- Adisa, A., Gbadamosi, G., & Osabutey, L.C. (2016). Work-family balance: A case analysis of coping strategies adopted by Nigerian and British working mothers. *Gender in Management: An International Journal*, *31*(7), 414-433. doi: 10.1108/GM-01-2016-0010
- Adogbo, K. J., Ibrahim, A. D., & Ibrahim, Y. M. (2015). Development of a framework for attracting and retaining women in construction practice, 20(1), 99–115.
- Akuratiyagamage, V.M., & Opatha, H.H.D.N.P. (2004). Grievances of middle managers: an empirical investigation into perceptions of commercial bank branch managers in Sri Lanka. *Journal of Management Research*, 2(2), 92-112.
- Amaratunga, R. D. G., Haigh, R., & Thurairajah, N. (2007). Leadership in construction partnering projects: Research methodological perspective (pp.35-47). Retrieved from http://usir.salford.ac.uk/9883/1/leadership_in_construction.pdf
- Aycan, Z. (2008). Handbook of Work-Family Integration, Research in Theory and Best Practices. London: Academic Press.
- Arambewela R.A. & Zuhair, S. (2003). Economic impact of internationalization of educational services. *Conference proceedings, Internationalization of Education Risk and Returns*. Retrieved from http://vuir.vu.edu.au/342/1/04chapter3.pdf
- Atkinson, C., & Hall, L. (2011). Flexible working and happiness in the NHS. *Employee Relations*, 33(2), 88-105. Retrieved from https://doi.org/10.1108/01425451111096659
- Beauregard, T.A., & Henry, L.C. (2009). Making the Link between Work-Life Balance Practices and Organizational Performance. *Human Resource Management Review*, 19(1), 9–22.
- Bechhofer, F., & Paterson, L. (2000). *Principles of Research Design in the Social Sciences* (1st ed.). London: Routledge-

- Bossler, M., & Grunau, P. (2019). Chasing the carrot actual working hours of fixed-term employees. *Applied Economics Letters*, 26(14), 1148-1152. doi:10.1080/13504851.2018.1540836
- Brummelhuis, L., & Lippe, T. (2010). Effective work-life balance support for various household structures. *Human Resource Management*, 49(2), 173–193. doi:10.1002/hrm.y49:2
- Bulger, C. A., Matthews, R. A., & Hoffman, M.E. (2007). Work and Personal Life Boundary Management: Boundary Strength, Work/Personal Life Balance, and the Segmentation -Integration Continuum. *Journal of Occupational Health Psychology*, 12(4), 365–375.
- Casey, P. R., & Grzywacz, J. G. (2008). Employee Health and Well-Being: The Role of Flexibility and Work–Family Balance. *The Psychologist-Manager Journal*, 11, 31–47. doi:10.1080/10887150801963885
- Caruth, G.D. (2013). Demystifying mixed methods research design: A review of the literature. *Mevlana International Journal*, *3*(2), 112-122. Retrieved from http://files.eric.ed.gov/fulltext/ED544121.pdf
- Coffman, J., & Hagey, R. (2010). Flexible work Models: How to bring sustainability to a 24/7 world. Retrieved from http://fredreichheld.com/bainweb/PDFs/cms/Public/BAIN_BRIEF_Flexible_work_models.pdf
- Cohen, D., & Crabtree, B. (2006). Qualitative Research Guidelines Project.
- Cohen, J.R. & Single, L.E. (2001). An examination of the perceived impact of flexible work arrangements on professional opportunities in public accounting. *Journal of Business Ethics*, 32(4), 317-328.
- Cooper, R., & Baird, M. (2015). Bringing the "right to request" flexible working arrangements to life: From policies to practices. *Employee Relations*, *37*(5), 568–581. doi:10.1108/ER-07-2014-0085

