## References

Barfield, W., "Expert –novice differences for software: Implications for problem-solving and knowledge acquisition," Behaviour and Information Technology, 5, 1986: 15-29

Berry, D. C. and Dienes, Z., "The relationship between implicit memory and implicit learning," **British Journal of Psychology**, 82, 1991: 359-373

Chase, W.G. and H.A. Simon, "Perception in chess," Cognitive Psychology, 4, 1973: 55-81

Peter F. Drucker, "They're People," Harvard Business Review, May 2002: 213-217

Ericsson, K.A., R. Krampe, and C. Tesch-Romer, "The role of deliberate practice in the acquisition of expert performance," **Psychological Review**, 100, 1993: 363-406

Erricsson, K. A., and J. Smith, "Prospects and limits of the empirical study of expertise: An introduction," in K.A. Ericsson & J. Smith (eds.), **Toward a general theory of expertise: Prospects and limits**, New York: Cambridge University Press, 1991. pp. 1-38

Fonseka, A. T., "Applying the Balanced Scorecard Framework to Tea Export Firms of Sri Lanka," Sri Lankan Journal of Management, 6-3&4, 2001: 119-149

Gentner, D. R., S. Larochelle, and J.Grudin, "Lexical, sublexical, and peripheral effects in skilled typewriting," Cognitive Psychology, 20, 1988: 524-548

Glaser, R, and M.T.H. Chi, "Overview," in M.T.H.chi, R. Glaser, and M.J.Farr (eds.), The Nature of Expertise, Hillsdale, NJ.: Lawrence Erlbaum, 1988. (pp. Xv-xxviii)

Kirsner, K., C. Speelman, and P.Schofield, "Implicit memory and skill acquisition: Is systhesis possible?" In P.Graf and M.E.J.Masson (eds.), Implicit Memory: New Directions in Cognition, Development, and Neuropsychology, Hills-dale, NJ.: Lawrence Erlbaum, 1993, pp. 119-139

Mathews, R. C., R. R. Buss, W.B.Stanley, F.Blanchard-Fields, J.R.Cho, and B.Druham, "Role of implicit and explicit processes in learning from examples: A synergistic effect," Journal of Experimental Psychology: Learning, Memory, and Cognition, 15, 1989: 1083-1100

Nanayakkara, G. "The Study of Best Management Practices in Sri Lanka's High Performing Companies," Journal of Comparative International Management, 2-1, 1999: 9–17

\_\_\_\_\_, "Assessing Human Resource Practices of Sri Lankan Companies in a Cultural Perspective," Paper delivered at Faculty Seminar at the Graduate School of Economics, University of Nagoya, Japan. January 2003.

Nissen, M.J. and P.Bullemer, "Attentional requirements of learning: Evidence from performance measures," Cognitive Psychology, 19, 1987: 1-32

Nonaka, I. and H. Takeuchi, The Knowledge Creating Company, New York, Oxford University Press: 1995

Perruchet, P., and m.A.Amorim, "Conscious knowledge and changes in performance sequence learning: Evidence against dissociation," **Journal of Experimental Psychology**, 18, 1992: 785-800

Reber, A.S., "Implicit learning of artificial grammars," Journal of Verbal Learning and Verbal Behaviour, 77, 1967: 317-327

\_\_\_\_\_, "Implicit learning and tacit knowledge," Journal of Experimental Psychology: General 118, 1989: 219-235

Segar, C.A., "Implicit learning," Psychological Bulletin, 115, 1994: 163-196

Willingham, D.B., M.J. Nissen and P.Bullemer, "On the development of procedural knowledge," Journal of Experimental Psuchology, 15, 1989: 1047-1060