

## BIBLIOGRAPHY

- 1. Abbey, A., & Dickson, J. W. (1983). R&D work climate and innovation in semiconductors. *Academy of Management Journal*, 26(2), 362-368.
- 2. Abraham, S. (2012). Job satisfaction as an antecedent to employee engagement. *SIES Journal of Management*, 8(2), 27-36.
- 3. ACMA, (2015). Automotive Component Manufacturers Association of India, Annual report, 2014. Available at http://www.acma.in/index.php. Retrieved on 27<sup>th</sup> January 2016.
- 4. Agbor, E. (2008). Creativity and innovation: The leadership dynamics. *Journal of Strategic Leadership*, 1(1), 39-45.
- 5. Ahlin, B., Drnovsek, M., & Hisrich, R. D. (2014). Entrepreneurs' creativity and firm innovation: the moderating role of entrepreneurial self-efficacy. *Small Business Economics*, 43(1), 101-117.
- 6. Ahmed, P. K. (1998). Culture and climate for innovation. *European Journal of Innovation Management*, 1(1), 30-43.
- Airila, A., Hakanen, J. J., Schaufeli, W. B., Luukkonen, R., Punakallio, A., & Lusa, S. (2014). Are job and personal resources associated with work ability 10 years later? The mediating role of work engagement. *Work & Stress*, 28(1), 87-105.
- 8. Akhtar, R., Boustani, L., Tsivrikos, D., & Chamorro-Premuzic, T. (2015). The engageable personality: Personality and trait EI as predictors of work engagement. *Personality and Individual Differences*, 73, 44-49.
- 9. Al-bahussin, S. A., & El-Garaihy, W. H. (2013). The impact of human resource management practices, organisational culture, organisational innovation and knowledge management on organisational performance in large Saudi organisations: Structural equation modeling with conceptual framework. *International Journal of Business and management*, 8(22), 1-19.
- 10. Albrecht, S. L., Bakker, A. B., Gruman, J. A., Macey, W. H., & Saks, A. M. (2015). Employee engagement, human resource management practices and competitive advantage: An integrated approach. *Journal of Organizational Effectiveness: People and Performance*, 2(1), 7-35.
- 11. Albrecht, T. L., & Hall, B. J. (1991). Facilitating talk about new ideas: The role of personal relationships in organizational innovation. *Communications Monographs*, 58(3), 273-288.
- 12. Alencar, E. M. S., & Bruno-Faria, M. F. (1997). Characteristics of on organizational environment which stimulate and inhibit creativity. *The Journal of Creative Behavior*, 31(4), 271-281.

- 13. Alessandri, G., Borgogni, L., Schaufeli, W. B., Caprara, G. V., & Consiglio, C. (2015). From positive orientation to job performance: The role of work engagement and self-efficacy beliefs. *Journal of Happiness Studies*, 16(3), 767-788.
- 14. Alirezaei, A., & Tavalaei, R. (2008). Innovation in the organizations. *Journal of Management Human Resource Oil Ind*ustries, 2(3), 69-70.
- 15. Amabile, T. (2012). *Componential theory of creativity*. Boston, MA: Harvard Business School.
- 16. Amabile, T. M. (1983). The social psychology of creativity: A componential conceptualization. *Journal of Personality and Social Psychology*, 45(2), 357.
- 17. Amabile, T. M. (1988). A model of creativity and innovation in organizations. *Research in Organizational Behavior*, 10(1), 123-167.
- 18. Amabile, T. M. (1996). *Creativity in context: Update to" the social psychology of creativity"*. Westview press.
- 19. Amabile, T. M. (1997). Motivating creativity in organizations: On doing what you love and loving what you do. *California Management Review*, 40(1), 39-58.
- 20. Amabile, T. M. (1998). *How to kill creativity*. Boston, MA: Harvard Business School Publishing, 87, 77-87.
- 21. Amabile, T. M., & Conti, R. (1999). Changes in the work environment for creativity during downsizing. *Academy of Management Journal*, 42(6), 630-640.
- 22. Amabile, T. M., & Gitomer, J. (1984). Children's Artistic Creativity Effects of Choice in Task Materials. *Personality and Social Psychology Bulletin*, 10(2), 209-215.
- 23. Amabile, T. M., & Gryskiewicz, N. D. (1989). The creative environment scales: Work environment inventory. *Creativity Research Journal*, 2(4), 231-253.
- 24. Amabile, T. M., & Gryskiewicz, S. S. (1987). *Creativity in the R&D laboratory*. Center for Creative Leadership.
- 25. Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39(5), 1154-1184.
- 26. Amabile, T. M., Hadley, C. N., & Kramer, S. J. (2002). Creativity under the gun. *Harvard Business Review*, 80, 52-63.
- 27. Amabile, T., Burnside, R. M., & Gryskiewicz, S. S. (1999). User's manual for KEYS, assessing the climate for creativity: A survey from the Center for Creative Leadership. *Center for Creative Leadership*.

- 28. Amo, B. W., & Kolvereid, L. (2005). Organizational strategy, individual personality and innovation behavior. *Journal of Enterprising Culture*, 13(1), 7-19.
- 29. Amo, B.W. (2005). Employee innovative behavior. PhD Serie Bodo Graduate School of Business, Handelshogskolen i Bodo.
- 30. Anand, G., Chhajed, D., & Delfin, L. (2012). Job autonomy, trust in leadership, and continuous improvement: An empirical study in health care. *Operations Management Research*, 5(3-4), 70-80.
- 31. Anderson, N. R., & West, M. A. (1998). Measuring climate for work group innovation: development and validation of the team climate inventory. *Journal of Organizational Behavior*, 19, 235-258.
- 32. Anderson, N., & West, M. A. (1996). The Team Climate Inventory: Development of the TCI and its applications in teambuilding for innovativeness. *European Journal of Work and Organizational Psychology*, 5(1), 53-66.
- 33. Anderson, N., De Dreu, C. K., & Nijstad, B. A. (2004). The routinization of innovation research: A constructively critical review of the state-of-the-science. *Journal of Organizational Behavior*, 25(2), 147-173.
- 34. Andrews, F. M., & Farris, G. F. (1972). Time pressure and performance of scientists and engineers: A five-year panel study. *Organizational Behavior and Human Performance*, 8(2), 185-200.
- 35. Andrews, J., & Smith, D. C. (1996). In search of the marketing imagination: Factors affecting the creativity of marketing programs for mature products. *Journal of Marketing Research*, 23, 174-187.
- 36. Andriopoulos, C. (2001). Determinants of organisational creativity: a literature review. *Management Decision*, 39(10), 834-841.
- 37. Anitha, J. (2014). Determinants of employee engagement and their impact on employee performance. *International Journal of Productivity and Performance Management*. 63(3), 308-323.
- Aspenberg, H., & Kumlin, A. (2012). Open innovation and organizational creativity-do they go together? A case study of the creative climate in an open innovation arena. Master of Science Thesis. Report No. E2012:047
- 39. Avery, D. R., McKay, P. F., & Wilson, D. C. (2007). Engaging the aging workforce: The relationship between perceived age similarity, satisfaction with co-workers, and employee engagement. Journal of Applied Psychology, 92(6), 1542–1556.
- 40. Axtell, C. M., Holman, D. J., Unsworth, K. L., Wall, T. D., Waterson, P. E., & Harrington, E. (2000). Shopfloor innovation: Facilitating the suggestion and implementation of ideas. *Journal of Occupational and Organizational Psychology*, 73(3), 265-285.

- 41. Axtell, C., Holman, D., & Wall, T. (2006). Promoting innovation: A change study. *Journal of Occupational and Organizational Psychology*, 79(3), 509-516.
- 42. Ayers, K. E. (2008). Engagement is not enough: You need passionate employees to achieve your dream. Charleston, SC: Elevate.
- 43. Baer, M., & Oldham, G. R. (2006). The curvilinear relation between experienced creative time pressure and creativity: moderating effects of openness to experience and support for creativity. *Journal of Applied Psychology*, 91(4), 963-970.
- 44. Bagheri, G., Esmaili, M., Abasi, A., & Seraji, R. (2013). Analysis the Effect of Individual Creativity on the Employees Engagement at Work (Case Study: Agriculture Organization of QOM). *International Journal of Accounting Research*, 2(1), 8-17.
- 45. Bagozzi, R. P., & Fornell, C. (1982). Theoretical concepts, measurements, and meaning. *A Second Generation of Multivariate Analysis*, 2(2), 5-23.
- 46. Bahadir, S. C., Bharadwaj, S., & Parzen, M. (2009). A meta- analysis of the determinants of organic sales growth. *International Journal of Research in Marketing*, 26(4), 263–275.
- 47. Bakker, A. B., & Sanz-Vergel, A. I. (2013). Weekly work engagement and flourishing: The role of hindrance and challenge job demands. *Journal of Vocational Behavior*, 83(3), 397-409.
- 48. Bakker, A. B., & Schaufeli, W. B. (2008). Positive organizational behavior: Engaged employees in flourishing organizations. *Journal of Organizational Behavior*, 29(2), 147-154.
- 49. Bakker, A. B., & Xanthopoulou, D. (2013). Creativity and charisma among female leaders: the role of resources and work engagement. *The International Journal of Human Resource Management*, 24(14), 2760-2779.
- 50. Bakker, A. B., Hakanen, J. J., Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. *Journal of Educational Psychology*, 99(2), 274-284.
- 51. Bakker, A., & Demerouti, E. (2014). Job-demands resource theory. In: Chen PY, Cooper CL, eds. Work and well-being: A Complete Reference Guide, New York: John Wiley & Sons, 3, 37-64.
- 52. Bakker, A.B. (2014). Daily fluctuations in work engagement: An overview and current directions. *European Psychologist*, 19(4), 227-236.
- 53. Banbury, C. M., & Mitchell, W. (1995). The effect of introducing important incremental innovations on market share and business survival. *Strategic Management Journal*, 16(S1), 161-182.

- 54. Bandura, A. (1977). Social learning theory. Englewood Cliffs, NJ: Prentice-Hall.
- 55. Barnett, L. A. (1991). The playful child: Measurement of a disposition to play. *Play* & *Culture*, 4(6), 51-74.
- 56. Barooah, S.B. (2015). Peageot likely to enter India by 2018-19. Available at www.autocarpro.in/ news-national/peugeot. Retrieved on 7<sup>th</sup> June 2016.
- 57. Barrett, H., Balloun, J. L., & Weinstein, A. (2005). The impact of creativity on performance in non-profits. *International Journal of Non-profit and Voluntary Sector Marketing*, 10(4), 213-223.
- 58. Barrick, M. R., Thurgood, G. R., Smith, T. A., & Courtright, S. H. (2015). Collective organizational engagement: Linking motivational antecedents, strategic implementation, and firm performance. *Academy of Management journal*, 58(1), 111-135.
- 59. Barron, F., & Harrington, D. M. (1981). Creativity, intelligence, and personality. *Annual Review of Psychology*, 32(1), 439-476.
- 60. Barsade, S. G. (2002). The ripple effect: Emotional contagion and its influence on group behavior. *Administrative Science Quarterly*, 47(4), 644–675.
- 61. Barzdziukiene, R., Urboniene, J., & Klimoviene, G. (2010). Creative classroom climate assessment for the advancement of foreign language acquisition. *Kalbų Studijos*, (16), 114-121.
- 62. Baucus, M. S., Norton Jr, W. I., Baucus, D. A., & Human, S. E. (2008). Fostering creativity and innovation without encouraging unethical behavior. *Journal of Business Ethics*, 81(1), 97-115.
- 63. Baumruk, R. (2006). Why managers are crucial to increasing engagement: Identifying steps managers can take to engage their workforce. *Strategic HR Review*, 5(2), 24-27.
- 64. Beghetto, R. A., Kaufman, J. C., & Baxter, J. (2011). Answering the unexpected questions: Exploring the relationship between students' creative self-efficacy and teacher ratings of creativity. *Psychology of Aesthetics, Creativity, and the Arts*, 5(4), 342.
- 65. Beheshtifar, M., & Zare, E. (2013). Employee Creativity: A compulsory Factor in Organizations. *Interdisciplinary Journal of Contemporary Research in Business*, 5(2), 242-247.
- 66. Berg, D. H. (1995). The power of a playful spirit at work. *The Journal for Quality and Participation*, 18(4), 32.

