

BIBLIOGRAPHY

1. AACSB (2002). Management education at risk. Report of the Management Education Taskforce .August .AACSB.
2. AACSB (2003). Sustaining scholarship in business schools. Report of the Doctoral Faculty commission. September. AACSB
3. Abraham, A. (1994). Job Satisfaction and teaching effectiveness: A study on college teachers. *The Mobile Professor*. Washington, D.C.: American Council on Education.
4. Accenture, (2001).The High Performance Workforce: Separating the Digital Economy's Winner from Losers. The Battle for Retention Accenture's Study, 1-5.
5. Ahuja, D.C. (1976) „Mental health hazards among school teachers“, *The Education Review*, 8, 155-157.
6. Anand, S.P.(1982). School Teachers and Job Satisfaction. *Indian Psychological Abstract*, 15, 1978.
7. Arjit Bose(2011). Exit Interview – A Tool to Reduce Employee Turnover. *HRM Review IUP Publicaitons*, pg39-42. April
8. Ashraf, M.A;M.H.R.Joarder; R. Al-Masum, and Y.Ibrahim(2007). Quality Management and Cost of Education at private Universities: Case for Bangladesh. Paper Presented in 5th ASEAN Symposium held in kuala Lumpur, Malaysia.
9. Baldwin, R.G. (1990).Faculty vitality beyond the research university: Extending a contextual concept. *Journal of Higher Education*, 52(6), 598-614.
10. Baldwin, R.G., & Blackburn, R.T. (1981).The academic career as a developmental process: Implications for higher education. *Journal of Higher Education*, 52(6), 598-614.

11. Barnes, L.L., Agago, M.O., & Coombs, W.T. (1998). Effects of job-related stress on faculty intentions to leave academia. *Research in Higher Education*, 39(4), 457-468.
12. Barnhart, B.T., & Bechhofer, S. (1995). New Faculty Departure at Five Institutions. Presented at the Annual Meeting of the American Educational Research Association. San Francisco, CA. April 18-22, 1995.
13. Bell, L. (2001). Uncertain Times: The Annual Report on the Economic Status of the Profession 2000-2001. Washington, DC: Association of University Professors.
14. Berlin, L. E., & Sechrist, K. R. (2002). The shortage of doctorally prepared nursing faculty: A dire situation. *Nursing Outlook*, 50(2), 50- 56.
15. Best, F. (1973). Introduction in F. Best (Ed.). The Future of Work. Prentice-Hall: Englewood Cliffs.
16. Billingsley, B. S. (1993). Teacher retention and attrition in special and general education: A critical review of the literature, *Journal of Special Education*, 27(2), 137-174.
17. Billingsley, B. S., & Cross, L. H. (1992). Predictors of commitment, job satisfaction, and intent to stay in teaching. A comparison of Authors. *Journal of Special Education*, 25(4), 453.
18. Boe, E. E., & Bobbitt, S. A. (1997). Where didst thou go? retention, reassignment, Migration, and attrition of special and general. *Journal of Special Education*, 30(4), 371.
19. Boe, E.E. and Gilford, D.M. (1992) 'Teacher supply, demand, and quality', National Research Council, Washington, DC: National Academy Press.
20. Bowen, H.R.& Schuster, J.H. (1986). American Professors:A National Resource Imperiled. New York,NY: Oxford University Press.
21. Boyer, E. L. (1990).Scholarship reconsidered: priorities of the professoriate.Princeton, NJ, The Carnegie Foundation for the Advancement of Teaching.

