, from cpalms: http://www.cpalms.org/Public/
- Dias, P. K. (2015). Analysis of software quality assurance profession in sri lankan it industry. Research Report.
- Dill, K. (2016, March 4). *Forbs*. Retrieved January 27, 2017, from The Happiest And Unhappiest Jobs In 2016: http://www.forbes.com/sites/kathryndill/2016/03/04/the-happiest-and-unhappiest-jobs-in-2016/#5938172948ef
- Dr. Indu Bhushan Lal, D. V. (2015, May). A Study of Job Satisfaction in Software Industry—Myths and Realities. *International Journal of Emerging Research in Management & Technology, Volume-4* (Issue-5), 43-49.
- Dubois, S. (n.d.). *The Importance of Hypothesis Testing*. Retrieved January 06, 2017, from Classroom: http://classroom.synonym.com/importance-hypothesis-testing-12094529.html
- Fornell, C. &. (1981). Evaluating structural equation models with unobservable variables and measurement error. *Journal of marketing research*, 39-50.
- Fox, D. (2011, May 16). *Basic history of software testing*. Retrieved January 25, 2017, from Slideshare: http://www.slideshare.net/UniversalExams/basic-history-of-software-testing
- Gerard J. Fogarty, M. A. (1999). Predicting Occupational Strain and Job Satisfaction. *University of Southern Queensland*, 429-452.
- Gokuladas, V. (2009). Factors that influence first-career choice of undergraduate engineers in software. *Career Development International*, 144 165.
- Hill, B. (2012). What Are the Factors Affecting Job Satisfaction? Retrieved 11 5, 2016, from Chorn: http://smallbusiness.chron.com/factors-affecting-job-satisfaction-20114.html
- Hina Sohrab Kiani, O. K. (2007). Exploring 'Employee Satisfaction' as a Quality and Productivity Enhancement Tool for IT Sector of Pakistan.
- HINA SOHRAB KIANI, O. K. (2007). Exploring 'Employee Satisfaction' as a Quality and Productivity Enhancement Tool for IT Sector of Pakistan.
- ICTA. (2013). *ICT Workforce Survey Report 2013*. Colombo: Information and Communication technology Agency Sri Lanka.
- IEEE. (2000). IEEE Software Quality Assurance. Retrieved from ANSI/IEEE.

- Indu Bhushan Lal, D. V. (2015). A Study of Job Satisfaction in Software Industry—Myths and Realities. *Emerging Research in Management & Technology*, 43-49.
- Iqbal, Y. S. (2013). Career Development an Imperative of Job Satisfaction and Career Commitment: Empirical Evidence from Pakistani Employees in Banking Sector. *European Journal of Business and Management*, 108-118.
- Jagodaarachchi, B. (2012). Research Project: Employee Job Satisfaction.
- Jain, M. A. (2010). Impact of TQM on employees' job satisfaction in Indian software industry. *International Conference on e-Education, e-Business, e-Management and e-Learning*, (pp. 378-382). India.
- Jayasekara, U. (2008). Reliability of effort estimates in offshore software companies in Sri Lanka case study in global offshore organizations.
- Jyothi B.S, D. P. (2012, December). Employee Job Satisfaction in Software and ITeS units in Bangalore. *Business Management Dynamics*, 46-55.
- Kathy Iberle. Sue Bartlett. (2002). *Estimating Tester to Developer Ratios (or Not)*. Retrieved 5 13, 2016, from http://www.agileconnection.com/article/estimating-tester-developer-ratios-or-not
- Kevitt, M. (2008). *Best Software Test & Quality Assurance Practices in the project Life-cycle*. Dublin: Dublin City University.
- Kosteas, V. D. (2006). Job Satisfaction and Promotions. Cleveland State University .
- Lehman, J. (2014). Facets of Job Satisfaction. Texas: Texas State University-San Marcos.
- Magne Jørgensen, M. S. (n.d.). A Systematic Review of Software Development Cost Estimation Studies.
- Management, S. f. (2013). Employee Job Satisfaction and Engagement. USA: SHRM.
- Mark Saunders, P. L. (2009). Research Methods for Business Students. Pearson Education.
- Murhadi, W. T. (2013). Research study on the correlation between employee job satisfaction and employee motivation. ResearchGate.
- Mussie T. Tessema, K. J. (2013). The Effects of Employee Recognition, Pay, and Benefits on Job Satisfaction: Cross Country Evidence.
- Nayyar Iqbal, M. R. (2009). Improvement of Key Problems of Software Testing in Quality Assurance. *Sci.Int.(Lahore)*, 25-28.
- Nayyar Iqbal, R. J. (2012). *Improvement of Key Problems of Software Testing in Quality Assurance*. Lahore: Science International.
- Nunnally, J. C. (1978). Psychometric theory. New York: McGraw Hill.
- Ours, J. (n.d.). Organizational Models and Software Testing.
- Paul B, H. B. (2014, April). *Software Testing Effort Estimation*. Retrieved 5 01, 2016, from Software Testing Effort Estimation:

- http://www.software testing times.com/2010/04/software-testing-effort-estimation.html
- Perera, U. (2013). *How to attract good IT graduates for software quality assurance*. Moratuwa: University of Moratuwa.
- Poonam Rijwani, S. J. (2014). Software Effort Estimation: A Comparison Based Perspective. *International Journal of Application or Innovation in Engineering & Management*, 18-29.
- PR Daily. (n.d.). Salary and job satisfaction survey.
- Reliability and Validity. (2011, January 4). Retrieved January 20, 2017, from math forum: http://vmt.mathforum.org/vmtwiki/index.php/Reliability_and_Validity
- ResearchGate. (2013, 2 13). *Cronbach's alpha below 0.7*. Retrieved 01 26, 2017, from ResearchGate: https://www.researchgate.net/post/Cronbachs_alpha_below_07
- Rice, R. W. (2009). *The Elusive Tester to Developer Ratio*. Retrieved January 27, 2017, from riceconsulting.
- Robert Feldt, L. A. (2016). Links between the personalities, views and attitudes of software engineers. *Information and Software Technology*, 611-624.
- Robert Half Technology. (2008). *Glossary of job descriptions for information technology*. Robert Half Technology.
- ROBERTS, R. L. (2005). THE RELATIONSHIP BETWEEN REWARDS, RECOGNITION AND MOTIVATION AT AN INSURANCE COMPANY IN THE WESTERN CAPE. WESTERN CAPE: MAGISTER COMMERCI.
- Santamaria. (2007). Software Quality Assurance in Agile.
- Santamaria, M. G. (2007). Agile & Scrum: What are these methodologies and how will they impact QA/testing roles?
- Santamaria, M. G. (2008, March 15). *How to Keep & Motivate Your Qa Team -- Without increasing your budget*. Retrieved January 27, 2015, from scribd: https://www.scribd.com/document/63483619/How-to-Keep-Motivate-Your-Qa-Team-Without-Increasing-Your-Budget-Marina-Gil-Santa-Maria
- SHRM. (2016). *Employee Job Satisfaction and Engagement*. USA: Sociaty of Human Resource Management.
- Silva, O. W. (2009). COST OF SOFTWARE QUALITY (CoSQ) CONTRIBUTION TOWARDS, GAINING HIGHER RETURN ON INVESTMENT IN SOFTWARE DEVELOPMENT PROJECTS.
- SLASSCOM. (2014). Sri Lankan IT/BPM Industry 2014 Review. Colombo: PWC.
- Smith, J. (2012, March 23). *forbes*. Retrieved January 26, 2017, from The Happiest Jobs in America: http://www.forbes.com/sites/jacquelynsmith/2012/03/23/the-happiest-jobs-in-america/

- Software Quality Assurance. (2011). Retrieved from Wikipedia.
- Software Testing Help. (2016, December 14). *How to keep good testers in testing positions?*Retrieved January 27, 2017, from Software Testing Help:
 http://www.softwaretestinghelp.com/how-to-retain-employees-and-keep-low-attrition-rate/
- Software Testing Help. (2016, December 14). *How to keep motivation alive in software testers?* Retrieved January 27, 2017, from Software Testing Help: http://www.softwaretestinghelp.com/how-to-keep-motivation-alive-in-softwaretesters/
- STEVEN G. WESTLUND, J. C. (2008). RETAINING TALENT: ASSESSING JOB SATISFACTION FACETS MOST SIGNIFICANTLY RELATED TO SOFTWARE DEVELOPER TURNOVER INTENTIONS. *Journal of Information Technology Management*, 1042-1319.
- Tavakol, M. (2011). Making sense of Cronbach's alpha. *International Journal of Medical Education*, 53-55.
- U.C.J.L.Perera. (2007). Software Effort Estimations in Sri Lanka.
- Vathsala, W. (2009). Predictors of job satisfaction among IT graduates in offshore outsourced IT firms. Colombo: Emerald Group Publishing Limited.
- Wickramasinghe, V. (2007). Predictors of job satisfaction among IT graduates in offshore outsourced IT firms. Emerald.
- wikiversity. (2016, April 28). *Exploratory factor analysis*. Retrieved January 5, 2017, from wikiversity: https://en.wikiversity.org/wiki/Exploratory_factor_analysis
- William, M. (2006). *Descriptive Statistics*. Retrieved January 31, 2017, from Research methods knowledge base.
- Wilson, P. B. (2009). Ten Common Mistakes Companies. Chicago: Mosaic, Inc.