- 67. Bernard, H.R. (2002). *Research Methods in Anthropology: Qualitative and quantitative methods.* 3rd edition. Alta Mira Press ,Walnut Creek, California
- 68. Berryman-Fink, C. (2001). Women's responses to sexual harassment at work: Organizational policy versus employee practice. *Employment Relations Today*, 27(4), 57-64.
- 69. Bharadwaj, S., & Menon, A. (2000). Making innovation happen in organizations: individual creativity mechanisms, organizational creativity mechanisms or both? *Journal of Product Innovation Management*, 17(6), 424-434.
- 70. Blau, P. M. (1964). Exchange and power in social life. Transaction Publishers.
- 71. Borowik, I. M. (2014). Knowledge Exchange Mechanisms and Innovation Policy in Post-Industrial Regions: Approaches of the Basque Country and the West Midlands. *Journal of the Knowledge Economy*, 5(1), 37-69.
- 72. Boyer, T., & Blazy, R. (2014). Born to be alive? The survival of innovative and non-innovative French micro-start-ups. *Small Business Economics*, 42(4), 669-683.
- 73. Brand, A. (1998). Knowledge management and innovation at 3M. Journal of *Knowledge Management*, 2(1), 17-22.
- 74. Brayfield, A. H., & Rothe, H. F. (1951). An index of job satisfaction. *Journal of Applied Psychology*, 35(5), 307.
- 75. Britz, A. (1995). *The assessment of climate for innovation in organizations*. Unpublished master's thesis, Technische Hochschule Darmstadt, Germany.
- 76. Buckingham, M., & Coffman, C. (1999). *First, Break, All the Rules: What the Greatest Managers Do Differently.* NY: Simon & Shuster.
- 77. Burke, L. A., & Witt, L. A. (2002). Moderators of the openness to experienceperformance relationship. *Journal of Managerial Psychology*, 17(8), 712-721.
- 78. Burke, R. J., Koyuncu, M., Fiksenbaum, L., & Tekin, Y. (2013). Antecedents and consequences of work engagement among frontline employees in Turkish hotels. *Journal of Transnational Management*, 18(3), 191-203.
- 79. Burke, W. W., & Litwin, G. H. (1992). A causal model of organizational performance and change. *Journal of Management*, 18(3), 523-545.
- 80. Cabra, J. F. (1996). *Examining the Reliability and Factor Structure of the Climate for Innovation Questionnaire*. Unpublished master's thesis, State University College, Buffalo, NY.
- 81. Cai, L., Liu, Q., Zhu, X., & Deng, S. (2015). Market orientation and technological innovation: The moderating role of entrepreneurial support policies. *International Entrepreneurship and Management Journal*, 11(3), 645-671.

- 82. Caldwell, D. F., & O'Reilly, C. A. (2003). The determinants of team-based innovation in organizations the role of social influence. *Small Group Research*, 34(4), 497-517.
- 83. Carayannis, E. G., & Papadopoulos, C. B. (2011). The innovation diplomacy concept and the Hellenic-American innovation bridge as a special case-in-point. *Journal of the Knowledge Economy*, 2(3), 257-326.
- 84. Carayannis, E.G, & Coleman, J. (2005). Creative system design methodologies: the case of complex technical systems. *Technovation*, 25(8), 831-840.
- 85. Carmines, E. G., & Zeller, R. A. (1979). *Reliability and validity assessment* (Vol. 17). Sage publications.
- 86. Carter, D., & Baghurst, T. (2014). The influence of servant leadership on restaurant employee engagement. *Journal of Business Ethics*, 124(3), 453-464.
- 87. CBS News (2009). *Something special about Southwest Airlines*. Available at www.cbsnews.com. Retrieved on 9<sup>th</sup> August 2015.
- 88. Celik, K. (2013). The relationship between individual innovativeness and selfefficacy levels of student teachers. *International Journal of Scientific Research in Education*, 6(1), 56-67.
- 89. Chau, P. Y. (1996). An empirical assessment of a modified technology acceptance model. *Journal of Management Information Systems*, 13(2), 185-204.
- 90. Chau, P. Y. (1997). Re-examining a model for evaluating information center success using a structural equation modeling approach. *Decision Sciences*, 28(2), 309-334.
- Cherry K. (2016). What Is Attachment Theory? The Importance of Early Emotional Bonds. Available at www.verywell.com. Retrieved on 17<sup>th</sup> July 2016.
- 92. Chesbrough, H. (2003). The logic of open innovation: managing intellectual property. *California Management Review*, 45(3), 33-58.
- 93. Chin, W. W. (1998). The partial least squares approach to structural equation modeling. *Modern Methods for Business Research*, 295(2), 295-336.
- 94. Chin, W. W., Marcolin, B. L., & Newsted, P. R. (1996). A partial least squares latent variable modeling approach for measuring interaction effects: Results from a Carlo simulation study and voice mail emotion/adoption study. 17th International Conference on Information Systems, Cleveland, OH.
- 95. Choi, J. N. (2004). Individual and contextual predictors of creative performance: The mediating role of psychological processes. *Creativity Research Journal*, 16(2-3), 187-199.

- 96. Christian, M. S., Garza, A. S., & Slaughter, J. E. (2011). Work engagement: A quantitative review and test of its relations with task and contextual performance. Personnel Psychology, 64, 89–136.
- 97. Chuang, L. M., & Tsai, W. C. (2014). The Organizational Innovativeness Inventory for information and electronic enterprises: Development and Validation. *Journal of Economics and Behavioral Studies*, 6(4), 302-309.
- 98. Churchill Jr, G. A. (1979). A paradigm for developing better measures of marketing constructs. *Journal of Marketing Research*, 16, 64-73.
- 99. CIPD (2007). *Chartered Institute of Personnel and Development, Employee Engagement*. Available at www.cipd.co.uk. Retrieved on 2<sup>nd</sup> February 2015.
- 100. Coffman, C., Gonzalez-Molina, G., & Gopal, A. (2002). Follow this path: How the world's greatest organizations drive growth by unleashing human potential. Business Plus.
- 101. Cokpekin, O., & Knudsen, M. P. (2011). The effects of Firms' Creative Climate for Product and Process Innovation. *In Druid Winter Conference*, 1-22.
- 102. Cole, M. S., Walter, F., Bedeian, A. G., & O'Boyle, E. H. (2012). Job burnout and employee engagement a meta-analytic examination of construct proliferation. *Journal of Management*, 38(5), 1550-1581.
- 103. Coleman, J., Gulati, D., & Segovia, W. O. (2012). *Passion & purpose: Stories from the best and brightest young business leaders*. Harvard Business Press.
- 104. Coleman, P. T., & Deutsch, M. (2006). Some guidelines for developing a creative approach to conflict. In Deutsch, M., Coleman, P. T., Marcus, E. C. (Eds.), The Handbook of Conflict Resolution: Theory and Practice, San Francisco, CA: John Wiley & Sons, 402-413
- 105. Cooke, P. (2002). Regional innovation systems: general findings and some new evidence from biotechnology clusters. *The Journal of Technology Transfer*, 27(1), 133-145.
- 106. Covey, S. R. (2004). *The 7 habits of highly effective people: Restoring the character ethic.* Available at https://www.depts.ttu.edu. Retrieved on 2<sup>nd</sup> December 2014.
- 107. Cowan, R., & van de Paal, G. (2000). Innovation policy in a knowledge-based economy. European Commission DG-Enterprise. Available at ftp://ftp.cordis.europa.eu /pub. Retrieved on 23<sup>rd</sup> January 2015.
- 108. Crawford, E. R., LePine, J. A., & Rich, B. L. (2010). Linking job demands and resources to employee engagement and burnout: a theoretical extension and metaanalytic test. *Journal of Applied Psychology*, 95(5), 834-848.

- 109. Cronbach, L. J. (1951). Coefficient alpha and the internal structure of tests. *Psychometrika*, 16(3), 297-334.
- 110. Cronbach, L. J., & Meehl, P. E. (1955). Construct validity in psychological tests. *Psychological Bulletin*, 52(4), 281-302.
- 111. Cronbach, L. J., & Thorndike, R. L. (1971). Educational measurement. *Test Validation*, 443-507.
- 112. Csikszentmihalyi, M. (1996). Flow and the psychology of discovery and invention. *New York: Harper Collins*. Available at http://www.bioenterprise.ca/docs. Retrieved on 2<sup>nd</sup> December 2014.
- 113. Cummings, A., & Oldham, G. R. (1997). Enhancing creativity: Managing work contexts for the high potential employee. *California Management Review*, 40(1), 22-38.
- 114. Czarnitzki, D., & Spielkamp, A. (2003). Business services in Germany: bridges for innovation. *The Service Industries Journal*, 23(2), 1-30.
- 115. Damanpour, F., & Evan, W. M. (1984). Organizational innovation and performance: the problem of "organizational lag". *Administrative Science Quarterly*, 392-409.
- 116. De Jong, J. (2006). Individual innovation: the connection between leadership and employees' innovative work behaviour. *EIM Business and Policy Research*. Available at http://www.entrepreneurship-sme.eu/pdf-ez/R200604.pdf. Retrieved on 15<sup>th</sup> October 2014.
- 117. De Jong, J. (2007). Individual innovation: The connection between leadership and employees' innovative work behavior. *PhD thesis, University of Amsterdam.* Available at http://dare.uva.nl/document/2/52860. Retrieved on 2<sup>nd</sup> December 2014.
- 118. De Jong, J., & Den Hartog, D. N. (2007). How leaders influence employees' innovative behaviour. *European Journal of Innovation Management*, 10(1), 41-64.
- 119. De Jong, J., & Den Hartog, D. (2010). Measuring innovative work behaviour. *Creativity and Innovation Management*, 19(1), 23-36.
- 120. De Jonge, J., & Schaufeli, W. B. (1998). Job characteristics and employee wellbeing: A test of Warr's Vitamin Model in health care workers using structural equation modelling. *Journal of Organizational Behavior*, 19(4), 387-407.
- 121. Dellas, M., & Gaier, E. L. (1970). Identification of creativity: The individual. *Psychological Bulletin*, 73(1), 55-73.
- 122. Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands-resources model of burnout. *Journal of Applied Psychology*, 86(3), 499-512.