- Creswell, J.W. (2013). Research Design (4th ed.). SAGE Publications.
- Creswell, J. W. (2014). Research design: qualitative, quantitative and mixed methods approaches. Los Angeles, United States of America: SAGE Publications. Retrieved from <a href="https://books.google.lk/books?hl=en&lr=&id=EbogAQAAQBAJ&oi=fnd&pg=PP1&dq=Creswell,+J.+W.+(2003).Research+design:+Qualitative,+quantitative+and+mixed+methods+approaches+(2nd+ed.).+West+Sussex,+California:+Sage+Publications,+Inc.+Retrieved+from+http://isit
- Cumming, D. (2007). Government policy towards entrepreneurial finance: Innovation investment funds. *Journal of Business Venturing*, 22(2), 193-235.
- Department for Business, Innovation and Skills (2012). *Modern workplaces consultation:*government response on flexible working. Impact assessment. Retrieved from
 https://data.gov.uk/dataset/ f5a90d3c-ac58-4065-891f- e9601f01313e/modernworkplaces-consultation- government-response-on- flexible-working-impactassessment
- Department of Sociology, Stockholm University (2014). *Community, Work & Family:*Does gender matter? Policies, norms and the gender gap in work-to-home and home-to-work conflict across Europe, 17(4), 371-391. Retrieved from http://dx.doi.org/10.1080/13668803.2014.899486
- Dex, S., & Bond, S. (2005). Measuring work-life balance and its covariates. *Work, Employment and Society, 19*(3), 627–637. doi:10.1177/0950017005055676
- Dunne, H. & Teg, C. (2007). Putting balance into business Work/life balance as a business strategy for avoiding brain drain, 6(6).
- Eaton, S. C. (2001), Flexibility Policies, Organizational Commitment, and Perceived Productivity. *Industrial Relations:* Harvard University.
- Eaton, S. C. (2003). If You Can Use Them: Flexibility Policies, Organizational Commitment, and Perceived Performance. *Industrial Relations* 42(2), 145–67.

- Edkins, A.J., & Smyth, H.J. (2006). Contractual management in PPP projects: Evaluation of legal versus relational contracting for service delivery. *Journal of Professional Issues in Engineering Education and Practice*, 132(1), 82-93.
- Ergol, J. H. (2001). Flexible working hours and well-being in Finland, 30, 35-40.
- Fellows, R., & Liu, A., (2003). *Research method for construction*. London: Blackwell Science Ltd.
- Frame, P., & Hartog, M. (2003). From rheotoric to reality. Into the swamp of ethical practice: implementing work-life balance. *Business Ethics: European Review*. 12(4), 358-368.
- Francis, M. T. H. L. V. (2009). Work-life balance: an exploratory study of supports and barriers in a construction project. *International Journal of Managing Projects in Business*, 2(1), 94 111. Retrieved from http://dx.doi.org/10.1108/17538370910930536
- Fulford, R. G. (2018). The implications of the construction industry to national wealth, Engineering, Construction and Architectural Management. Retrieved from https://doi.org/10.1108/ECAM-03-2018-0091
- Galea, C., Houkes, I., & Rijk, A. (2014). An insider's point of view: how a system of flexible working hours helps employees to strike a proper balance between work and personal life. *The International Journal of Human Resource Management*, 25(8), 1090-1111. doi: 10.1080/09585192.2013.816862
- Gallie, D., & Russell, H. (2009). Work-family conflict and working conditions in Western Europe. *Social Indicators Research*, 93, 445 –467. doi:10.1007/s11205-008-9435-0
- Golden, L., & Wiens-Tuers, B. (2006). To your happiness? Extra hours of labor supply and worker well-being. *Journal of Socio-Economics*, *35*(2), 382–397. doi:10.1016/j.socec.2005.11.039