22. Boyer, E. L. (1994). *The academic profession: An international perspective*. Princeton, NJ: Carnegie Foundation for the Advancement of Teaching. (ERIC Document Reproduction Service No. ED371686)
23. Brown's. (1967). *The Mobile Professor*. Washington, D.C.: American Council on Education.
24. Burke, D.L. (1988). *The New Academic Marketplace*. New York, NY: Greenwood Press.
25. Caplow, T., and R.J.McGee. 1958. *The academic market place*. New York: Basic Books.
26. Chalofsky, N. (2003) An emerging construct for meaningful work, *Human Resource Development International*, 6(1), pp. 69 – 83.
27. Chen, S. H., Yang, C. C., Shiau, J.Y. & Wang H. H. (2006). "The Development of an Employee Satisfaction Model for Higher Education". *The TQM Magazine*, 18(5): 484-500.
28. Chickering, A. W. & Stewart, D. (1995). Considering the public interest. *Liberal-Education*, 81 (2): 17-19.
29. Clarke. (2001) "What businesses are doing to attract and retain employees-becoming an employer of choice. In *Employee Benefits Journal*, March, pp. 34-37.
30. Clark, S. M. and Lewis, D. R. (1985). Faculty vitality and institutional productivity: critical perspectives for higher education. New York: Teachers College Press.
31. Cohen, A. M. (1974). Community College Faculty Job Satisfaction, *Research in Higher Education*, 2 (1), p.369-376.
32. Couger J D (1989), New Challenges in Motivating MIS Personnel", *Journal of Information Systems Management*, p.64.
33. Collins, M. (2003) Working lives and adult education: framework for a critical pedagogy of work, in: J. Schiebelbein, T. Fenwick and L. Servage (Eds)

Proceedings of the Changing Face of Work and Learning Conference (Edmonton: University of Alberta).

34. Connolly, R. A. (2000). Why do good teachers leave the profession? What can be done to retain them? *Momentum*, 31, 55-57.
35. Cornesky, R.(1991).*Implementing Total Quality Management in Higher Education*. Magnar Publications and Madison, WI.
36. Davies, (2001).”How to boost staff Retention”. In *people Management* , v7,i8, April 19, pp. 54-56
37. Davis, R. H. (2001). *Faculty recruitment and retention task force report*. Boulder: University of Colorado.
38. Dee, J.R. (2002). *Turnover intent in an urban community college: Strategies for faculty retention*. Paper presented at the annual meeting of the Association for the Study of Higher Education, Sacramento, CA.
39. DeVaney SA, Chen ZS (2003). Job Satisfaction of recent graduates in Financial services, US Department of Labour. Bureau of Labour Statistics, Compensation and Working Conditions Online.
40. Dibble, S. (1999). *Keeping Your Valuable Employees: Retention Strategies for Your Organization’s Most Important Resource*. New York: John Wiley & Sons.
41. Dr B K Tripathi (2010). Faculty Retention – A Tool for Winning Competitive Edge, *Technia Journal of Management Studies*, vol 5, no 2.
42. Dr Babita Agarwal, Kshama Ganjiwale(2011). The role of Psychological Contract In Retention Management. *Indian Journal of Training and Development(IJTD)*, Vol XXXX1, No 2,60-69.
43. Duderstadt, J. (2001).Fire, ready, aim! University decision making during an era of rapid change. *Paris, Economica*, 26-51.
44. Dwivedi, N. (1977) „A study of the effect of financial incentives on job satisfaction of blue collar workers“, *Indian Education Review*, 12:1, 49-76.

45. Ehrenberg, R., Kasper, H., & Rees, D. (1990). *Faculty turnover at American colleges and universities: Analyses of AAUP data*. Washington, DC: Working paper from the National Bureau of Economic Research.
46. Eklund, N. (2009). Sustainable workplaces, retainable teachers. *Bloomington*, 91, 25.
47. Eskildesen, J.K. (2000). "The Managerial drivers of employee satisfaction and loyalty". In *Total Quality Management*, July, pp.581-90.
48. Eskildesn,J.K. and ,M.L. Nussler (2000).The Managerial Drivers of Employee Satisfaction and Loyalty. *Total Quality Management*, 581-590.
49. Ettore,B(1997).Making Change (Managing the changes made by new CEOs).*Management Review* 8, 289-309.
50. Evans, L. (Eds.). (1999). tripartite teachers and stratified schools: An essay review of teacher morale, job satisfaction and motivation. *Teaching and Teacher Education*, 15, 325-331.
51. Fairweather, J. S. (1996). Faculty work and public trust: Restoring the value of teaching and public service in American academic life. Boston: Allyn and Bacon.
52. Farber, B. & Ascher, C. (1991). Urban school restructuring and teacher burnout. *Eric/CueDigest*,Number75.
53. Feldman, K.A. & Paulsen, M.B. (1999).Faculty Motivation: The role of a supportive teaching culture. In M.Theall (Ed.).*Motivation from within: Approaches for encouraging faculty and students to excel*. New directions for Teaching and Learning, 78.71-78.
54. Furnham A (1992). *Personality at work*, New York. Routledge.
55. Fuhrmann, T. D. (2006). Motivating Employees. *Advances in Diary Technology*, 18, 93-101.
56. Gill, J.I. et al. (1992). *Bringing Into Focus the Factors Affecting Faculty Supply and Demand*. Boulder, CO: Western Interstate Commission for Higher Education.

