References

- Abbott, S., & McConkey, R. (2006). The barriers to social inclusion as perceived by people with intellectual disabilities. *Journal of Intellectual Disabilities*, *10*(3), 275-287.
- Albrecht, G. L., & Devlieger, P. J. (1999). The disability paradox: high quality of life against all odds. *Social Science & Medicine*, *48*(8), 977-988.
- American Association of Intellectual and Developmental Disabilities. (2013). Frequently asked questions on intellectual disability. Retrieved from https://aaidd.org/intellectual-disability/definition/faqs-on-intellectualdisability#.WGSta 197IU
- Broad, G., & Saunders, M. (2008). Social enterprises and the Ontario disability support program: A policy perspective on employing persons with disabilities. Centre for the Study of Co-operatives. University of Saskatchewan.
- Beyer, S., Brown, T., Akandi, R., & Rapley, M. (2010). A comparison of quality of life outcomes for people with intellectual disabilities in supported employment, day services and employment enterprises. *Journal of Applied Research in Intellectual Disabilities*, 23(3), 290-295.
- Buntinx, W. H., & Schalock, R. L. (2010). Models of disability, quality of life, and individualized supports: Implications for professional practice in intellectual disability. *Journal of Policy and Practice in Intellectual Disabilities*, 7(4), 283-294.
- Carroll, A. B. (1991). The pyramid of corporate social responsibility: Toward the moral management of organizational stakeholders. *Business horizons*, *34*(4), 39-48.
- Chan, A. N. W. (2015). Social support for improved work integration: Perspectives from Canadian social purpose enterprises. *Social Enterprise Journal*, *11*(1), 47-68.
- Chernev, A., & Blair, S. (2015). Doing well by doing good: the benevolent halo of corporate social responsibility. *Journal of Consumer Research*, *41*(6), 1412-1425.
- Dixon, R. M., & Reddacliff, C. A. (2001). Family contribution to the vocational lives of vocationally competent young adults with intellectual disabilities. *International Journal of Disability, Development and Education*, 48(2), 193-206.
- Du, S., Bhattacharya, C. B., & Sen, S. (2010). Maximizing business returns to corporate social responsibility (CSR): The role of CSR communication. *International Journal of Management Reviews*, 12(1), 8-19.

- Grant, J. (2008). Paid work–a valued social role that is empowering more people with an intellectual disability and providing employers with dedicated employees. *Journal of Intellectual and Developmental Disability*, *33*(1), 95-97.
- Haigh, N., Walker, J., Bacq, S., & Kickul, J. (2015). Hybrid Organizations: Origins, strategies, impacts, and implications. *California Management Review*, 57(3).
- Hashim, J., & Wok, S. (2014). Predictors to employees with disabilities' organisational behaviour and involvement in employment. *Equality, Diversity and Inclusion: An International Journal*, 33(2), 193-209.
- Hockerts, K. (2015). How hybrid organizations turn antagonistic assets into complementarities. *California Management Review*, *57*(3), 83-106.
- Imperatori, B., & Ruta, D. C. (2015). Designing a social enterprise: Organization configuration and social stakeholders' work involvement. *Social Enterprise Journal*, 11(3), 321-346.
- International Labour Organization, (2011). Promoting training and employment opportunities for people with intellectual disabilities: International experience. Geneva.
- Karr, V. L. (2011). A life of quality: Informing the UN convention on the rights of persons with disabilities. *Journal of Disability Policy Studies*, 22(2), 67-82.
- Kickul, J., Terjesen, S., Bacq, S., & Griffiths, M. (2012). Social business education: An interview with Nobel laureate Muhammad Yunus. *Academy of Management Learning* & Education, 11(3), 453-462.
- Kirsh, B., Stergiou-Kita, M., Gewurtz, R., Dawson, D., Krupa, T., Lysaght, R., & Shaw, L. (2009). From margins to mainstream: what do we know about work integration for persons with brain injury, mental illness and intellectual disability?. *Work*, 32(4), 391-405.
- Krueger, R. A. & Casey, M. A. (2015). Focus groups: A practical guide for applied research (5th ed.). California: SAGE publication.
- Liyanage, U. (2005/2006). Strategy and society: From CSR to SRB. Sri Lankan Journal of Management, 10 (3&4)/11(1&2), 53-88.