- Ghiselli, R., La Lopa, J., & Bai, B. (2001). Job satisfaction, life satisfaction and turnover intent: among food-service managers. *Cornell Hotel Rest Admin Quar*, 42(2), 28–37.
- Grant, C.A., Wallace, L. M., & Spurgeon, P. C. (2013). An exploration of the psychological factors affecting remote e-worker's job effectiveness, well-being and work-life balance. *Employee Relations*, *35*(5), 527-546. doi: 10.1108/ER-08-2012-0059
- Green, F. (2004). Why has work effort become more intense? *Industrial Relations*, 43, 709-41.
- Gregory, A., & Milner, S. (2009). Editorial: Work-life balance: A matter of choice? Gender, Work and Organization, *16*(1), 1–13. doi:10.1111/j.1468-0432.2008.00429.x
- Grover, V. (2015). Research Approach: An Overview. *International Multidisciplinary Research Journal*. 4(8).
- Gunnell, M. (2016). Research Methodologies: A Comparison of Quantitative, Qualitative and Mixed Methods. Retrieved from https://www.linkedin.com/pulse/research-methodologies-comparison-quantitative-mixed-methods-gunnell/.
- Hancock, B., Ockleford, E. & Windridge, K. (2009). *An introduction to qualitative research*. The NIHR RDS for the East Midlands: Yorkshire & the Humber.
- Hari, S., Egbu, C., & Kumar, B. (2005). A knowledge capture awareness tool: An empirical study on small and medium enterprises in the construction industry. *Engineering, Construction and Architectural Management*, 12(6), 533-567.
- Harrison, J. R., Lin, Z., Carrol, G. R., & Carley, K. M. (2007). Simulation Modelling in Organizational and Management Research. Academy of Management Review, 32(4), 1229–1245. Retrieved from https://pdfs.semanticscholar.org/dc5b/062010e21b6c041ac97688ffa293f14cf7bf.p df

- Higgins, C., Duxbury, L., & Johnson, K. (2000). Part-time work for women: Does it really help balance work and family? *Human Resource Management*, 39, 17-32.
- (2001).Hill, E. J., Hawkins, J., Ferris, M., & Weitzman, M. A. 50(1), Family Relations, 49-58. Retrieved from http://www.jstor.org/stable/585774.
- Ho, S.P. (2006). Model for financial renegotiation in public-private partnership projects and its policy implications: game theoretic view. *Journal of Construction Engineering and Management*, 132(7), 678-688.
- Hughes, E.L., & Parkes, K. R. (2007). Work hours and well-being: The roles of work-time control and work–family interference, Work & Stress: *An International Journal of Work, Health & Organisations*, 21(3), 264-278. doi: 10.1080/02678370701667242
- Human Resource Management International Digest. (2018). *Investigating preferred vs. actual working hours: Are workers with disabilities more restricted?*, 26(6), 18-21. Retrieved from: https://doi.org/10.1108/HRMID-06-2018-0112
- Johnson, J. (2004). Flexible working: changing the manager's role. *Management Decision*, 42(6), 721-737. doi: 10.1108/00251740410542302
- Jones, B.L., Scoville, D.P., Hill, E.J., Childs, G., Leishman, J.M., & Nally, K.S. (2008). Perceived Versus Used Workplace Flexibility in Singapore: Predicting Work–Family Fit. *Journal of Family Psychology*, 22(5), 774–783.
- Kelliher, C., & Anderson, D. (2010). Doing more with less? Flexible working practices and the intensification of work. *International Journal of Human Relations*, 63(1), 83-106.
- Kossek, & Michel, S. (2010). Flexible Work Schedules. *In APA Handbook of Industrial and Organizational Psychology*, 535–72. Washington, DC: American Psychological Association.