57. Gomez-Mejia.L.R., Balkin, D.B. and Cardy, R.L. (1995).Managing Human Resources. Englewood cliffs, NJ: Prentice-Hall, Inc.
58. Griffeth R W and Hom P W (2001), Retaining Valued Employees,Sage Publications, Thousand Oaks, CA.
59. Grunwald, H., & Peterson, M. W. (2003). Factors that promote faculty involvement in andsatisfaction with institutional and classroom student assessment. *Research in Higher Education*, 44(2), 173-204.
60. Grace, D. H., & Khalsa, S. A. (2003). Re-recruiting faculty and staff: The antidote to today*s high attrition. *Independent School*, 62(3), 20-27.
61. Gubitosi, A. (1996). *A Preliminary report on the impact of social interaction and reward system norms on underrepresented faculty*. Poster session presented at the annual meeting of the Association for the annual meeting of the Association for the study of Higher Education Memphis, TN.
62. Hagedorn, L.S. (1994). Retirement proximity*s role in the prediction of satisfaction in academe RESEARCH IN Higher Education, 35(6), 711-728.
63. Heery Edmund & Noon M (2001), A dictionary of Human Resource Management, Oxford University Press, pg 309.
64. Heller, D. A. (2004). Teachers wanted: Attracting and retaining good teachers. Alexandria, VA: Association for Supervision and Curriculum Development.
65. Hensel, N. 1991. Realizing Gender Equality in Higher Education: The Need to Integrate Work/Family Issues. ASHE-ERIC Higher Education Report No 2 Washington, D.C.: The George Washington Univ., School of Education and Human Development. ED 338 128. 122 pp. MF-01; PC-05. Johnson M., 2000, Winning the people wars, talent and the battle for human capital. London, UK: Copyright.
66. Herzberg, Fredrick (1959), *The Motivation to work*, New York: John Wiley & sons.

67. Herzberg, Fredrick (1966), *Work and the nature of man*. Cleveland, OH: the world publishing Co.
68. Herzberg, F., Mausner, B., Peterson, R.O. and Campbell, D.E. (1957) *Job Attitudes: Review of Research and Opinion*, Psychological Services of Pittisberg, Pittisberg.
69. Hom, P.W; and Kinicki, A.J. (2001).Towards a greater understanding of how dissatisfaction drives and employee turnover. *Academy of Mangement Journal*, 44(5).975-987.
70. Hom, P.W., Griffeth, R.W. (1992) „A Meta-analytical structural equation analysis of a model of employee turnover“, *Journal of Applied Psychology*, 77, 890-909.
71. Horwitz, F. M. (1991). *Managing Resourceful People: Human Resource Policy and Practice*. Cape Town: Juta.
72. Ingersoll, R. M. (2001). The realities of out-of-field teaching. *Educational Leadership*.
73. IRS (2000). *Recruitment & Retention in Employment in UK Higher Education: Two Independent Reports*. London.
74. Jerris, A. L. (1999). *Human Resource Management for Hospitality*. New Jersy, USA,Upper Saddle River: Prentice-Hall, Inc.
75. Johnson M., 2000, *Winning the people wars, talent and the battle for human capital*. London, UK: Copyright Licensing Agency.
76. Johnstone, D. (1994). College at work: partnerships and the rebuilding of American competence, *Journal of Higher Education*, 65(2), pp. 168 – 82.
77. Peterson, S. and Provo, J. (1998) Profile of the adult education and human resource development professoriate: characteristics and professional fulfillment, *Adult Education Quarterly*, 48(4), pp. 199 –215.
78. Johnsrud, L. K. (2002). Measuring the quality of faculty and administrative worklife: Implications for college and university campuses. *Research in Higher Education*, 43(3), 379- 395.