- 123. Development Dimensions International (DDI) (2005). *Whitepaper-Driving Employee Engagement*. Available at www.ddiworld.com. Retrieved on 2<sup>nd</sup> March 2015.
- 124. Dewett, T. C. (2002). *Differentiating outcomes in employee creativity: Understanding the role of risk in creative performance*. Unpublished doctoral dissertation, Texas A&M University, College Station.
- 125. Diamantopoulos, A., & Winklhofer, H. M. (2001). Index construction with formative indicators: An alternative to scale development. *Journal of Marketing Research*, 38(2), 269-277.
- 126. DiLiello, T. C., & Houghton, J. D. (2006). Maximizing organizational leadership capacity for the future: Toward a model of self-leadership, innovation and creativity. *Journal of Managerial Psychology*, 21(4), 319-337.
- 127. Diliello, T. C., Houghton, J. D., & Dawley, D. (2011). Narrowing the creativity gap: The moderating effects of perceived support for creativity. *The Journal of Psychology*, 145(3), 151-172.
- 128. Donaldson, T., & Preston, L. E. (1995). The stakeholder theory of the corporation: Concepts, evidence, and implications. *Academy of Management Review*, 20(1), 65-91.
- 129. Dorenbosch, L., Engen, M. L. V., & Verhagen, M. (2005). On-the-job innovation: the impact of job design and human resource management through production ownership. *Creativity and Innovation Management*, 14(2), 129-141.
- 130. Dorner, N. (2012). Innovative work behavior: The roles of employee expectations and effects on job performance. *Doctoral dissertation, University of St. Gallen.* Available at http://www1.unisg.ch/www/edis.nsf. Retrieved on May 2<sup>nd</sup> 2014.
- Drazin, R., & Schoonhoven, C. B. (1996). Community, population, and organization effects on innovation: A multilevel perspective. Academy of Management Journal, 39(5), 1065-1083.
- 132. Drucker, P. F. (1946). Concept of the Organization. New York: John Day Co.
- 133. Drucker, P. F. (1985). Harvard Business Review.
- 134. Dubina, I. N., & Umpleby, S. A. (2011). A quality improvement approach to assessing an organization's climate for creativity and innovation. *In The 17th Annual International Deming Research Seminar, Fordham University, New York City.* Available at https://www.gwu.edu/~rpsol/preconf. Retrieved on August 28<sup>th</sup> 2014.
- 135. Dubina, I.N. (2009). *Creativity Management in Innovation Economy*, Moscow: Academia (in Russian).

- 136. Duncan, W. J., Smeltzer, L. R., & Leap, T. L. (1990). Humor and work: Applications of joking behavior to management. *Journal of Management*, 16(2), 255-278.
- 137. Dunn, L.L.S. (2004). Cognitive playfulness, innovativeness, and belief of essentialness: characteristics of educators who have the ability to make enduring changes in the integration of technology into the classroom environment. Unpublished doctoral dissertation, University of North Texas.
- 138. Echols, M. E. (2005). Engaging employees to impact performance. *Chief Learning Officer*, 4(2), 44-48.
- 139. Edland, A., & Svenson, O. (1993). Judgment and decision making under time pressure. In Time pressure and stress in human judgment and decision making. Springer US, 27-40
- 140. Eisenberger, R., & Aselage, J. (2009). Incremental effects of reward on experienced performance pressure: Positive outcomes for intrinsic interest and creativity. *Journal of Organizational Behavior*, 95-117.
- 141. Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P. D., & Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86(1), 42-51.
- 142. Ekvall, G. (1996). Organizational climate for creativity and innovation. *European Journal of Work and Organizational Psychology*, 5(1), 105-123.
- 143. Ensor, J., Pirrie, A., & Band, C. (2006). Creativity work environment: Do UK advertising agencies have one? *European Journal of Innovation Management*, 9(3), 258-268.
- 144. F. Hair Jr, J., Sarstedt, M., Hopkins, L., & G. Kuppelwieser, V. (2014). Partial least squares structural equation modeling (PLS-SEM) An emerging tool in business research. *European Business Review*, 26(2), 106-121.
- 145. Farr, J. L., & Ford, C. M. (1990). Individual innovation. In M. A. West & J. L. Farr (Eds.), *Innovation and creativity at work*. New York, NY: John Wiley & Sons.
- 146. Fillis, I. (2002). An Andalusian dog or a rising star? Creativity and the marketing/entrepreneurship interface. *Journal of Marketing Management*, 18(3-4), 379-395.
- 147. Fleming, J.H., Coffman, C., & Harter, J.K. (2005). Manage Your Human Sigma. *Harvard Business Review*, 83 (7), 106-15.
- 148. Flora, G., Gupta, D., & Tiwari, A. (2012). Toxicity of lead: a review with recent updates. *Interdisciplinary Toxicology*, 5(2), 47-58.

- 149. Ford, C. M. (1996). A theory of individual creative action in multiple social domains. *Academy of Management review*, 21(4), 1112-1142.
- 150. Fornell, C., & Larcker, D. F. (1981). Structural equation models with unobservable variables and measurement error: Algebra and statistics. *Journal of Marketing Research*, 382-388.
- 151. Frank, B. A. (2016). Employee Engagement for the C-Store Industry. Available at http://www.ccrrc.org/wp-content. Retrieved on 17<sup>th</sup> June 2015.
- 152. Freeman, R. E. (1984). Strategic Management: A Stakeholder Approach (Pittman, Marshfield, MA). Available at http://papers.ssrn.com/paper.taf?abstract\_id=263511. Retrieved on 19<sup>th</sup> June 2015.
- 153. Freeney, Y., & Fellenz, M. R. (2013). Work engagement as a key driver of quality of care: a study with midwives. *Journal of Health Organization and Management*, 27(3), 330-349.
- 154. Fried, Y., & Ferris, G. R. (1987). The validity of the job characteristics model: A review and meta-analysis. *Personnel Psychology*, 40(2), 287-322.
- 155. Fry, W. F. (1994). The biology of humor. International Journal of Humor Research, 7(2), 111-126.
- 156. Fuchs, C., & Schreier, M. (2011). Customer empowerment in new product development. *Journal of Product Innovation Management*, 28(1), 17-32.
- 157. Furman, A. (1998). Teacher and pupil characteristics in the perception of the creativity of classroom climate. *The Journal of Creative Behavior*, 32(4), 258-277.
- 158. Gallup (2010). Employee engagement: A leading indicator of financial performance. Available at http:// www.gallup.com/consulting/52/Employee-Engagement.aspx. Retrieved on 24<sup>th</sup> May 2014.
- 159. Gallup (2013). Employee Engagement Survey. University of Virginia, Health System. Available at http://employeeengagement.com/wp-content/uploads/2013/ 06/Gallup-2013-State-of-the-American-Workplace-Report.pdf. Retrieved on 24<sup>th</sup> May 2014.
- 160. Galunic, D. C., & Eisenhardt, K. M. (2001). Architectural innovation and modular corporate forms. *Academy of Management Journal*, 44(6), 1229-1249.
- 161. Gama, N., Da Silva, M. M., & Ataíde, J. (2007). Innovation scorecard: a balanced scorecard for measuring the value added by innovation. In *Digital Enterprise Technology. Springer US*, 417-424.

- 162. Garcia, T., & Pintrich, P. R. (1996). The Effects of Autonomy on Motivation and Performancein the College Classroom. *Contemporary Educational Psychology*, 21(4), 477-486.
- 163. Garcia-Morales, V. J., Llorens-Montes, F. J., & Verdú-Jover, A. J. (2006). Antecedents and consequences of organizational innovation and organizational learning in entrepreneurship. *Industrial Management & Data Systems*, 106(1), 21-42.
- 164. Gefen, D., Straub, D., & Boudreau, M. C. (2000). Structural equation modeling and regression: Guidelines for research practice. *Communications of the Association for Information Systems*, 4(7), 2-77.
- 165. Geijsel, F. P. (2001). Schools and innovations: Conditions fostering the implementation of educational innovations. Nijmegen University Press.
- 166. George, W. (1998). Classroom Discipline Problem Solver: Ready-to-Use Techniques & Materials for Managing All Kinds of Behavior Problems. Jossey-Bass.
- 167. George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behavior: an interactional approach. *Journal of Applied Psychology*, 86(3), 513.
- 168. Geroski, P., Machin, S., & Van Reenen, J. (1993). The profitability of innovating firms. *The RAND Journal of Economics*, 198-211.
- 169. Gibbs, C. (2003). Explaining effective teaching: self-efficacy and thought control of action. *The Journal of Educational Enquiry*, 4(2), 1-14.
- 170. Gichohi, P. M. (2014). The Role of Employee Engagement in Revitalizing Creativity and Innovation at the Workplace: A Survey of Selected Libraries in Meru County-Kenya. *Library Philosophy and Practice*, 1-33.
- 171. Giugni, S. (2004). Nurturing imagination: Fostering creativity in your organization. Innovation and imagination at work. Sydney: McGraw Hill.
- 172. Godkin, L. (2015). Mid-management, employee engagement, and the generation of reliable sustainable corporate social responsibility. *Journal of Business Ethics*, 130(1), 15-28.
- 173. Goldenberg, J., & Mazursky, D. (2002). *Creativity in Product Innovation*. Cambridge University Press.
- 174. Gong, Y., Huang, J. C., & Farh, J. L. (2009). Employee learning orientation, transformational leadership, and employee creativity: The mediating role of employee creative self-efficacy. *Academy of Management Journal*, 52(4), 765-778.

- 175. Gratton, L. (2000). Living strategy: Putting people at the heart of corporate purpose. FT Press.
- 176. Grugulis, I. (2002). Nothing serious? Candidates' use of humour in management training. *Human Relations*, 55(4), 387-406.
- 177. Gu, Q., Tang, T. L. P., & Jiang, W. (2015). Does moral leadership enhance employee creativity? Employee identification with leader and leader-member exchange (LMX) in the Chinese context. *Journal of Business Ethics*, 126(3), 513-529.
- 178. Guilford, J.P. (1950). Creativity: American Psychologist, 5, 444-454.
- 179. Guion, R. M. (1978). Content validity in moderation. *Personnel Psychology*, 31(2), 205-213.
- 180. Gupta, M., Ganguli, S., & Ponnam, A. (2015). Factors affecting employee engagement in India: a study on offshoring of financial services. *The Qualitative Report*, 20(4), 498-515.
- 181. Gupta, V., & Singh, S. (2013). How leaders impact employee creativity: a study of Indian R&D laboratories. *Management Research Review*, 36(1), 66-88.
- 182. Hackman, J. R., & Oldham, G. R. (1975). Development of the job diagnostic survey. *Journal of Applied Psychology*, 60(2), 159-170.
- Hackman, J. R., & Oldham, G. R. (1980). Work Redesign. Reading, MA: Addison-Wesley.
- 184. Hakanen, J. J., Schaufeli, W. B., & Ahola, K. (2008). The Job Demands-Resources model: A three-year cross-lagged study of burnout, depression, commitment, and work engagement. *Work & Stress*, 22(3), 224-241.
- 185. Halbesleben, J. R. (2010). A meta-analysis of work engagement: Relationships with burnout, demands, resources, and consequences. *Work Engagement: A Handbook of Essential Theory and Research*, 8, 102-117.
- 186. Hallberg, U. E., & Schaufeli, W. B. (2006). "Same same" but different? Can work engagement be discriminated from job involvement and organizational commitment?. *European Psychologist*, 11(2), 119-127.
- 187. Hambleton, R. K., & Rogers, H. J. (1991). Advances in criterion-referenced measurement. In *Advances in educational and psychological testing: Theory and applications*. London, Gluwer Acedemic Publishers.
- 188. Hammond, M. M., Neff, N. L., Farr, J. L., Schwall, A. R., & Zhao, X. (2011). Predictors of individual-level innovation at work: A meta-analysis. *Psychology of Aesthetics, Creativity and the Arts*, 5(1), 1-52.