- Kumar, H., & Chakraborty, S. K. (2013). Work life balance: A key to organizational efficacy. *A Peer Reviewed Research Journal*. *15*(1), 62-70.
- Kumar, R. (2011). Research Methodology: A Step-by-Step Guide for Beginners. New Delhi: SAGE Publications India Pvt Ltd.
- Lakshmi, K.S., Ramachandran, T., & Boohene, D. (2012). Analysis of Work Life Balance of Female Nurses in Hospitals Comparative Study between Government and Private Hospital in Chennai, TN., India. *International Journal of Trade, Economics and Finance*, 3(3).
- Lambert, Alysa D., Den Dulk, L., & Groeneveld, S. (2013). Work–life balance support in the public sector in Europe. *Review of Public Personnel Administration*, 33(4), 384–405. doi:10.1177/0734371X12449024
- Li, B., Akintoye, A., Edwards, P.J., & Hardcastle, C. (2005). Perceptions of positive and negative factors influencing the attractiveness of PPP/PFI procurement for construction projects in the UK: Findings from a questionnaire survey. *Engineering Construction and Architectural Management*, 12(2), 125-148.
- Lingard, H., Brown, K., Bradley, L., Bailey, C., & Townsend, K. (2007). Improving Employees' Work-Life Balance in the Construction Industry: Project Alliance Case Study. *Journal of Construction Engineering and Management*.
- Lingard, H., & Francis, V. (2004). The work-life experiences of office and site-based employees in the Australian construction industry. *Constr. Manage. Economy*, 22, 991–1002.
- Lingard, H., Francis, V., & Turner, M. (2010a). Work-family conflict in construction: case for a finer-grained analysis. *Journal of Construction Engineering and Management*, 136(11), 1196-1206.
- Lingard, H., Francis, V., & Turner, M. (2010b). The rhythms of project life: a longitudinal analysis of work hours and work-life experiences in construction. *Construction Management and Economics*, 28(10), 1085-1098.

- Lingard, H., Francis, V., & Turner, M. (2012). Work-life strategies in the Australian construction industry: Implementation issues in a dynamic project-based work environment. *International Journal of Project Management*. 30(3): 282-295.
- Luis, H. T. (2012). Research Design. Journal of Investigation Surgery, 25(5), 279-280. doi: full/10.3109/08941939.2012.723954
- MacDonald, S., & Headlam, N. (2011). Research Methods Handbook (1st ed.). Manchester: Express Networks.
- MacKenzie, S. (2008). A close look at work and life balance/wellbeing in the Victorian commercial building and construction sector. East Melbourne: Building Industry Consultative Council.
- Mariani, M. T. A. (2016). Managing the work-family interface: experience of construction project managers. *International Journal of Managing Projects in Business*, 9(2), 243-258. Retrieved from http://dx.doi.org/10.1108/IJMPB-07-2015-0057
- Mauch, J. E., & Park, N. (2003). Guide to the successful thesis and dissertation: A handbook for students and faculty (5th ed.). Boca Raton: Taylor and Francis group.
- Maxwell, G., Rankine, L., Bell, S., & MacVicar, A. (2007). The incidence and impact of flexible working arrangements in smaller businesses. *Employee Relations*, 29(2), 138–161. doi:10.1108/01425450710719987
- McNamara, T. K., Brown, M., & Pitt-Catsouphes, M. (2012). Motivators for and barriers against workplace flexibility: Comparing non-profit, for-profit, and public sector organizations. *Community, Work and Family*, 15(4), 487–500. doi:10.1080/13668803.2012.732789
- Mete, M., Ünal, Ö. F., & Bilen, A. (2014). Impact of Work-Family Conflict and Burnout on Performance of Accounting Professionals. *Procedia - Social and Behavioral Sciences*, 131, 264–270. doi:10.1016/j.sbspro.2014.04.115

- Mir, S., Lu, S.H., Cantor, D., & Hofer, C. (2018). Content analysis in SCM research: past uses and future research opportunities. *International Journal of Logistics Management*, 29(1), 152-190. doi.org/10.1108/IJLM-09-2016-0200
- Mitchell, M. L., & Jolley, J. M. (2012). *Research design explained* (8th ed.). Cengage Learning. Retrieved from https://books.google.lk/books?hl=en&lr=&id=dQQKAAAAQBAJ&oi=fnd&pg=P R5&dq=research+design&ots=onLr7tNo83&sig=E9ZGvrNNVhjAb0wDdB5ONI WRdCg&redir_esc=y#v=onepage&q=research%20design&f=false
- D., Nickson. Warhurst. C., Lockyer, C., & Dutton, E. (2004).Flexible friends? retail Lone parents and employment. *Employ Relation*, 26(3), 255–273.
- Olanrewaju, A. (2016). Measuring the service gaps in the role of quantity surveyoys in the emerging market. *Benchmarking: An International Journal*, 23(5), 1111-1131. doi:10.1108/BIJ-07-2014-0066
- Olanrewaju, A. L., & Abdul-Aziz, A. (2014). *Building maintenance processes and practices: The case of a fast developing country*. Springer.
- Pagan, R. (2018), Are workers with disabilities more likely to be constrained in their working hours. *Employee Relations*, 40(3), 529-548.
- Panojan, P., Perera, B. A. K. S., & Dilakshan, R. (2019). Work-life balance of professional quantity surveyors engaged in the construction industry, *International Journal of Construction Management*. doi: 10.1080/15623599.2019.1644759
- Parry, E., Kelliher, C., Mills, T., & Tyson, S. (2005). Comparing HRM in the voluntary and public sectors. *Personnel Review*, *34*(5), 588–602. doi:10.1108/00483480510612530
- Patton, M. Q. (2005). Qualitative Research. (B. S. Everitt, & D. C. Howell, Eds.) Encyclopedia of Statistics in Behavioral Science, 3, 1633–1636. doi:10.1002/0470013192.bsa514.

