REFERENCES


5. Bassett-Jones and Lloyd (2005) describe employee culture and turnover that, employee satisfaction is a closely related predictor of turnover.


7. In paper C. Jayan, Calicut University, Calicut, et al. , (2006), shows that, Emotional intelligence is one of the most widely discussed topics in current industrial, work, and organizational psychology

8. A Canadian study by Lum et al (1998) assessed the impact of certain pay policies upon the turnover intentions of pediatric nurses.

10. Creating a Climate and Culture for Sustainable Organizational Change

11. (Davies et al, 2001) examined the effect of three human resource strategies (performance appraisal, salary and benefit strategies), and training and development initiatives in the Western Australian accommodation industry.


13. (Davidson, 2000; Wallace, Hunt and Richards, 1999, and Sanchez, 2004). This section will provide a review of the literature on organizational climate and organizational culture.


17. In a study of retail salespeople (Firth et al, 2003) found that job stress (eg work overload, job ambiguity) are the factors that trigger the chain of psychological states that lead to intention to quit.


19. Goris, Pettit. , Vaught, 1997). Communication competence plays a large role in employee job satisfaction and job performance (Goris, Pettit., Vaught, 1997). The terms job satisfaction,

20. Griffith et al (2000) noted pay and pay-related variables have a modest effect on turnover.


22. Hegney D., Rogers-Clark C., Gorman D., Baker S. & McCarthy, A. (2001), Factors influencing the recruitment and retention of nurses in rural and remote areas in Queensland, Department of Nursing, University of Southern Queensland.


24. (Keyton, 2005). (Robbins 1990, cited in Holzhausen, 2002) This paper Highlights the Organisations exist as ordered and purposeful collections
of people drawn together to produce an outcome; that is, to achieve the organization’s goals (Keyton, 2005).


27.”(McShane and Travaglione 2006), Jablin (1988) , Individuals within groups will tend to mimic the performance and communication of other members of the group as a means of supporting their own security, norms or behavior.


32. M. A. O. ALUKO, et al. , (2003) ObafemiAwolowo University, Nigeria, his study examines the multidimensional impact of culture on organizational
performance in selected textile firm from Lagos, Asaba and Kano in Nigeria


34. Michelle Shuler Key, et al., (Apr 21, 2011) Organizational culture is more than just another buzzword.

35. Milkovich and Newman (1999) that where collective reward programs replace individual incentives,

36. Mobley et al (1979) concluded that results from studies on the role of pay in turnover were mixed but that often there was no relationship between pay and turnover

37. Mobley et al (1979) revealed that age, tenure, overall satisfaction, job content, intentions remains on the job.

38. MOTIVATING EMPLOYEES IN R&D Ryan B. McAllister & Chelsea E. Vandlen et al., (2010)

39. Mr. Stephen Ackroyd, University of Lancaster, et al. , (2008) shows that, Pre modern societies are marked by more violence and other indicators of open conflict


44. According to Pettigrew (1990) quoted by Morrison, Brown and Smit (2006:40), associates culture with the forces of ‘coherence and consistency’


46. Pettinger (2000, p. 186), (Davidson, 2000; Sanchez, 2004) , (Schein, 2004. p. 17). , states the “organizational culture is an amalgam and a summary of the ways in which activities are conducted and standards and values adopted.


48. (Robbins, Millett and Waters-Marsh (2004); Vecchio, Hearn and Southey, (1998); McShane & Travaglione (2005) and Pettinger (2000). This perspective of the importance of organizational culture appears to draw upon organizational theories and behavior from a range of sciences , including sociology, psychology, anthropology (Robbins, Millett and


51. (Sanchez 2004) The culture of an organization dictates how that organization operates in its environment and how it is to achieve ongoing success (Sanchez 2004).


54. Samuel O. Salami et, al. , (1991), shows that, This study investigated the relationships of demographic factors (age, marital status, gender, job tenure, and educational level), emotional intelligence, work-role salience, achievement

55. Sanchez, 2004). “When an organization chooses to express itself – irrespective of the topic – it is telling its internal and external constituencies something about its unique character and its aspirations.
56. Schein (2001) states that organizational performance comprises the actual output or result of an organization as measured against its intended outputs (or goals and objectives).

57. Shah and Burke (2003) reviewed some of the literature on the relationship between turnover and training.

58. Shazia Zamir et al. / Elixir Soc. SCI. 40 et al., (2011) 5357-5362 Relationship between occupational stress (OS) and Organizational citizenship behavior (OCB) of academic staff working at higher educational level


60. Susanto, 2003). Mabin (2001) as cited in Susanto (2003) An additional behavior that can be identified in organizations, especially those undergoing change is resistance by employees to changes in the work environment.


63. Taplin et al (2003) conducted a large-scale turnover study in the British clothing industry.

64. The academic literature (Dalton et al cited in Abelson, 1987) suggests that differentiating avoidable and unavoidable turnover (from the
organization’s point of view) can help organizations to understand voluntary turnover more fully.

65. In Taplin et al’s (2003) study of the British clothing industry, employer initiatives to reduce turnover included a range of measures.


68. (Trompenaars, 2006). Each organization has its own unique organizational culture.

69. Turnover in ‘Fly-In Fly-Out’ (FIFO) mining operations in Australia (Beach et al 2003) showed that turnover rates between mines operating within the same general labor market varied considerably, suggesting that the main drivers of turnover were often internal, rather than external to mine sites.


73. (Vecchio, Hearn and Southey, 1998), (Vecchio, Hearn and Southey, 1998; McKenna, 2006; McShane and Travaglione, 2006). Groups have been identified as one element within the organization that affect the organizational culture and the individuals within them.

74. Vecchio, Hearn and Southey, (1998) and Johnson and Johnson (1994). Group dynamics are a well studied area within organizational behavior.

75. VIEWS FROM INSIDE AND OUTSIDE: INTEGRATING EMIC AND ETIC INSIGHTS ABOUT CULTURE AND JUSTICE

76. (Weick, 1995, cited in Francis, Bessant, and Hobday, 2003). This article states that An organization at its foundation brings with it the values and behaviors of its founders and these become the organization’s cultural effects or elements.


78. Winnard and Cannibal (2001), Davidson (2000) A common theme expressed in the literature is that culture is deeply embedded and not easily changeable but is able to change or be changed given time. Winnard and Cannibal (2001),

and just how changeable it can be are expressed by Winnard and Cannibal, (2001), Baker and Newport, (2003), T