79. Jonge, J., Dollord, F., Dormann, C. and Le, B.P., „The demand control model: specific demands, specific control and well defined groups“, *International Journal of Stress Management*, 7:4, 269-287.
80. Johnsrud, L. K., & Heck, R. H. (1998). Faculty worklife: Establishing benchmarks across groups. *Research in Higher Education*, 39(5), 539- 555.
81. Johnsrud, L. K., & Rosser, V. T. (2002). Faculty members' morale and their intention to leave: A multilevel explanation. *The Journal of Higher Education*, 73(4), 518- 542.
82. Johnsrud, L. K., & Rosser, V. J. (2002). Faculty members' morale and their intention to leave. *The Journal of Higher Education*, 73(4), 518-543.
83. Jyotsnarani, K. (2007), "Attainment of Excellence through Higher Education" .Orrisa Review, February- March 2007.
84. Kalivoda, P., Sorrell, G.R., & Simpson, R.D. (1994), Nurturing faculty vitality by matching institutional intervention with career-stage needs. *Innovative higher Education*, 18, 255-272.
85. Kaye, B. & Jordan-Evans, S (1999). Love „em or Lose „em: Getting Good People to Stay. San Francisco: Berrett-Koehler Publishers.
86. Kerlin, S. P., & Dunlap, D. M. (1993). For richer, for poorer: Faculty morale in periods of austerity and retrenchment. *The Journal of Higher Education*, 64(3), 348- 377.
87. Kirti Naik, Freelance Consultant & Trainer, IIM-A,Ex GMIPCL,(2011) „Philosophy of Motivation A Strategy to Retain Manpower“,published in the book (icfai press) Motivation as a Retention Strategy, ppg30-35.
88. Knerr, M. J. (2006) „An empirical analysis of the relationship between marital status & job satisfaction“, *Under Graduate Journal for the Human Science* (online) (cited 18th July, 2006) Available from: <http://medicina.kmu.lt/0410/0410-14e.pdf> and <http://www.ikon.org./index.html>.

89. Kreber, C. & Cranton, P. A. (2000). Exploring the scholarship of teaching. *The Journal of Higher Education*, 71(4), 476–495.
90. Kreitner, R., & Kinicki, A. (2006). *Organizational Behavior*. New York: McGraw Hill.
91. Kuh, G., Schuh, J., Whitt, E., & Associates (1991). *Involving colleges*. San Francisco: Jossey-Bass.
92. Lawler, E.E. (1971) *Pay and Organisational Effectiveness: A Psychological View*, Mc Graw Hill, New York.
93. Lease, S. H. (1999). Occupational role stressors, coping, support, and hardiness as predictors of strain in academic faculty: An emphasis on new and female faculty. *Research in Higher Education*, 40(3), 285-307.
94. Levine, D. (1995). *Re-Inventing the Workplace: How Business and Employers can both win*. Washington, DC: Brookings Institution.
95. Lewis, A.L.F. (1982) „Job satisfaction, decisional discrepancy, academic social climate and academic achievement in selected title1 elementary schools, *Dissertation Abstracts International*, 43:1, 35-A.
96. Lee, J. (2001) Instructional support for distance education and faculty motivation, commitment satisfaction. *British Journal of educational technology*, 32(2), 153-160.
97. Lillydahl, J. H. and Singell, L. D. (1993) „Job Satisfaction, Salaries and Unions: The Determination of University Faculty Compensation“, *Economics of Education Review*, 12 (3): pp. 233-243. [www.document] <http://www.sciencedirect.com/science/article/B6VB9-45BC3Y1-1W/2/9ae344ead6f01c3ca495c8774ab59d08> (accessed 13 June 2005).
98. Locke, E.A. (1969). What is Job Satisfaction? *Organizational Behavior and Human*, 4, 309-336.
99. Lorange, P. (2003). *A new vision for management education: leadership challenges*. Amsterdam, Pergamon Press.