- Pedersen, D. E., Minnotte, K. L., Kiger, J., & Mannon, S. E. (2008). Workplace Policy and Environment, Family Role Quality, and Positive Family-to-Work Spill over. *Journal of Family Economics Issues*, 30, 80–89.
- Pitt-Catsouphes, M., James, J. B., McNamara, T., & Cahill, K. (2015). Relationships between Managers Who are Innovators/Early Adopters of Flexible Work Options and Team Performance. *Journal of Change Management*, 15(3), 167-187. doi:10.1080/14697017.2015.1035665
- Podnar, K., & Golob, U. (2010). Friendly flexible working practices within the internal marketing framework: a service perspective. *The Service Industries Journal*, 30(11), 1773-1786. doi:10.1080/02642060802626824
- Powell, A., & Cortis, N. (2017). Working Time in Public, Private, and Non-profit Organizations: What Influences Prospects for Employee Control?, *Human Service Organizations: Management, Leadership & Governance, 41*(2), 162-177. doi: 10.1080/23303131.2016.1236764
- Punch, K.F. (2005). *Introduction to social research: Quantitative and qualitative approaches* (2nd ed.). London: Sage Publications Ltd.
- Rao, M. S. (2016). Innovative tools and techniques to manage your stress to ensure work-life balance. *Industrial and Commercial Training*, 48(6), 320-324. doi: 10.1108/ICT-05-2015-0035
- Raediker, B., Janßen, D., Schomann, C. & Nachreiner, F. (2006). Extended working hours and health. *Chronobiology International*, 23(6), 1305–1316. doi: 10.1080/07420520601096245
- Ruddock, R., & Lopes, J. (2006). The construction sector and economic development: the 'Bon curve'. *Construction Management and Economics*, 24(7), 717-723. doi:10.1080/01446190500435218
- Rubery, J. (2013). Public sector adjustment and the threat to gender equality. In D. Vaughn-Whitehead (Ed.), *Public sector shock: The impact of policy retrenchment in Europe* (pp. 43–84). Cheltenham, UK: Edward Elgar in association with the International Labour Organization.

- Russell, H., Connell, F.J., & McGinnity, F. (2009). The Impact of Flexible Working Arrangements on Work-life Conflict and Work Pressure in Ireland, 16(1), 73–97.
- Schabracq, M.J., Winnubst, J.M.Q., & Cooper, A.C.L. (2007). *The Handbook of Work and Health Psychology* (2nd ed.). West Sussex: Wiley.
- Semlali, S., & Hassi, A. (2016). Work–life balance: how can we help women IT Professionals in Morocco. *Journal of Global Responsibility*, 7(2), 210-225. doi:10.1108/JGR-07-2016-0017
- Senaratne, S., & Ruwanpura, M. (2016). Communication in construction: a management perspective through case studies in Sri Lanka. *Architectural Engineering and Design Management*, 12(1), 3-18, doi: 10.1080/17452007.2015.1056721
- Shen, L.Y., Platten, A., & Deng, X.P. (2006). Role of public private partnerships to manage risks in public sector projects in Hong Kong. *International journal of Project Management*, 24(7), 587-594.
- Sibanda, N. (2009). Quantitative research. Retrieved from $\frac{\text{http://www.victoria.ac.nz/postgradlife/downloads/quantitative\%20seminar18Aug0}}{9.pdf}$
- Sonawane, M. K. (2019). A Study on Stress Management for Employees in Banking Sector. Department of Humanities (Economics), IOS, College of Computer Sciences.
- Stavrou, E.T. (2005). Flexible work bundles and organizational competitiveness: A crossnational study of the European work context. *Journal of Organizational Behavior*, 26(8), 923-947.
- Sui Pheng, L., & Chua, B. K. (2018). Work–life balance and work–life interface. *Work–life Balance in Construction*, 7-17. doi:10.1007/978-981-13-1918-1_2