- 189. Harter, J. K., Schmidt, F. L., & Hayes, T. L. (2002). Business-unit-level relationship between employee satisfaction, employee engagement, and business outcomes: a meta-analysis. *Journal of Applied Psychology*, 87(2), 268-279.
- 190. Harter, J. K., Schmidt, F. L., Killham, E. A., & Asplund, J. W. (2013). The relationship between engagement at work and organizational outcomes. *Gallup Poll Consulting University Press, Washington*.
- 191. Hartjes, B. J. G. (2010). Aligning employee competences with organizational innovation strategy: A case study at BV Twentsche Kabelfabriek.
- 192. Hausman, A. (2005). Innovativeness among small businesses: Theory and propositions for future research. *Industrial Marketing Management*, 34(8), 773-782.
- 193. He, H., Zhu, W., & Zheng, X. (2014). Procedural justice and employee engagement: Roles of organizational identification and moral identity centrality. *Journal of Business Ethics*, 122(4), 681-695.
- 194. Hellmann, T., & Thiele, V. (2011). Incentives and innovation: A multitasking approach. *American Economic Journal: Microeconomics*, 3(1), 78-128.
- 195. Henker, N., Sonnentag, S., & Unger, D. (2015). Transformational leadership and employee creativity: the mediating role of promotion focus and creative process engagement. *Journal of Business and Psychology*, 30(2), 235-247.
- 196. Herron, J. D. (1996). The Chemistry Classroom: Formulas for Successful Teaching. *Washington, DC: American Chemical Society.*
- 197. Heye, D. (2006). Creativity and innovation two key characteristics of the successful 21st century information professional. *Business Information Review*, 23(4), 252-257.
- 198. Hirschman, A. O. (1970). Exit, Voice, and Loyalty: Response to Decline in Firms, Organizations and States. Cambridge, Massachusetts, USA: Harvard University Pr Hollenbeck, JR, e Klein, HJ (1987). Goal commitment and the goal-setting process: Problems, prospects, and proposals for future research. *Journal of Applied Psychology*, 72(2), 212-220.
- 199. Hirst, G., Van Dick, R., & Van Knippenberg, D. (2009a). A social identity perspective on leadership and employee creativity. *Journal of Organizational Behavior*, 30(7), 963-982.
- 200. Hirst, G., Van Knippenberg, D., & Zhou, J. (2009b). A cross-level perspective on employee creativity: Goal orientation, team learning behavior, and individual creativity. *Academy of Management Journal*, 52(2), 280-293.

- 201. Hitt, M. A., Hoskisson, R. E., & Kim, H. (1997). International diversification: Effects on innovation and firm performance in product-diversified firms. *Academy of Management Journal*, 40(4), 767-798.
- 202. Ho, V. T., Wong, S. S., & Lee, C. H. (2011). A tale of passion: Linking job passion and cognitive engagement to employee work performance. *Journal of Management Studies*, 48(1), 26-47.
- 203. Hoffman, K., & Kunze, R. (1971). Linear Algebra. Englewood Cliffs, New Jersey.
- 204. Holmes, J. G. (1981). The exchange process in close relationships. *In justice motive in social behaviour, Part of the series Critical issues in Social Justice*, 261-284.
- 205. Homans, G. C. (1961). Social behavior in elementary forms. A Primer of Social Psychological Theories. Monterey, CA: Brooks/Cole Publishing Company.
- 206. Hong, J. C., Hwang, I. Y., & Lin, C. L. (2003). Chi and organizational creativity: A case study of three Taiwanese computer firms. *Creativity and Innovation Management*, 12(4), 202-210.
- 207. Howell, J. M. (2005). The right stuff: Identifying and developing effective champions of innovation. *The Academy of Management Executive*, 19(2), 108-119.
- 208. Hsiao, H. C., Chang, J. C., Tu, Y. L., & Chen, S. C. (2011). The impact of self-efficacy on innovative work behavior for teachers. *International Journal of Social Science and Humanity*, 1(1), 31-36.
- 209. Hsu, H. J. (2013). Factors affecting employee creativity in Taiwan's Hakka clothing industry. *Social Behavior and Personality: An International Journal*, 41(2), 271-282.
- 210. Huang, Y.T. (2007). A study of the relationships among team climate and organizational innovativeness-organizational characteristics as a moderating variable. Unpublished master's thesis, Chang Jung Christian University, Tainan, Taiwan.
- 211. Huhtala, M., Tolvanen, A., Mauno, S., & Feldt, T. (2015). The associations between ethical organizational culture, burnout, and engagement: A multilevel study. *Journal of Business and Psychology*, 30(2), 399-414.
- 212. Hunter, S. T., & Cushenbery, L. (2011). Leading for innovation: Direct and indirect influences. *Advances in Developing Human Resources*, 13, 248-265.
- 213. Hunter, S. T., Bedell, K. E., & Mumford, M. D. (2007). Climate for creativity: A quantitative review. *Creativity Research Journal*, 19(1), 69-90.

- IBEF, (2015). India Brand Equity Foundation, Statistics report. Available at www.ibef.org/industry/autocomponents-india/showcase. Retrieved on 20<sup>th</sup> January 2016.
- 215. IBM (2010). Capitalizing on complexity: Insights from the global chief executive officer study. Somers, NY: IBM Global Business Services.
- 216. Im, S., & Workman Jr, J. P. (2004). Market orientation, creativity, and new product performance in high-technology firms. *Journal of Marketing*, 68(2), 114-132.
- 217. Imram, I., Saeed, T., Anis-ul-Haq, M. & Afsheen, F. (2010). Organizational climate as a predictor of innovative work behavior, *African Journal of Business Management*, 4 (15), 3337-3343.
- 218. Imran, R., & Anis-ul-Haque, M. (2011). Mediating effect of organizational climate between transformational leadership and innovative work behaviour. *Pakistan Journal of Psychological Research*, 26(2), 183-199.
- 219. Innstrand, S. T., Langballe, E. M., & Falkum, E. (2012). A longitudinal study of the relationship between work engagement and symptoms of anxiety and depression. *Stress and Health*, 28(1), 1-10.
- Interview in Business line, (2014). K.Illango President of Codissia on January 23<sup>rd</sup>, 2014. Available at http://www.thehindubusinessline.com/. Retrieved on 20<sup>th</sup> January 2016.
- 221. Isaksen, S. G., & Akkermans, H. J. (2011). Creative climate: A leadership lever for innovation. *Journal of Creative Behavior*, 45(3), 161-187.
- 222. Isaksen, S. G., & Ekvall, G. (2010). Managing for innovation: The two faces of tension in creative climates. *Creativity and Innovation Management*, 19(2), 73-88.
- 223. Isaksen, S. G., & Kaufmann, G. (1990). Adaptors and Innovators: Different Perceptions of the Psychological Climate Creativity. *Studia Psychologica*, 32(3), 129-141.
- 224. Isaksen, S. G., Dorval, K. B., & Treffinger, D. J. (2000). Creative approaches to problem solving: A framework for change. Kendall Hunt Publishing Company.
- 225. Isaksen, S. G., Lauer, K. J., & Ekvall, G. (1999). Situational outlook questionnaire: A measure of the climate for creativity and change. *Psychological Reports*, 85(2), 665-674.
- 226. Isaksen, S. G., Lauer, K. J., Ekvall, G., & Britz, A. (2001). Perceptions of the best and worst climates for creativity: Preliminary validation evidence for the situational outlook questionnaire. *Creativity Research Journal*, 13(2), 171-184.

- 227. Isen, A. M., Daubman, K. A., & Nowicki, G. P. (1987). Positive affect facilitates creative problem solving. *Journal of Personality and Social Psychology*, 52(6), 1122-1131.
- 228. Ivey, G. W., Blanc, J. R. S., & Mantler, J. (2015). An assessment of the overlap between morale and work engagement in a non-operational military sample. *Journal of Occupational Health Psychology*, 20(3), 338-347.
- 229. Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behaviour. *Journal of Occupational and Organizational Psychology*, 73(3), 287-302.
- 230. Janssen, O. (2003). Innovative behaviour and job involvement at the price of conflict and less satisfactory relations with co-workers. *Journal of Organizational and Occupational Psychology*, 76, 347–364.
- 231. Janssen, O. (2005). The joint impact of perceived influence and supervisor supportiveness on employee innovative behaviour. *Journal of Occupational and Organizational Psychology*, 78(4), 573-580.
- 232. Janssen, O., Van de Vliert, E., & West, M. (2004). The bright and dark sides of individual and group innovation: A special issue introduction. *Journal of Organizational Behavior*, 25(2), 129-145.
- 233. Jaskyte, K., & Kisieliene, A. (2006). Determinants of employee creativity: A survey of Lithuanian nonprofit organizations. *Voluntas: International Journal of Voluntary and Nonprofit Organizations*, 17(2), 128-136.
- 234. Jehn, K. A. (1995). A multimethod examination of the benefits and detriments of intragroup conflict. *Administrative Science Quarterly*, 256-282.
- 235. Jenkins, S., & Delbridge, R. (2013). Context matters: Examining 'soft' and 'hard' approaches to employee engagement in two workplaces. *The International Journal of Human Resource Management*, 24(14), 2670-2691.
- 236. Jobs S. (2011). Creativity in the work place. Available at www.cic.eap.co.uk. Retrieved on 7<sup>th</sup> November 2014.
- 237. Jobs, S. (2000). Apple's one-dollar-a-year man. Fortune Magazine, 144(2). Available at http://archive.fortune.com/magazines/fortune. Retrieved on 7<sup>th</sup> November 2014.
- 238. Joo, B. K. B., Jeung, C. W., & Yoon, H. J. (2010). Investigating the influences of core self-evaluations, job autonomy, and intrinsic motivation on in-role job performance. *Human Resource Development Quarterly*, 21(4), 353-371.
- 239. Joshi, R. J., & Sodhi, J. S. (2011). Drivers of employee engagement in Indian organizations. *Indian Journal of Industrial Relations*, 162-182.

