

References

- Arbuckle, J. L. (2006). *AMOS 17 [Computer Program]*. Chicago: SPSS
- Atkinson, C. and Hall, L. (2011), "Flexible working and happiness in the NHS," *Employee Relations*, Vol. 33, No. 2, , pp. 88-105.
- Atkinson, J. (1985). *Flexibility, Uncertainty and Manpower Management*, IMS Report no. 89. Brighton: Institute of Manpower Studies.
- Bailyn, L. (1993). *Breaking the mold: Women, men and time in the new corporate world*. New York: Free Press.
- Barnett, R. C. & Hyde, J. S. (2001). Women, men, work, and family. *American Psychologist*, 56, 781–796.
- Brown, P. (2004). Promoting work/life balance in a 'hurry culture': Issues and challenges. Retrieved October 05, 2009, from Griffith University website: www.gu.edu.au/ins/collections/proflects/brownp04.pdf
- Browne, M.W., & Cudeck, R. (1993). Alternative ways of assessing model fit. In K. A. Bollen & J. S. Long (Eds.), *Testing structural equation models* (pp. 136–162). Newbury Park, CA: Sage.
- Burke, R. J. (1988). Some antecedents and consequences of work–family conflict. *Journal of Social Behavior and Personality*, 3, 287–302.
- Byrne, B. M. (2010). Structural equation modeling with AMOS, EQS, and LISREL: Comparative approaches to testing for the factorial validity of a measuring instrument. *International Journal of Testing*, 1, 55–86.
- Byrne, B. M. (2010). *Structural Equation Modeling with AMOS: Basic Concepts, Applications, and Programming*. New York & Sussex: Routledge Taylor & Francis Group.
- Chana, X. W., Kalliatha, K., Broughb, P., Siuc, O. L., Driscoll, M. P. and Timmse, C. (2015). Work–family enrichment and satisfaction: the mediating role of self-efficacy and work–life balance. *The International Journal of Human Resource Management*, 2015.
- Chou, K. L., & Cheung, K. C. K. (2013). Family-friendly policies in the workplace and their effect on work–life conflicts in Hong Kong. *International Journal of Human Resource Management*, 24, 3872–3885.
- Clark, S. (2001). Work culture and work-family balance. *Journal of Vocational Behavior*, 58, 348 - 365.

- Clark, S. C. (2002). Employees' sense of community, sense of control, and work/family conflict in Native American organizations. *Journal of Vocational Behavior*, 61, 92–108.
- Clark, S.C. (2000). Work/family border theory: A new theory of work/life balance. *Human Relations*, 53, 6, 747-770.
- Csikszentmihalyi, M. (1997). *Finding flow: The psychology of engagement with everyday life*. New York: Harper Collins.
- David, Y. G., Syed, S. A., Zaini, A., & Nilufar, A. (2009). A study of Job Stress on Job Satisfaction among university staff in Malaysia. *European Journal of Social Sciences*, 8 (1), 408 - 423.
- Denison, D. R. (1996). What is the difference between organizational culture and organizational climate? A native's point of view on a decade of paradigm wars. *Academy of Management Review*, 21, 619–654.
- Galinsky, E., & Stein, P. J. (1990). The impact of human resource policies on employees: Balancing work and family life. *Journal of Family Issues*, 11, 368–383.
- Gaskin, J. (2014, September 23). *Exploratory Factor Analysis*. Retrieved from Stat Wiki: http://statwiki.kolobkreations.com/wiki/Exploratory_Factor_Analysis
- Gerbing D.W. (1988): Structural Equation Modeling in Practice: A Review and Recommended Two - Step Approach. *Psychological Bulletin*, 103, 411-423
- Goode, W. J. (1960). A theory of role strain. *American Sociological Review*, 25(4), 483-496.
- Greenhaus, J. H. (2006). When Work and Family are allies: A Theory of Work and Family Enrichment, *Academy of Management Review*, 31(1) 72-92.
- Greenhaus, J. H. and Powell, G. N. (2003). When and family collide: Deciding between competing role demands. *Organizational behavior and human decision processes*, 90, 291–303.
- Guest, D. E. (2001). Perspective on the Study of Work - Life Balance. *ENOP symposium* (pp.1-27). Paris, March 29-31: The Management Centre, King's College, London.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis*. New York: Prentice Hall.