100. Lynn, S. (2002). The winding pathy :understanding the career cycle of teachers. *The clearing house* , 75, 179-182.
101. Marchese, T.J. (1997). The new conversations about learning: Insights from neuroscience and anthropology, cognitive studies and work place studies .In *Assessing impact: Evidence and action* (pp 79-95). Washington, American Association for Higher Education.
102. Matier, M.W.1988.Factors influencing faculty migration .Paper Presented at the annual forum of the Association for Institutional Research, Phoenix, AZ.
103. Matier, M. W. (1990). Retaining faculty: A tale of two campuses. *Research in Higher Education* 31: 39–60.
104. Mendal, P. C. (1987). “An Investigation of Factors That Influence Teacher Morale and Satisfaction with Work Conditions.” Doctoral dissertation. Eugene, Oregon :Division of Educational Policy and Management, University of Oregon, 1987.106p.
106. Michael O. Samuel and Crispin Chipunza (2013) “Attrition and Retention of Senior Academics at Institutions of Higher Learning in South Africa: The Strategies, Complexities and Realities” *J Soc Sci*, 35(2): 97-109 (2013).
107. Miller J (1980). Individual and Occupational Determinants of Job Satisfaction, *Work and Occupations*. August 1980: 337-66.
108. Miller, M., Jackson, J. C., & Pope, M. L. (2001). *Faculty recruitment and retention: A case study of the chair’s role*. San Jose, CA: San Jose State University. (ERIC Document Reproduction Service No. 455874).
109. Mobley, W.H. (1977). Intermediate linkages in the relationship between job satisfaction and employee turnover. *Journal of Applied psychology*, 62:237-40.
110. Mowday, R., Porter, L., & Steers, R. (1982).Employee-Organization Linkages: The Psychology of Commitment, Absenteeism, and Turnover. New York, NY: Academic Press.

111. National Center for Education Statistics. "Job Satisfaction among America's Teachers:
112. Effects of Workplace Conditions, Background Characteristics, and Teacher Compensation." Washington, D.C.: Author, July 1997.
113. Neumann, Yoram. (1978). Predicting Faculty Job Satisfaction in University Departments, *Research in Higher Education*, 9, (1), p. 261-275.
114. Nicholson, Edward A. and Miljus, Robert C. (1972). Job Satisfaction and Turnover Among Liberal Arts College Professors, *Personnel Journal*, 51, (1), p.840-845.
115. Nienhuis, R. W. (1994). Satisfied faculty and involved chairpersons: Keys to faculty retention. Paper presentation at the annual meeting of the Association for the Study of Higher Education, Tucson, AZ. 1, 5-42
116. Nishant Saxena and Monika Kumari (2010). Organizational Culture and Its Impact on Employee Retention. *Pacific Business Review*, Issue 3, Vol 2, pg 102-110.
117. Olsen, D., Maple, S. A., & Stage, F. K. (1995). Women and minority faculty job satisfaction: Professional role interests, professional satisfactions, and institutional fit. *The Journal of Higher Education*, 66(3), 267- 293.
118. Oshabegmi, T. (2000) „How satisfied are academics with their task of teaching, research and administration and management?“, *International Journal of Sustainability in Higher Education*, 1:2, 124-135.
119. Parelius, A.P. (1982) „Review: Equity in Education“, *Contemporary Sociology: A Journal of Reviews*, 11:2, 166-167.
120. Paul Michelman (2011), Why Retention Should Become a Core Strategy Now, *Harvard Business Review*, Retaining Your Best People, pg21-33.
121. Peterson, S. and Wiesenberg, F. (2004) Professional fulfillment and satisfaction of US and Canadian adult education and human resource development faculty, *International Journal of Lifelong Education*, 23(2), pp. 159 – 78.

122. Perie, M. and Baker, D. P. (1997) „*Job Satisfaction Among America’s Teachers: Effects Of Workplace Conditions, Background Characteristics, And Teacher Compensation*’, Statistical Analysis Report July 1997 U.S. Department Of Education Office Of Educational Research And Improvement NCES 97–XXX (cited 11 July, 2006) Available from: <http://nces.ed.gov/pubs97/web/97471.asp>.
123. Pion, G. M., Smith, D. D., & Tyler, N. C. (2003). Career choices of recent doctorates in special education: Their implications for addressing faculty shortages. *Teacher Education and Special Education*. 26(3), 182- 193.
124. Pilanandanond, M, Jose, J. K. and Lakasna, S. (2004) „The relationship among working conditions, job satisfaction and teachers’ performance in private schools under kottayam cooperative agency, Kerala, India”, (cited 3 November, 2006) Available from: www.google.com/search?q=cache:1AiBtQmwTE0J:www.education.au.edu/Fr_Jose_%2520Joseph_%2520K.
125. Porter, M.V. (2001). The bottom line is Employee Compensation Association Management, 53(4), 44-50.
126. Priyanka Rawal (2011). Employee Retention An Art of Keeping the People Who keep you in Business. HRM Review IUP Publications, pg10-17. April.
127. P.S. Robbins: *Organisational behavior* India: prentice hall, 8th ed., pp. 185 (1999).
128. Rana Zeeshan Mubarak , Zaira Wahab and N. R. Khan (2012) “Faculty Retention in Higher Education Institutions of Pakistan” *Journal of Theories and Research in Education*, 7(2), 65-78 (2012)
129. Rensselaer Polytechnic Institute, 2012 *ScienceDaily*. 16 Feb., 2012. [Online] Available: <http://www.sciencedaily.com/releases/2012/02/120216144240.html>
130. Robbins SP (1991). *Organizational Behavior: Concepts, controversies, and applications*, 5th edition. Prentice Hall, London.
131. Robbins SP (1998). *Organizational Behavior Concepts, controversies, and applications*. Prentice Hall London.