- Thomas Ng, S., Ryan, Y.C., & Wong, M.W. (2011). An econometric model for forecasting private construction investment in Hong Kong. *Construction Management and Economics*, 29(5), 519-534, doi: 10.1080/01446193.2011.570356
- Thurairajah, N., Haigh, R. P., & Amaratunga, R. D. (2006). Leadership in Construction Partnering Projects: Research Methodological Perspective.
- Torrington, D., Hall, L., Taylor, S., & Atkinson, C. (2010). Human Resource Management, (8th ed.). Pearson Education, Harlow.
- Vandeweyer, J., & Glorieux, I. (2008). Men Taking Up Career Leave: An Opportunity for a Better Work and Family Life Balance?. *Journal of Social Policy*, 37(2), 271–294.
- Wang, P., & Walumbwa, F.O. (2007). Family-Friendly Programs, Organizational Commitment, and Work Withdrawal: The Moderating Role of Transformational Leadership. *Personnel Psychology*, 60, 397–427.
- Wajcman, J., Rose, E., Brown, J. E., & Bittman, M. (2010). Enacting virtual connections between work and home. *Journal of Sociology*, 46(3), 257-275.
- Wheatley, D. (2012). Work-life balance, travel-to-work, and the dual career household. *Personnel Review*, 41 (6), 813-831. doi: 10.1108/00483481211263764
- Wilkerson, B. (2010). Principles of mental health: Charting a new course for the RCMP. 72(1), 14-16.
- Wheatley, D. (2012). Work-life balance, travel-to-work, and the dual career household. *Personnel Review*, 41(6), 813-831. doi: 10.1108/00483481211263764
- Wickramasinghe, V. & Jayabandu, S. (2007). Towards workplace flexibility: flexitime arrangements in Sri Lanka. *Employee Relations*, 29(6), 554-575. doi: 10.1108/01425450710826087

- Wickramasinghe, V. (2012). Supervisor support as a moderator between work schedule flexibility and job stress: Some empirical evidence from Sri Lanka. *International Journal of Workplace Health Management*, 5(1), 44-55.
- Williams, C. (2007). Research Methods. Journal of Business & Economic Research, *5*(3), 65-72. Retrieved from http://journals.cluteonline.com/index.php/JBER/article/viewFile/2532/2578
- Wyss, H.M.U. (2007). A typical working hours and their impacts on leisure an unofficial Swiss time use study. *Tourism Review*, 62(1), 14 24. doi: http://dx.doi.org/10.1108/16605370780000158
- Yang, L., Steiner, R. L., & Srinivasan, S. (2016). The Impact of Flexible Work Hours on Trip Departure Time Choices in Metropolitan Miami. 2215-2229.
- Yin, R.K. (2009). Case Study Research: Design and Methods (4th ed.). New York: SAGE Publications
- Zhang, X., Mao, X., & Simaan, A. R. (2009). Developing a knowledge management system for improved value engineering practices in the construction industry. *Automation in Construction*, 18(6), 777-789. doi:10.1016/j.autcon.2009.03.004
- Zheng, C., Molineux, J., Mirshekary, S., & Scarparo, S. (2015). Developing individual and organisational work-life balance strategies to improve employee health and wellbeing. *Employee Relations*, *37*(3), 354-379. doi: 10.1108/ER-10-2013-0142