- 240. Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of Management Journal*, 33(4), 692-724.
- 241. Kahn, W. A. (1992). To be fully there: Psychological presence at work. *Human Relations*, 45(4), 321–349.
- 242. Kanter, R. (1983). The change masters. Simon & Schuster: New York.
- 243. Kanter, R. M. (1988). Three tiers for innovation research. *Communication Research*, 15(5), 509-523.
- 244. Katz, D. (1964). The motivational basis of organizational behavior. *Behavioral Science*, 9(2), 131-146.
- 245. Katz, R. N., Kvavik, R. B., Penrod, J. I., Pirani, J. A., Nelson, M. R., & Salaway, G. (2004). *Information technology leadership in higher education: The condition of the community*. Available at http://www.educause.edu/ECAR. Retrieved on 17<sup>th</sup> May 2015.
- 246. Kaur, J. (2014). FDI and Sustainable development: Lessons to Draw for India. Annual Research Journal of Symbiosis Centre for Management Studies, 1, 56–68.
- 247. Kheng, Y. K., June, S., & Mahmood, R. (2013). The determinants of innovative work behavior in the knowledge intensive business services sector in Malaysia. *Asian Social Science*, 9(15), 47-59.
- 248. Kilgour, M., & Koslow, S. (2009). Why and how do creative thinking techniques work?: Trading off originality and appropriateness to make more creative advertising. *Journal of the Academy of Marketing Science*, 37(3), 298-309.
- King, N. (1995). Individual creativity and organizational innovation: An uncertain link. Available at http://sk.sagepub.com/books/creative-action-in-organizations. Retrieved on 17<sup>th</sup> May 2015.
- 250. Kleysen, R. F., & Street, C. T. (2001). Toward a multi-dimensional measure of individual innovative behavior. *Journal of Intellectual Capital*, 2(3), 284-296.
- 251. Klijn, M., & Tomic, W. (2010). A review of creativity within organizations from a psychological perspective. *Journal of Management Development*, 29(4), 322-343.
- 252. Knol, J., & Van Linge, R. (2009). Innovative behaviour: the effect of structural and psychological empowerment on nurses. *Journal of Advanced Nursing*, 65(2), 359-370.
- 253. Knudsen, M. P. (2007). The relative importance of inter firm relationships and knowledge transfer for new product development success. *Journal of Product Innovation Management*, 24(2), 117–138.

- 254. Koene, B. A., Vogelaar, A. L., & Soeters, J. L. (2002). Leadership effects on organizational climate and financial performance: Local leadership effect in chain organizations. *The Leadership Quarterly*, 13(3), 193-215.
- 255. Kokemuller, N. (2015). How Does HR Add Value to an Organization. *Huston Chronicle*. Available at http://smallbusiness.chron.com/hr-add-value-organization-50980.html. Retrieved on 29<sup>th</sup> December 2015.
- 256. Kowske, B., Lundby, K., Rasch, R., Harris, C., & Lucas, D. (2009). Turning survives into thrive: Managing survivor engagement in a downsized organization. *People and Strategy*, 32(4), 48-56.
- 257. Krause, D. E. (2004). Influence-based leadership as a determinant of the inclination to innovate and of innovation-related behaviors: An empirical investigation. *The Leadership Quarterly*, 15(1), 79-102.
- 258. Kriegesmann, B., Kley, T., & Schwering, M. G. (2007). Making organizational learning happen: the value of "creative failures". *Business Strategy Series*, 8(4), 270-276.
- 259. Kumar, V., & Pansari, A. (2014). The Construct, Measurement, and Impact of Employee Engagement: a Marketing Perspective. *Customer Needs and Solutions*, 1(1), 52-67.
- 260. Kuo C.K. (2002). The relationship among individual creativity, organizational innovation climate, and organizational innovation performance: an empirical study of advertising agency in Taipei. *Unpublished Master's thesis, National Chung Cheng University*, Min-Hsiung, Chia-Yi, Taiwan.
- Lamers, F. (2007). To be or not to be: Innovativeness by a coherent climate for creativity and change? Available at http://essay.utwente.nl/58189/1/scriptie\_Lamers.pdf. Retrieved on 2<sup>nd</sup> December 2014.
- 262. Laschinger, H. K. S., & Finegan, J. (2005). Empowering nurses for work engagement and health in hospital settings. *Journal of Nursing Administration*, 35(10), 439-449.
- 263. Lau, A. K.W., Tang, E., & Yam, R. C.M. (2010). Effects of supplier and customer integration on product innovation and performance: empirical evidence in Hong Kong manufacturers. *Journal of Product Innovation Management*, 27(5), 761–777.
- 264. Lauer, K. J. (1994). The assessment of creative climate: An investigation of Ekvall's Creative Climate Questionnaire. *Unpublished Master's Thesis, State University College, Buffalo, New York.*
- 265. Lawshe, C. H. (1975). A quantitative approach to content validity. *Personnel Psychology*, 28(4), 563-575.

- 266. Lee, J. J. (2015). Drivers of work engagement: An examination of core selfevaluations and psychological climate among hotel employees. *International Journal of Hospitality Management*, 44, 84-98.
- 267. Lee, K., Scandura, T., Kim, Y., Joshi, K., & Lee, J. (2012). Examining leadermember exchange as a moderator of the relationship between emotional intelligence and creativity of software developers. *Engineering Management Research*, 1(1), 15-28.
- 268. Leong, C. T., & Rasli, A. (2014). The Relationship between innovative work behavior on work role performance: An empirical study. *Procedia-Social and Behavioral Sciences*, 129, 592-600.
- 269. Leung, K., Chen, Z., Zhou, F., & Lim, K. (2014). The role of relational orientation as measured by face and renqing in innovative behavior in China: An indigenous analysis. *Asia Pacific Journal of Management*, 31(1), 105-126.
- 270. Lewin, K., Lippitt, R., & White, R. K. (1939). Patterns of aggressive behavior in experimentally created "social climates". *The Journal of Social Psychology*, 10(2), 269-299.
- 271. Luthans, F. (2002). The need for and meaning of positive organizational behavior. *Journal of Organizational Behavior*, 23(6), 695-706.
- 272. Lynch, O. H. (2002). Humorous communication: Finding a place for humor in communication research. *Communication Theory*, 12(4), 423-445.
- 273. Lynn, M. R. (1986). Determination and quantification of content validity. *Nursing Research*, 35(6), 382-386.
- 274. Ma, Y., Cheng, W., Ribbens, B. A., & Zhou, J. (2013). Linking ethical leadership to employee creativity: Knowledge sharing and self-efficacy as mediators. *Social Behavior and Personality: An International Journal*, 41(9), 1409-1419.
- 275. Macey, W. H., Schneider, B., Barbera, K. M., & Young, S. A. (2009). Employee engagement: Tools for analysis, practice, and competitive advantage. Malden, WA: Wiley-Blackwell.
- 276. MacLeod, D., & Clarke, N. (2009). Engaging for success: enhancing performance through employee engagement: a report to government. *London: Department for Business, Innovation and Skills.*
- 277. MacLeod, D., & Clarke, N. (2010). Leadership and employee engagement: passing fad or a new way of doing business? *International Journal of Leadership in Public Services*, 6(4), 26-30.

- 278. Madjar, N., Oldham, G. R., & Pratt, M. G. (2002). There's no place like home? The contributions of work and nonwork creativity support to employees' creative performance. *Academy of Management Journal*, 45(4), 757-767.
- Mahemba, C. M., & Bruijn, E. J. D. (2003). Innovation Activities by Small and Medium-sized Manufacturing Enterprises in Tanzania. *Creativity and Innovation Management*, 12(3), 162-173.
- 280. Malhotra, N., & Birks, D. (2003). Marketing Research (2 nd European Edition).
- 281. Manohar, S. S., & Pandit, S. R. (2014). Core values and beliefs: A study of leading innovative organizations. *Journal of Business Ethics*, 125(4), 667-680.
- 282. March, J. G. (1991). Exploration and exploitation in organizational learning. *Organization science*, 2(1), 71-87.
- 283. Martins, E. C., & Terblanche, F. (2003). Building organisational culture that stimulates creativity and innovation. *European Journal of Innovation Management*, 6(1), 64-74.
- 284. Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. Annual Review of Psychology, 52, 397–422.
- 285. Mason, E. J., & Bramble, W. J. (1989). Understanding and conducting research: Applications in Education and the Behavioral Sciences. *McGraw-Hill Book Company*.
- 286. Matten, D., & Crane, A. (2005). Corporate citizenship: Toward an extended theoretical conceptualization. *Academy of Management Review*, 30(1), 166-179.
- 287. Maurer, B. (1999). Innovation and investment under financial constraints and product market competition. *International Journal of Industrial Organization*, 17(4), 455–476.
- 288. May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11-37.
- 289. Mayer, R. E. (1999). Fifty Years of Creativity Research. In: Handbook of creativity, R.J. Strenberg (ed.). *Cambridge, MA: Cambridge University Press,* 449-460.
- 290. McGhee, P. (2000). The key to stress management, retention, and profitability? More workplace fun. *HR Focus*, 77(9), 5-6.
- 291. McGrath, R. G. (2013). The end of competitive advantage: How to keep your strategy moving as fast as your business. Boston: Harvard Business Review Press.

- 292. McLean, L. D. (2005). Organizational culture's influence on creativity and innovation: A review of the literature and implications for human resource development. *Advances in Developing Human Resources*, 7(2), 226-246.
- 293. Messmann, G. (2012). Innovative work behaviour: Investigating the nature and facilitation of vocational teachers 'contributions to innovation development. *Doctoral Dissertation, University of Regenburg.* Available at http://epub.uni-regensburg.de/26492/4/Messmann\_2012.pdf. Retrieved on July 2<sup>nd</sup> 2014.
- 294. Meyer, J. C. (1997). Humor in member narratives: Uniting and dividing at work. *Western Journal of Communication (includes Communication Reports*, 61(2), 188-208.
- 295. Miller, A. M. (2005). Fun in the workplace: Toward an environment-behavior framework relating office design, employee creativity, and job satisfaction. Doctoral dissertation, University of Florida. Available at http://etd.fcla.edu/UF/UFE0012150/miller\_a.pdf. Retrieved on August 12<sup>th</sup> 2014.
- 296. Miller, J. (1996). Humour: an empowerment tool for the 1990s. *Management Development Review*, 9(6), 36-40.
- 297. Miller, J. B. (2012). Toward a new psychology of women. Beacon Press.
- 298. Mir, K. (2012). Wars at Work: An action guide for resolving workplace battles. Author House.
- 299. Miron, E., Erez, M., & Naveh, E. (2004). Do personal characteristics and cultural values that promote innovation, quality, and efficiency compete or complement each other?. *Journal of Organizational Behavior*, 25(2), 175-199.
- 300. Momeni, M., Ebrahimpour, H., & Ajirloo, M. B. (2014). The effect of employees'self-efficacy on innovative work behavior at social security organization employees in Ardabil province. *Kuwait Chapter of the Arabian Journal of Business and Management Review*, 3(8), 29-32.
- 301. Morreall, J. (1991). Humor and work. *Humor-International Journal of Humor Research*, 4(3-4), 359-374.
- 302. Mumford, M. D., & Gustafson, S. B. (1988). Creativity syndrome: Integration, application, and innovation. *Psychological Bulletin*, 103(1), 27-43.
- 303. Mumford, M. D., Scott, G. M., Gaddis, B., & Strange, J. M. (2002). Leading creative people: Orchestrating expertise and relationships. *The Leadership Quarterly*, 13(6), 705-750.
- 304. Munoz-Doyague, M. F., & Nieto, M. (2012). Individual creativity performance and the quality of interpersonal relationships. *Industrial Management & Data Systems*, 112(1), 125-145.