132. Rosser, V. (2005) Measuring the change in faculty perceptions over time: an examination of their worklife and satisfaction, *Research in Higher Education*, 46(1), pp. 81 – 107.
133. Salopek, J. J. (2000). Career Centred: How do you keep great employees? *Training & Development*, April: 24-26.
134. Smart, J. C. (1990). A causal model of faculty turnover intentions. *Research in Higher Education*, 31, 405-424.
135. Schneider, M. (2002) „Do school facilities affect academic outcomes?’ Washington, D.C.: National Clearinghouse for Educational Facilities. (cited 8 March, 2006) available from: www.edfacilities.org/pubs/teachersurvey.
136. Scarpinato, D. (2001). Faculty retention continues to suffer amid university budget cuts. *Arizona Daily*. Retrieved December 3, 2003 . [Online] Available: http://wildcat.arizona.edu/papers/95/67/01_2.html.
137. Shalu Katyal, Shuchi Goel (2011), Employee Retention and Engagement in Microsoft Corporation, *NIET Journal Of Management*, Vol III Issue 1, pg 71-79.
138. Sharma, R.D. And Jyoti, J.(2006) „Job satisfaction among school teachers“, *IIMB Management Review*, 18: 4, 349-363.
139. Smith, E., Anderson, J. L., & Lovrich, N. P. (1995). The multiple sources of workplace stress among landgrant university faculty. *Research in Higher Education*, 36(3), 261 -282.
140. Smith, F.D. (1978) „A net work analysis of a bureau of Indian affairs school system to determine factors involved in job satisfaction“, *Dissertation Abstracts International*, 38:70, 4085-A.
141. Smith, D., & Milstein, M. M. (1984). Stress and teachers: Old wine in new bottles. *Urban Education*, 19(1), 39-51.
142. Sousa-Poza A, Sousa-Poza AA (2000). Well-being at Work A Cross- National Analysis of the Levels and Determinants of Job Satisfaction. *J. Socio-Economics*.

- 12: 517-538. Srivastava, D., Holani, U. and Bajpai, N. (2005) „Job satisfaction in public sector“, *IndianManagement*, 44:5, 62-65.
143. Spikes, W. (1995), Future directions in workplace learning, *New Directions for Adult and Continuing Education*, 88, pp. 87 – 89.
144. Starnaman, S. M., & Miller, K. I. (1992). A test of a causal model of communication and burnout in the teaching profession. *Communication Education*, 41
145. Stockard, J., & Lehman, M. B. (2004). Influences on the satisfaction and retention of 1st-year teachers: The importance of effective school management. *Education Administration Quarterly*, 40, 742-771.
146. Stovel M, Bontis N. (2002). Voluntary turnover: Knowledge management – friend or foe?. *J. Intell. Cap.* 3(3): 303-322.
147. Stumpf, S.,M.Najdawi and J.Doh (2002).Drivers of change in business schools. *Bized*, March/April, 6-7.
148. Szymanski, E. M. & Parker, R. M. (1996). Work and Disability. Austin, Texas: Pro-Ed,Inc.
149. Tach, L. & Murphy, K (1995). Competencies for distance education professionals. *Education Technology Research and Development*, 43 (1): 57-79.
150. Tack, M. W., & Patitu, C. L. (1992). *Faculty job satisfaction: Women and minorities in peril*. Washington, DC: The George Washington University Press.
151. Tamada, M, & Inman, C. (1997, May). *Survival analysis of faculty retention data: How long do they stay?* Paper presented at the Annual Forum of the Association for Institutional Research, Orlando, FL.
152. Tariq Rahim Soomro & Reyaz Ahmad (2013)” Faculty Retention in Higher Education ” *International Journal of Higher Education* Vol. 2, No. 2; 2013
153. Timothy Butler and James Waldroop, *Job Sculpting,The Art of Retaining Your Best People*, Reprint in Book series of Harvard Business Review on Finding and Keeping the Best People,pg 179-204.