- McWilliams, A., & Siegel, D. (2000). Corporate social responsibility and financial performance: Correlation or misspecification?. *Strategic Management Journal*, 21(5), 603-609.
- McWilliams, A., & Siegel, D. (2001). Corporate social responsibility: A theory of the firm perspective. *Academy of management review*, *26*(1), 117-127.
- Migliore, A., Mank, D., Grossi, T., & Rogan, P. (2007). Integrated employment or sheltered workshops: Preferences of adults with intellectual disabilities, their families, and staff. *Journal of Vocational Rehabilitation*, *26*(1), 5-19.
- National Health Committee, (2003). Work for adults with an intellectually disability. Wellington.
- Nota, L., Ferrari, L., Soresi, S., & Wehmeyer, M. (2007). Self- determination, social abilities and the quality of life of people with intellectual disability. *Journal of Intellectual Disability Research*, *51*(11), 850-865.
- Park, J., Turnbull, A. P., & Turnbull, H. R. (2002). Impacts of poverty on quality of life in families of children with disabilities. *Exceptional Children*, 68(2), 151-170.
- Rathnasiri, H.C. (2003). Corporate social responsibility practices of Sri Lankan private sector: An exploratory study. *Sri Lankan Journal of Management*, 8(3&4), 195-228.
- Reid, P. M., & Bray, A. (1997). Paid work and intellectual disability. *Journal of Intellectual and Developmental Disability*, 22(2), 87-96.
- Santos, F., Pache, A. C., & Birkholz, C. (2015). Making Hybrids Work. *California Management Review*, 57(3), 36-58.
- Schalock, R. L., Brown, I., Brown, R., Cummins, R. A., Felce, D., Matikka, L., . . . & Parmenter, T. (2002). Conceptualization, measurement, and application of quality of life for persons with intellectual disabilities: Report of an international panel of experts. *Mental Retardation*, 40(6), 457-470.
- Schur, L., Kruse, D., & Blanck, P. (2005). Corporate culture and the employment of persons with disabilities. *Behavioral Sciences & the Law*, 23(1), 3-20.

- Simpson, M., Taylor, N., & Padmore, J. (2001). Marketing in supported employment enterprises-Part 1: case studies. *Journal of Small Business and Enterprise Development*, 8(3), 233-244.
- Social Enterprise Knowledge Network, (2006). *Effective Management of Social Enterprises*. Massachusetts: Harvard University Press.
- Talukder, M. (2014). *Managing innovation adoption: from innovation to application*. Surrey: Gower Publishing Limited.
- Timmons, J. C., Hall, A. C., Bose, J., Wolfe, A., & Winsor, J. (2011). Choosing employment: Factors that impact employment decisions for individuals with intellectual disability. *Intellectual and Developmental Disabilities*, 49(4), 285-299.
- Unger, D. D. (2002). Employers' attitudes toward persons with disabilities in the workforce Myths or Realities?. *Focus on Autism and Other Developmental Disabilities*, 17(1), 2-10.
- University of British Columbia, (2006). Non-residential Supports and Intellectually Disability: A Review of the Literature on Best Practices, Alternatives and Economic Impacts. Vancouver.
- US Developmental Disabilities Act (1984). Retrieved from http://www.aucd.org/template/ page.cfm?id=272
- Verdonschot, M. M., De Witte, L. P., Reichrath, E., Buntinx, W. H. E., & Curfs, L. M. (2009). Community participation of people with an intellectual disability: a review of empirical findings. *Journal of Intellectual Disability Research*, 53(4), 303-318.
- Verdugo, M. A., Jordán de Urríes, F. B., Jenaro, C., Caballo, C., & Crespo, M. (2006). Quality of life of workers with an intellectual disability in supported employment. *Journal of Applied Research in Intellectual Disabilities*, 19(4), 309-316.
- Verdugo, M. A., Navas, P., Gómez, L. E., & Schalock, R. L. (2012). The concept of quality of life and its role in enhancing human rights in the field of intellectual disability. *Journal of Intellectual Disability Research*, 56(11), 1036-1045.
- Wartick, S. L., & Cochran, P. L. (1985). The evolution of the corporate social performance model. Academy of Management Review, 10(4), 758-769.
- Weerawardena, J., & Sullivan Mort, G. (2006), Investing social entrepreneurship: A multidimensional model, *Journal of World Business*, 41(1), 21-35.

Yunus, M. (2007). Creating a world without poverty. New York: PuclicAffairs.

Yunus, M., Moingeon, B., & Lehmann-Ortega, L. (2010). Building social business models: Lessons from the Grameen experience. *Long range planning*, 43(2), 308-325.