- 305. Nahrgang, J. D., Morgeson, F. P., & Hofmann, D. A. (2011). Safety at work: a meta-analytic investigation of the link between job demands, job resources, burnout, engagement, and safety outcomes. *Journal of Applied Psychology*, 96(1), 71-94.
- 306. Naqvi, S. R., Ishtiaq, M., Kanwal, N., & Ali, M. (2013). Impact of job autonomy on organizational commitment and job satisfaction: The moderating role of organizational culture in fast food sector of Pakistan. *International Journal of Business and Management*, 8(17), 92-102.
- 307. Narayanan, K. (2006). Technology Acquisition and Export Competitiveness: Evidence from Indian Automobile Industry, in S.D. Tendulkar, A. Mitra, K. Narayanan and D.K. Das (eds), India: Industrialisation in a Reforming Economy, Academic Foundation, New Delhi, 439-470.
- 308. Neumann, D., & Holzmüller, H. H. (2007). Service Delivery Encounters in Business-to-Business Contexts as a Source of Innovation–A Conceptual and Explorative Study. *Journal of Business Market Management*, 1(2), 105-134.
- 309. Newman, T., & Blackburn, S. (2002). Interchange 78: Transitions in the Lives of Children and Young People: Resilience Factors. Available at http://www.gov.scot/Publications. Retrieved on 27<sup>th</sup> March 2015.
- 310. Nimon, K., Shuck, B., & Zigarmi, D. (2016). Construct overlap between employee engagement and job satisfaction: a function of semantic equivalence? *Journal of Happiness Studies*, 17(3), 1149-1171.
- 311. Niu, H. J. (2014). Is innovation behavior congenital? Enhancing job satisfaction as a moderator. *Personnel Review*, 43(2), 288-302.
- 312. NMCC, (2006). The National Strategy for Manufacturing, National Manufacturing Competitiveness Council, Government of India, New Delhi.
- 313. Nonaka, I. (1991). The Knowledge-Creating Company. Harvard Business Review. Available at https://hbr.org/2007/07/the-knowledge-creating-company. Retrieved on 27<sup>th</sup> March 2015.
- 314. Nunnally, J. (1978). Psychometric theory (2<sup>nd</sup> ed.). New York: McGraw Hill.
- 315. Oldham, G. R., & Cummings, A. (1996). Employee creativity: Personal and contextual factors at work. *Academy of Management Journal*, 39(3), 607-634.
- 316. Ong, C.H., Wan, D.W. & Chang, S.H. (2003). Factors affecting individual innovation: An examination within a Japanese subsidiary in Singapore. *Technovation*, 23(7), 617-632.
- 317. Ottavia, Chuluunbaatar, E., Far Kung, S., & Bang Luh, D. (2012). Understanding the relationship between disciplinary cultures, leadership styles, and 'creativity climates' in the university setting. Journal of Artistic and Creative Education, 6(1), 8-31.

- 318. Oukes, T. (2010). Innovative work behavior: A case study at a tire manufacturer. Available at http://essay.utwente.nl/62728/1/Bacheloropdracht. Retrieved on 4<sup>th</sup> June 2015.
- 319. Parker, S. K., & Griffin, M. A. (2011). Understanding active psychological states: Embedding engagement in a wider homological net and closer attention to performance. *European Journal of Work and Organizational Psychology*, 20(1), 60-67.
- 320. Parkes, K. R. (1991). Locus of control as moderator: An explanation for additive versus interactive findings in the demand—discretion model of work stress?. *British Journal of Psychology*, 82(3), 291-312.
- 321. Paul, S., Whittam, G., & Wyper, J. (2007). The pecking order hypothesis: does it apply to start-up firms? *Journal of Small Business and Enterprise Development*, 14(1), 8-21.
- 322. Peccei, R. (2013). Engagement at work: An evidenced-based review. In: Bach S, Edwards M, eds. Managing human resources (5<sup>th</sup> ed.). *Wiley, Chichester*, 336-363.
- 323. Pelz, D. C. & Andrews, F. M. (1996). Scientists in organizations. New York: Wiley.
- 324. Perrin, T. T. (2003). US Tort Costs: 2003 Update–Trends and Findings on the Costs of the US Tort System. *London: Tillinghast Towers Perrin*. Available at www.towersperrin.com. Retrieved on 7<sup>th</sup> September 2015.
- 325. Peter-Szarka, S. (2012). Creative climate as a means to promote creativity in the classroom. *Electronic Journal of Research in Educational Psychology*, 10(3), 1011-1034.
- 326. Petrou, P., Demerouti, E., Peeters, M. C., Schaufeli, W. B., & Hetland, J. (2012). Crafting a job on a daily basis: Contextual correlates and the link to work engagement. *Journal of Organizational Behavior*, 33(8), 1120-1141.
- 327. Pfeffer, J. (1998). *The human equation: Building profits by putting people first*. Harvard Business Press.
- 328. Pfeifer, C., & Wagner, J. (2014). Is innovative firm behavior correlated with age and gender composition of the workforce? Evidence from a new type of data for German enterprises. *Journal for Labour Market Research*, 47(3), 223-231.
- 329. Phoocharoon, P. (2011). Architecture Engagement Dynamic: Contemporary Approach to Enhance Employee Creativity. *International Journal of Innovation, Management and Technology*, 2(4), 335-341.
- 330. Pianta, M. (1995). Technology and growth in OECD countries, 1970-1990. *Cambridge Journal of Economics*, 19, 175-175.

- 331. Pieterse, A. N., Van Knippenberg, D., Schippers, M., & Stam, D. (2010). Transformational and transactional leadership and innovative behavior: The moderating role of psychological empowerment. *Journal of Organizational Behavior*, 31(4), 609-623.
- 332. Plucker, J. A., Beghetto, R. A., & Dow, G. T. (2004). Why isn't creativity more important to educational psychologists? Potentials, pitfalls, and future directions in creativity research. *Educational Psychologist*, 39(2), 83-96.
- 333. Porter, M. E. (1980). Competitive strategy-techniques for analysis industries and competitors. A Conceptual Framework for the Design of Organizational Control mechanism. *Management Science*, 25(9), 833-848.
- 334. Porter, M. E. (1990). The competitive advantage of notions. *Harvard Business Review*, 68(2), 73-93.
- Porter, M. E. (1998). Cluster and the new economics of competition. Available at https://hbr.org/1998/11/clusters-and-the-new-economics-of-competition. Retrieved on 4<sup>th</sup> June 2015.
- 336. Porzse, G., Takacs, S., Csedo, Z., Berta, Z., Sara, Z., & Fejes, J. (2012). The impact of creative organizational climate on the innovation activity of medical devices manufacturing firms in Hungary. *European Journal of Business and Management*, 4(13), 1-11.
- 337. Potecea, V., & Cebuc, G. (2010). Effects of economic crisis on the Romanian Economy. *Romanian Economic and Business Review*, 5(2), 128-135.
- 338. Prahalad, C., & Hamel, G. (1990). The core competence of the corporation. *Harvard Business Review*, 68(3), 79-91.
- 339. Pratoom, K., & Savatsomboon, G. (2012). Explaining factors affecting individual innovation: The case of producer group members in Thailand. *Asia Pacific Journal of Management*, 29(4), 1063-1087.
- 340. Puccio, G. J., & Cabra, J. F. (2010). Organizational creativity. *The Cambridge Handbook of Creativity*, 145-173.
- 341. Qi, D., Wu, W., & Zhang, H. (2000). Shareholding structure and corporate performance of partially privatized firms: Evidence from listed Chinese companies. *Pacific-Basin Finance Journal*, 8(5), 587–610.
- 342. Ramamoorthy, N., Flood, P. C., Slattery, T., & Sardessai, R. (2005). Determinants of innovative work behaviour: Development and test of an integrated model. *Creativity and Innovation Management*, 14(2), 142-150.
- 343. Rao, S., Ahmed, A., Horsman, W., & Russell P.K. (2001). *The importance of innovation for Productivity*. Micro-Economic Policy Analysis Branch Industry Canada.

- 344. Ray, D. K., & Romano Jr, N. C. (2013). Creative Problem Solving in GSS Groups: Do Creative Styles Matter? *Group Decision and Negotiation*, 22(6), 1129-1157.
- 345. Redmond, M. R., Mumford, M. D., & Teach, R. (1993). Putting creativity to work: Effects of leader behavior on subordinate creativity. *Organizational Behavior and Human Decision Processes*, 55(1), 120-151.
- 346. Reuvers, M., Van Engen, M. L., Vinkenburg, C. J., & Wilson-Evered, E. (2008). Transformational leadership and innovative work behaviour: Exploring the relevance of gender differences. *Creativity and Innovation Management*, 17(3), 227-244.
- 347. Rhodes, M. (1961). An analysis of creativity. The Phi Delta Kappan, 42(7), 305-310.
- 348. Ricchiuto, J. (1996). Collaborative creativity: Unleashing the power of shared thinking. Oakhill Press.
- 349. Richards, T. (2002). Identifying Ekvall's creative climate dimensions in gifted and talented/enrichment programs. *International Center for Studies in Creativity*. Available at http://www. Buffalo state. edu/orgs/cbir/readingroom/execsums/ Richatmx. pdf. Retrieved on 10<sup>th</sup> March 2015.
- 350. Rickards, T. (2003). The future of innovation research. In L. V. Shavinina (Ed.), *The International Handbook on Innovation*. Amsterdam: Elsevier. 1094–1100
- 351. Right Management, (2006). Measuring True Employee Engagement, Philadelphia: Right Management. Available at: http://www.right.com. Retrieved on 10<sup>th</sup> March 2015.
- 352. Right Management, (2009). Employee Engagement: Maximizing Organizational Performance. Available at: http://www.right.com. Retrieved on 10<sup>th</sup> March 2015.
- 353. Robinson, D., Perryman, S. and Hayday, S. (2004). The Drivers of Employee Engagement, Institute for Employment Studies, Brighton.
- 354. Robinson, K. (2011). Out of our minds: Learning to be creative. John Wiley & Sons.
- 355. Rogers, E. M. (1995). Diffusion of Innovations: modifications of a model for telecommunications. In Die Diffusion von Innovationen in der Telekommunikation, *Springer Berlin Heidelberg*, 25-38
- 356. Rogers, E.M. (1983) Diffusion of Innovations, 3rd edition. New York: The Free Press.
- 357. Rogers, M. (2004). Networks, firm size and innovation. *Small Business Economics*, 22(2), 141–153.