154. Tippeconnic III, J.W., & Swisher, K.G. (2000), Higher Education: Our Way. *Native Americas: Hemispheric Journal of Indigenous Issues*, 17(4), 64.
155. Truman State University. (1999). *Retention of quality professors: Key to a successful liberal arts education?* Kirksville, MO: American Association of University Professors.
156. Tsui, K.T., & Cheng, Y.C. (1999). School organizational health and teacher commitment: a contingency study with multi-level analysis. *Educational Research and Evaluation*, 5(3), 249-68.
157. Van Der Doef, M., & Maes, S. (2002). Teacher-specific quality of work versus general quality of work assessment: A comparison of their validity regarding burnout, (psycho)somatic well-being and job satisfaction. *Anxiety, Stress and Coping*, 15, 327-344.
158. VanderPutten, J., & Wimsatt, L. (1999). *Cross-national faculty departure: Development of a new model*. Paper presented at the annual meeting of the Association for the Study of Higher Education, San Antonio, TX.
159. Verma M D & Sujata Nagaraj(2011). „Work Life Balance: A Tool for Managing and Retaining Talents”, *Indian Journal of Training and Development*, Volxxxx1(July to September) No 3, pg1-15.
160. Voke, H. (2002). Understanding the teacher shortage. *ASCD Info Brief*, 29, 1-17.
161. V V Ramani and Usha N Raghunandan, “Managing Attrition Level in Organisation”, published in edited book by Icfai University press, *Motivation as a Retention Strategy*, pg36-47
162. Ulrich, Dave, “A New Mandate for Human Resources “*Harvard Business Review*, Jan-Feb, 1998.
163. Wagner J A (1987) , “ The Organizational Tenure- Job Involvement Relationship. A Job-Career Experience Explanation “, *Journal of Occupational Behavior* Vol. 8, No. 1, pp. 63-70.

164. Weiler, W. C. (1985). Why do faculty members leave the university? *Research in Higher Education* 23(3): 270–277.
165. Wiesenberg, F. and Peterson, S. (2004) Workplace learning as a field of inquiry, *Journal of Workplace Learning*, 16(4), pp. 219 – 36.
166. Wilk, S.L., P. Cappelli.2003. Understanding the determinants of employer use of selection methods. *Personnel Psychology* 56 (1) 103-124.
167. www.zenithresearch.org.in
168. www.ebschohost.com
169. www.emeraldheights.com
170. www.ssrn.org.in
171. www.aheadguide.com
172. www.EsineArticles.com
173. www.howatthrconsulting.com
174. www.ijrcm.org.in
175. Whitfield (2008), *Fundamentals of Organizational Behavior*, south – western, Cengage learning, Pg 98-101.
176. Wood, Olin R. (1976). Measuring Job Satisfaction of the Community College Staff, *Community College Review*, 3,(1),p.56-64.
177. Xu, Y. J. (2008). Faculty turnover: Discipline specific attention is warranted. *Research in Higher Education*, 49(1), 40-61.
178. Yousef, D.A. (2002) „The interactive effects of role conflict and role ambiguity on job satisfaction and attitudes toward organizational change: a moderated multiple regression approach“,*International Journal of Stress Management*, 7:4, 289-303..
179. Zabreski, J. (2003). Individual learners and the learning organization: exploring the meaning of personal learning plan usage from the employee perspective, in: J.

Schiebelbein, T. Fenwick and L. Servage (Eds) Proceedings of the Changing Face of Work and Learning Conference (Edmonton: University of Alberta).

180. Zhou, Y., & Volkwein, J. F. (2004). Examining the influences on faculty departure intentions: A comparison of tenured versus nontenured faculty at research universities using NSOPF- 99. *Research in Higher Education*, 45(2), 139-176.