- Hayes, A. F. (2009). Beyond Baron and Kenny: Statistical mediation analysis in the new millennium. *Communication Monographs*, 76, 408–420.
- Hill, E. J., Hawkins, A.J. & Miller, B.C. (1996). Work and family in the virtual office: perceived influence of mobile telework. *Family Relations*, 45, 293-301.
- Hill, E.J., Miller, B.C., Weiner, S.P. and Colihan, J. (1998). Influences of the virtual office on aspects of work and work/life balance. *Personnel Psychology*, 51, 683–67.
- Hyman, J. and Summers, J. (2004). Lacking balance?: Work-life employment practices in the modern economy. *Personnel Review*, 33(4), 418 - 429
- Igbaria M, Guimeraes T (1999) Exploring differences in employee turnover intentions and its determinants among telecommuters and non-telecommuters. *Journal of Management Information Systems*, 16,147–64.
- Jaminson, L. and Morton, S. (2004). Work-life balance across the life course, *CRFR Research Briefing*, March 2005.
- Kanter, R.M. (1977). *Work and family: A critical agenda for research and policy*. New York: Russell Sage.
- Kelliher, C. and Anderson, D. (2010). Doing more with less? Flexible working practices and the intensification of work. *Human Relations*, 63(1), 83–106.
- Kirchmeyer, C. (1992). Non-work participation and work attitudes: A test of scarcity vs. expansion models of personal resources. *Human Relations*, 45(8), 775-795.
- Kline, R. B. (1998). *Principles and practices of structural equation modeling*. New York: Guilford.
- Kofodimos, J. R. (1993). *Balancing act*. San Francisco: Jossey-Bass.
- Lambert, A. D., Marler, J. H. and Gueutal, H. G. (2008). Individual differences: Factors affecting employee utilization of flexible work arrangements. *Journal of Vocational Behavior*, 73, 107–117.
- Lewis, C. (2000). *A man's place is in the home: Fathers and families in the UK*. York, Joseph Rowntree Foundation.
- Limoges, J. (2003). A balanced work-life: A matter of maintenance. *Food for Thought Document 11*. Ottawa, ON: Canadian Career Development Foundation.
- McDonald, P.K., Bradley, L.M. and Guthrie, D. (2006). Challenging the rhetoric of choice in maternal labour-force participation: preferred versus contracted work hours, *Gender, Work & Organization*, 13(5), 470–491.

- McNall, L. A., Nicklin, J. M., & Masuda, A. D. (2010). A meta-analytic review of the consequences associated with work–family enrichment. *Journal of Business and Psychology, 25*, 381–396.
- Netemeyer, R., Boles, J. & McMurrian, R. (1996). Development and Validation of Work-Family Conflict and Family-Work Conflict Scales. *Journal of Applied Psychology, 81*(04), 400 - 410.
- Nunnally, J. C. (1978). *Psychometric theory (2nd ed.)*. New York: McGraw–Hill.
- Opatha, H.H.N.D.P. (2009). *Human Resource Mangement*. Colombo: Author Publication.
- Perlow, L. A. (1998). Putting the work back into work/family. *Group and Organization Management, 20*, 227–239.
- Pocock, B. (2006). *The Labour Market Ate My Babies: Work, children and A Sustainable Future*. The Federation Press: Sydney.
- Podsakoff, P. M., MacKenzie, S. B., Lee, J. & Podsakoff, N. P. (2003). Common method biases in behavioral research: A critical review of the literature and recommended remedies. *Journal of Applied Psychology, 88*, 879–903.
- Polach, J. (2003). HRD’s role in work-life integration issues: moving the workforce to a change in mindset. *Human Recourse Development International, 6*(1), 57-68.
- Repetti, R. L. (1987). Individual and common components of the social environment. *Journal of Personality and Social Psychology, 52*, 710–720.
- Rizvi, I., Fernando, Y., & Ishaq, M. (2013, January - June). The Impact of Contextual Factor on the Entrepreneurial Intent of IT Undegraduates: A Sri Lankan Perspective. *Sri Lankan Journal of Management, 18*(1 & 2), 23 - 35.
- Rothausen, T. J. (1994). Job satisfaction and the parent worker: The role of flexibility and rewards. *Journal of Vocational Behavior, 44*, 317–336.
- Rothbard, N.P. (2001). Enriching or Depleting? The Dynamics of engagement in work and family roles. *Administrative Science Quarterly, 46*(11), 655-684.
- Ruderman, M.N., Ohlott, P.J., Panzer, K. & King, S.N. (2002). Benefits of multiple roles for managerial women. *Academy of Management Journal, 45*(2), 369-386.
- Saunders, R., Lewis, P., & Thornhill, A. (2011). *Research Methods for Business Students*. New Delhi: Dorling Kindersley (nida) Pvt. Ltd.

- Shinn, M., Wong, N. W., Simko, P. A. & Ortiz-Torres, B. (1989). Promoting well-being of working parents: Coping, social support, and flexible job schedules. *American Journal of Community Psychology*, 17, 31–55.
- Sieber, S.D. (1974). Toward a theory of role accumulation. *American Sociological Review*, 39(4), 567-578.
- Taylor R. (2001) *The Future of Work-Life Balance*. Swindon, ESRC.
- Thomas, L. & Ganster, D. (1995). Impact of family supportive work variables on work family conflict and strain: A control perspective. *Journal of Applied Psychology*, 80(01), 6 - 15.
- Thompson, C., Beauvais, L. & Lyness, K. (1999). When work-family benefits are not enough: The influence of work-family culture on benefit utilization, organizational attachment, and work-family conflicts. *Journal of Vocational Behavior*, 54, 392 - 415.
- Van Eijnatten, F. M., & Vos, J. P. (2002). *Tautologies of work life balance*. Retrieved October 04, 2009, from www.chaosforum.com/nieuws/Tautologies.pdf
- Voydanoff, P. (1988). Toward a conceptualization of perceived work–family fit and balance: A demands and resources approach. *Journal of Marriage and Family*, 822–836.
- Wooldridge, J. M. (2010). *Econometric analysis of cross section and panel data (2nd ed.)*. Cambridge, MA: MIT Press.