- 358. Roof, R. A. (2015). The association of individual spirituality on employee engagement: the spirit at work. *Journal of Business Ethics*, 130(3), 585-599.
- 359. Roper, S., & Hewitt-Dundas, N. (1998). Innovation, networks and the diffusion of manufacturing best practice. NIERC Report Series No.14, Belfast.
- 360. Rosenberg, M. (1986). Conceiving the self. Malabar, FL: Krieger.
- 361. Ross, R. S. (1989). Conflict. In R. Ross & J. Ross (Eds.), Small groups in organizational settings, Englewood Cliffs, NJ: Prentice HaU, 139-178.
- 362. Rossiter, J. R. (2002). The C-OAR-SE procedure for scale development in marketing. *International Journal of Research in Marketing*, 19(4), 305-335.
- 363. Rousseau, D. M., & McLean Parks, J. (1993). The contracts of individuals and organizations. *Research in Organizational Behavior*, 15, 1-43.
- 364. Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. *American Psychologist*, 55(1), 68-462.
- 365. Safferstone, M. J. (1999). Did you hear the one about...? Leading with humour pays dividends. *The Academy of Management Executive*, 13(4), 103-104.
- 366. Sakovska, M. (2012). Importance of Employee Engagement in Business Environment: Measuring the engagement level of administrative personnel in VUC Aarhus and detecting factors requiring improvement. *Published thesis, Aarhus University*.
- 367. Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of Managerial Psychology*, 21(7), 600-619.
- 368. Saks, A. M. (2011). Workplace spirituality and employee engagement. *Journal of Management, Spirituality & Religion*, 8(4), 317–340.
- 369. Saks, A. M., & Gruman, J. A. (2011). Getting newcomers engaged: the role of socialization tactics. *Journal of Managerial Psychology*, 26(5), 383-402.
- 370. Saks, A. M., & Gruman, J. A. (2014). What do we really know about employee engagement?. *Human Resource Development Quarterly*, 25(2), 155-182.
- 371. Salanova, M., Agut, S., & Peiro, J. M. (2005). Linking organizational resources and work engagement to employee performance and customer loyalty: the mediation of service climate. *Journal of Applied Psychology*, 90(6), 1217-1227.
- 372. Saradha, H., & Patrick, H. A. (2011). Employee engagement in relation to organizational citizenship behavior in information technology organizations. *Journal of Marketing and Management*, 2(2), 74-90.

- 373. Sarti, D. (2014). Job resources as antecedents of engagement at work: evidence from a long-term care setting. *Human Resource Development Quarterly*, 25(2), 213-237.
- 374. Saunders, D. M., Sheppard, B. H., Knight, V., & Roth, J. (1992). Employee voice to supervisors. *Employee Responsibilities and Rights Journal*, 5(3), 241-259.
- 375. Saxena, S.M., & Shukla, R.K. (2012). Indian automotive industry: Global and Indian scenario. International Journal of Business Management & Research (IJBMR), 2(3), 45-53.
- 376. Schack, G. D. (1989). Self-efficacy as a mediator in the creative productivity of gifted children. *Journal for the Education of the Gifted*, 12(3), 231-249.
- 377. Schaffer, D. K. S., Kearney, E., Voelpel, S. C., & Koester, R. (2012). Managing demographic change and diversity in organizations: how feedback from coworkers moderates the relationship between age and innovative work behavior. *Zeitschrift fur Betriebswirtschaft*, 82(2), 45-68.
- 378. Schaufeli, W. B., Bakker, A. B., & Salanova, M. (2006). The measurement of work engagement with a short questionnaire a cross-national study. *Educational and Psychological Measurement*, 66(4), 701-716.
- 379. Schaufeli, W. B., Salanova, M., Gonzalez-Roma, V., & Bakker, A. B. (2002). The measurement of engagement and burnout: A two sample confirmatory factor analytic approach. *Journal of Happiness Studies*, 3(1), 71-92.
- Schilling, M. A. (2008). Strategic management of technological innovation. Boston: McGraw-Hill. Scott, R. K. (1995). Creative employees: A challenge to managers. *Journal of Creative Behavior*, 29, 64–71.
- 381. Schneider, B., Macey, W. H., Barbera, K. M., & Martin, N. (2009). Driving customer satisfaction and financial success through employee engagement. *People and Strategy*, 32(2), 22-27.
- 382. Schoonhoven, C. B., Eisenhardt, K. M., & Lyman, K. (1990). Speeding products to market: Waiting time to first product introduction in new firms. *Administrative Science Quarterly*, 177-207.
- 383. Schumpeter, J. (1942). Creative destruction. *Capitalism, Socialism and Democracy*. University of Illinois at Urbana-Champaign's Academy for Entrepreneurial Leadership Historical Research Reference in Entrepreneurship. Available at SSRN: http://ssrn.com/abstract. Retrieved on 29<sup>th</sup> January 2015.
- 384. Schumpeter, J. (1975). The future of private enterprise in the face of modern socialistic tendencies. *History of Political Economy*, 7(3), 294-298.

- 385. Schumpeter, J. A. (1934). The theory of economic development: An inquiry into profits, capital, credit, interest, and the business cycle. Transaction publishers. Available at https://cambridgeforecast.wordpress.com/2007/12/page/7. Retrieved on June 4<sup>th</sup> 2015.
- 386. Scotland, N. H. S. (2010). The healthcare quality strategy for NHS Scotland. *Edinburgh: Scottish Government*.
- 387. Scott, S. G., & Bruce, R. A. (1994). Determinants of innovative behavior: A path model of individual innovation in the workplace. *Academy of Management Journal*, 37(3), 580-607.
- 388. Scott, S.G. & Bruce, R.A. (1998). Following the leader in R&D: The joint effect of subordinate problem-solving style and leader-member relations on innovative behavior. *IEEE Transactions on Engineering Management*, 45(1), 3-10.
- 389. Segers, J., De Prins, P., & Brouwers, S. (2010). 12 Leadership and engagement: a brief review of the literature, a proposed model, and practical implications. *Management*, 34, 143-69.
- 390. Seijts, G. H., & Crim, D. (2006). What engages employees the most or, the ten C's of employee engagement. *Ivey Business Journal*, 70(4), 1-5.
- 391. Shalley, C. E. (1995). Effects of coaction, expected evaluation, and goal setting on creativity and productivity. *Academy of Management Journal*, 38(2), 483-503.
- 392. Shalley, C. E., & Gilson, L. L. (2004). What leaders need to know: A review of social and contextual factors that can foster or hinder creativity. *The Leadership Quarterly*, 15(1), 33-53.
- 393. Shalley, C. E., & Perry-Smith, J. E. (2008). The emergence of team creative cognition: the role of diverse outside ties, socio cognitive network centrality, and team evolution. *Strategic Entrepreneurship Journal*, 2(1), 23-41.
- 394. Shalley, C. E., & Zhou, J. (2008). *Handbook of organizational creativity*. New York: Lawrence Erlbaum Associates, 3-31.
- 395. Shalley, C. E., Gilson, L. L., & Blum, T. C. (2000). Matching creativity requirements and the work environment: Effects on satisfaction and intentions to leave. *Academy of Management Journal*, 43(2), 215-223.
- 396. Shalley, C. E., Gilson, L. L., & Blum, T. C. (2009). Interactive effects of growth need strength, work context, and job complexity on self-reported creative performance. *Academy of Management Journal*, 52(3), 489-505.
- 397. Shalley, C. E., Zhou, J., & Oldham, G. R. (2004). The effects of personal and contextual characteristics on creativity: where should we go from here?. *Journal of Management*, 30(6), 933-958.

- 398. Shantz, A., & Alfes, K. (2015). Work engagement and voluntary absence: The moderating role of job resources. *European Journal of Work and Organizational Psychology*, 24(4), 530-543.
- 399. Sharifirad, M. S. (2013). Transformational leadership, innovative work behavior, and employee well-being. *Global Business Perspectives*, 1(3), 198-225.
- 400. Shavinina, L. V., & Seeratan, K. L. (2003). On the nature of individual innovation. *The International Handbook on Innovation*, 31-43.
- 401. Shuck, B., & Wollard, K. (2010). Employee engagement and HRD: A seminal review of the foundations. *Human Resource Development Review*, 9(1), 89-110.
- 402. Shuck, B., Ghosh, R., Zigarmi, D., & Nimon, K. (2013). The jingle jangle of employee engagement further exploration of the emerging construct and implications for workplace learning and performance. *Human Resource Development Review*, 12(1), 11-35.
- 403. Shuck, B., Reio Jr, T. G., & Rocco, T. S. (2011). Employee engagement: An examination of antecedent and outcome variables. *Human Resource Development International*, 14(4), 427-445.
- 404. SIAM, (2015). The Indian Automobile Industry: Statistical Profile 2014-15. Society of Indian Automobile Manufacturers, New Delhi. Available at http://www.siamindia.com/statistics.aspx?mpgid=8&pgidtrail=15. Retrieved on 17<sup>th</sup> January 2016.
- 405. Slack, R. E., Corlett, S., & Morris, R. (2015). Exploring employee engagement with (corporate) social responsibility: A social exchange perspective on organisational participation. *Journal of Business Ethics*, 127(3), 537-548.
- 406. Slatten, T. (2011). Antecedents and effects of employees' feelings of joy on employees' innovative behaviour. *International Journal of Quality and Service Sciences*, 3(1), 93-109.
- 407. Smith, D. K., Paradice, D. B., & Smith, S. M. (2000). Prepare your mind for creativity. *Communications of the ACM*, 43(7), 110-116.
- 408. Smith, G. F. (2003). Towards a logic of innovation. *International Handbook on Innovation*, 347-365.
- 409. Smith, G.P. (2002), The new leader: bringing creativity and innovation to the workplace, Conyers: Chart Your Course, GA.
- 410. Snowden, A., & MacArthur, E. (2013). IMatter: Validation of the NHS Scotland Employee Engagement Index. *BMC Health Service Research*. Available at http://www.biomedcentral.com. Retrieved on 19<sup>th</sup> October 2015.

- 411. Solomon T.G., Winslow K.E. & Tarabishy A. (2002). The role of climate in fostering innovative behavior in entrepreneurial SMEs. *Business*, 6(3), 24-33.
- 412. Soo, C., Devinney, T., Midgley, D., & Deering, A. (2002). Knowledge management: philosophy, processes, and pitfalls. *California Management Review*, 44(4), 129-150.
- 413. Spardello, M. E. (2012). Creativity Beliefs of Elementary Students: Self-efficacy, Self-esteem and Beliefs in Between. Georgia State University, Art and Design Thesis.
- 414. Staw, B. M. (1984). Organizational behavior: A review and reformulation of the field's outcome variables. *Annual Review of Psychology*, 35(1), 627-666.
- 415. Sternberg, R. J., & Lubart, T. I. (1999). The concept of creativity: Prospects and paradigms. *Handbook of Creativity*, 1, 3-15.
- 416. Stoffers, J. M. M., & Van der Heijden, B. I. J. M. (2009). Towards an HRM Model predicting organisational performance by enhancing innovative work behaviour: A study among Dutch SMEs in the province of Limburg. *Business Leadership Review*, 6(4), 1-13.
- 417. Subramaniam, M., & Youndt, M. A. (2005). The influence of intellectual capital on the types of innovative capabilities. *Academy of Management Journal*, 48(3), 450-463.
- 418. Subramanian, A., & Nilakanta, S. (1996). Organizational innovativeness: exploring the relationship between organizational determinants of innovation, types of innovations, and measures of organizational performance. *Omega*, 24(6), 631-647.
- 419. Sutton, R. I. (2001). The weird rules of creativity. *Harvard Business Review*, 79(8), 94-103.
- 420. Sutton, R. I. (2002). Weird Ideas that Work: 11<sup>1</sup>/<sub>2</sub> Practices for Promoting, Managing, and Sustaining Innovation. Free Press, New York.
- 421. Swaminathan, J., & Rajasekaran, D. (2010). Essential Components of Employee Engagement - A Study with Reference to TNSTC, Kumbakonam. Advances in Management, 3 (12), 55-59.
- 422. Tamil Nadu Global Investors Meet (2015). Available at http://www.tamilnadugim.com/. Retrieved on January 2016.
- 423. Tang, T. L. P. (2010). From increasing gas efficiency to enhancing creativity: It pays to go green. *Journal of Business Ethics*, 94(2), 149-155.

- 424. Tang, T. L. P., Tollison, P. S., & Whiteside, H. D. (1987). The effect of quality circle initiation on motivation to attend quality circle meetings and on task performance. *Personnel Psychology*, 40(4), 799-814.
- 425. Tang, T. L. P., Tollison, P. S., & Whiteside, H. D. (1989). Quality circle productivity as related to upper-management attendance, circle initiation, and collar color. *Journal of Management*, 15(1), 101-113.
- 426. Taylor, M. S., Locke, E. A., Lee, C., & Gist, M. E. (1984). Type A behavior and faculty research productivity: What are the mechanisms? *Organizational Behavior and Human Performance*, 34(3), 402-418.
- 427. Taylor, W. C. (2006). Here's an idea: Let everyone have ideas. New York Times
- 428. Tesluk, P. E., Farr, J. L., & Klein, S. R. (1997). Influences of organizational culture and climate on individual creativity. *The Journal of Creative Behavior*, 31(1), 27-41.
- 429. Tether, B. S. (2005). Do services innovate (differently)? Insights from the European innovation barometer survey. *Industry & Innovation*, 12(2), 153-184.
- 430. The times of India, 2014. India received \$28bn FDI in 2013: UNCTAD. Available at http://timesofindia.indiatimes.com/business/india-business/India. Retrieved on 28<sup>th</sup> March 2016.
- 431. Thibaut, J. W., & Kelley, H. H. (1959). The social psychology of groups. New York, Wiley.
- 432. Tierney, P., & Farmer, S. M. (2002). Creative self-efficacy: Its potential antecedents and relationship to creative performance. *Academy of Management Journal*, 45(6), 1137-1148.
- 433. Tierney, P., & Farmer, S. M. (2004). The Pygmalion process and employee creativity. *Journal of Management*, 30(3), 413-432.
- 434. Tims, M., Bakker, A. B., & Derks, D. (2013). The impact of job crafting on job demands, job resources, and well-being. *Journal of Occupational Health Psychology*, 18(2), 230-240.
- 435. Tittle, C. K. (1982). Use of judgmental methods in item bias studies. *Handbook of Methods for Detecting Test Bias*, 31-63.
- 436. Tjosvold, D., & Yu, Z. (2007). Group Risk Taking, The Constructive Role of Controversy in China. *Group & Organization Management*, 32(6), 653-674.
- 437. Tom Peters, (2016). Brainy Quotes. Available at http://www.brainyquote.com/ quotes/quotes/t/tompeters159520.html. Retrieved on June 25<sup>th</sup> 2016.

- 438. Troyer, L., Mueller, C. W., & Osinsky, P. I. (2000). Who's the boss? A role-theoretic analysis of customer work. *Work and Occupations*, 27(3), 406-427.
- 439. Trumfio, G. (1994). Humor at work: It's no laughing matter. Sales & Marketing Management, 146(2), 95.
- 440. Turner, A. N. & Lawrence, P. R. (1965). Industrial job and the worker. Cambridge, MA: Harvard University Press.
- 441. Turnipseed, D. (1994). The relationship between the social environment of organizations and the climate for innovation and creativity. *Creativity and Innovation Management*, 3(3), 184-195.
- 442. Tushman, M. and O'Reilly, C.A. III (1997), Winning Through Innovation: A Practical Guide to Leading Organizational Change and Renewal, Harvard Business School Press, Boston, MA.
- 443. Uhlaner, L. M., van Stel, A., Duplat, V., & Zhou, H. (2013). Disentangling the effects of organizational capabilities, innovation and firm size on SME sales growth. *Small Business Economics*, 41(3), 581-607.
- 444. Ulrich, D. (1997). Human resource champions. Boston, MA: Harvard Business School.
- 445. Valentine, S., Godkin, L., Fleischman, G. M., & Kidwell, R. (2011). Corporate ethical values, group creativity, job satisfaction and turnover intention: The impact of work context on work response. *Journal of Business Ethics*, 98(3), 353-372.
- 446. Van de Ven, A. H. (1986). Central problems in the management of innovation. *Management Science*, 32(5), 590-607.
- 447. Van den Broeck, A., De Cuyper, N., Luyckx, K., & De Witte, H. (2012). Employees' job demands-resources profiles, burnout and work engagement: A person-centred examination. *Economic and Industrial Democracy*, 33(4), 691-706.
- 448. Viljevac, A., Cooper-Thomas, H. D., & Saks, A. M. (2012). An investigation into the validity of two measures of work engagement. *The International Journal of Human Resource Management*, 23(17), 3692-3709.
- 449. Vicenzi, R. (2000). Creating conditions for creativity and innovation in organizations. In: IEEE international conference on management of innovation and technology (ICMIT). IEEE, Singapore, 276–282.
- 450. Wang, C. J., & Tsai, C. Y. (2014). Managing innovation and creativity in organizations: an empirical study of service industries in Taiwan. *Service Business*, 8(2), 313-335.

- 451. Wang, P., & Rode, J. C. (2010). Transformational leadership and follower creativity: The moderating effects of identification with leader and organizational climate. *Human Relations*, 63(8), 1105-1128.
- 452. Weber, L. (2013). Excited about your Job, if so you are a global minority. Available at www.blogs.wsj.com. Retrieved on 11<sup>th</sup> June 2015.
- 453. Wellins, R. & Concelman, J. (2005). Creating a culture for engagement. *Workforce Performance Solutions*, 4, 1-4.
- 454. Wellins, R. S., Bernthal, P., & Phelps, M. (2005). Employee engagement: The key to realizing competitive advantage. *Development Dimensions International*, 1-30.
- 455. West, M. A. (1986). Role innovation in the world of work. Memo no, 670, MRC/ESRC Social and Applied Psychology Unit, University of Sheffield, Sheffield, England.
- 456. West, M. A. (2002). Sparkling fountains or stagnant ponds: An integrative model of creativity and innovation implementation in work groups. *Applied Psychology*, 51(3), 355-387.
- 457. West, M. A., & Farr, J. L. (1990). Innovation and creativity at work: Psychological and Organizational Strategjes. Wiley, Chichester.
- 458. Williams, M., & Emich, K. J. (2014). The experience of failed humor: Implications for interpersonal affect regulation. *Journal of Business and Psychology*, 29(4), 651-668.
- 459. Wilmot, W. W., & Hocker, J. L. (1998). Interpersonal Conflict. McGraw-Hill Book Co., Boston.
- 460. Wilson, L.O. (2016). Charecteristics of Highly Creative People. The second principle, the work of Leslie Owen Wilson, Ed.D. Available at http://thesecondprinciple.com/creativity/creativetraits/. Retrieved on 12<sup>th</sup> April, 2016.
- 461. Withey, M. J., & Cooper, W. H. (1989). Predicting exit, voice, loyalty, and neglect. *Administrative Science Quarterly*, 521-539.
- 462. Wongtada, N., & Rice, G. (2008). Multidimensional latent traits of perceived organizational innovation: Differences between Thai and Egyptian employees. *Asia Pacific Journal of Management*, 25(3), 537-562.
- 463. Woodman, R. W., Sawyer, J. E., & Griffin, R. W. (1993). Toward a theory of organizational creativity. *Academy of Management Review*, 18(2), 293-321.
- 464. Woodruffe, C. (2006). The crucial importance of employee engagement. *Human Resource Management International Digest*, 14(1), 3-5.

- 465. Wyer, P., Donohoe, S., & Matthews, P. (2010). Fostering strategic learning capability to enhance creativity in small service businesses. *Service Business*, 4(1), 9-26.
- 466. Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14(2), 121-141.
- 467. Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). Reciprocal relationships between job resources, personal resources, and work engagement. *Journal of Vocational Behavior*, 74(3), 235-244.
- 468. Xerri, M., Brunetto, Y., & Shacklock, K. (2009). The innovative behaviour of employees within a small to medium sized enterprise: a social capital perspective. Proceedings of 23<sup>rd</sup> ANZAM Conference 2009, Southern Cross University, ANZAM,P omaco Conventions, Canning Bridge, WA, 1-18.
- 469. Xia, Y., & Li-Ping Tang, T. (2011). Sustainability in supply chain management: suggestions for the auto industry. *Management Decision*, 49(4), 495-512.
- 470. Yidong, T., & Xinxin, L. (2013). How ethical leadership influence employees' innovative work behavior: A perspective of intrinsic motivation. *Journal of Business Ethics*, 116(2), 441-455.
- 471. Yiping, L. (2001). A Study of the Relationships among Market Orientation, Learning Orientation, Organizational Innovation and organizational performance: A case of the communication industry in science garden. Unpublished paper for doctor degree of business administration, National Sun Yat-Sen University (in Chinese).
- 472. Yu, C. (2013). The relationship between undergraduate students' creative selfefficacy, creative ability and career self-management. *International Journal of Academic Research in Progressive Education and Development*, 2(2), 181-193.
- 473. Yu, P. (2004). Enjoy fun at work: an explorative study of organizational playfulness. *Kaohsiung Normal University Journal*, 6, 19-37.
- 474. Yu, P., Wu, G. G., Lin, W. W., & Young, G. S. (2003). The development of adult playfulness scale and organizational playfulness climate questionnaire. *Bull. Educ. Psychol*, 3(4), 393-411.
- 475. Yuan, F., & Woodman, R. W. (2010). Innovative behavior in the workplace: The role of performance and image outcome expectations. *Academy of Management Journal*, 53(2), 323-342.
- 476. Zahra, S. A., de Belardino, S., & Boxx, W. R. (1988). Organizational innovation: Its correlates and its implications for financial performance. *International Journal of Management*, 5(2), 133-42.

- 477. Zaniboni, S., M. Truxillo, D., Fraccaroli, F., A. McCune, E., & Bertolino, M. (2014). Who benefits from more tasks? Older versus younger workers. *Journal of Managerial Psychology*, 29(5), 508-523.
- 478. Zelst, R. H., & Kerr, W. A. (1953). Workers' attitudes toward merit rating. *Personnel Psychology*, 6(2), 159-172.
- 479. Zhou, J., & George, J. M. (2001). When job dissatisfaction leads to creativity: Encouraging the expression of voice. *Academy of Management Journal*, 44(4), 682-696.
- 480. Zigarmi, D., Nimon, K., & Shuck, B. (2014). Employee engagement: Job attitude or mediator between job attitudes and affect. In *Proceedings of the Academy of Human Resource Development 2014 international research conference in the America's.* AHRD: Houston, TX.
- 481. Zivnuska, S., Kiewitz, C., Hochwarter, W. A., Perrewé, P. L., & Zellars, K. L. (2002). What is too much or too little? The curvilinear effects of job tension on turnover intent, value attainment, and job satisfaction. *Journal of Applied Social Psychology*, 32(7), 1344-1360.
- 482. Zur, H. B., & Breznitz, S. J. (1981). The effect of time pressure on risky choice behavior. *Acta Psychologica*, 47(2), 89-104.