

REFERENCES

- Al-Khayyat, R. (1998). Training and development needs assessment: a practical model for partner institutes. *Journal of European Industrial*, 22(1), 18-27.
- Ang, C. H. (2000). Effects of mentoring and goal orientation on managerial career success. *MBA Thesis*, 86-90.
- Anilkumar, M. (2019, May 29). *Training Design and Methods of Training*. Retrieved from Slide Share: <https://www.slideshare.net/Meghaanilkumar/training-design-and-methods-of-training>
- Ardts, J., Jansan, P., & Velde, M. (2001). The breaking in of new employees: effectiveness of socialisation tactics and personnel instruments. *Journal of Management Development*, 20(2), 159–167. doi:10.1108/02621710110382178
- Association for Talent Development. (2020, January). *What is Mentoring?* Retrieved from Association for Talent Development: <https://www.td.org/what-is-mentoring>
- Auluck, R. K. (2007). Mere nip and tuck? Training and development's changing role. *INDUSTRIAL AND COMMERCIAL TRAINING*, 39(1), 27-34. doi:10.1108/00197850710721372
- Birnholtz, J. P., Grossman, T., Mak, C., & Balakrishnan, R. (2007, April). An Exploratory Study of Input Configuration and Group Process in a Negotiation Task Using a Large Display. *Proceedings of the SIGCHI Conference on Human Factors in Computing Systems*, 91-100. doi:10.1145/1240624.1240638
- XYZ (Pvt) Ltd. (2020). *Oracle Headcount Report*. Colombo: ABC Holdings (Pvt) Ltd.
- Bruce, C. (1998). Seven Faces of Information Literacy. *International Journal of Information Management*, 18(6), 465-467. doi:10.1016/S0268-4012(98)00037-1
- Cabrales, A. L., Barrachina, M. B., & Fernandez, M. D. (2017). Leadership and dynamic capabilities: the role of HR systems. *Personnel Review*, 46(2), 255-276. doi:10.1108/PR-
- Carmeli, A., Shalom, R., & Weisberg, J. (2007). Considerations in organizational career advancement: what really matters. *Personnel Review*, 36(2), 190-205. doi:10.1108/00483480710726109
- Dharmasiri, A. S. (2019). Grow: Nurturing Talent. In A. S. Dharmasiri, *HRM for Managers* (p. 69). Colombo: Postgraduate Institute of Management.
- Endres, G. J., & Kleiner, B. H. (1990). How to Measure Management Training and Development Effectiveness. *Journal of European Industrial Training*, 14(9), 3-7. doi:10.1108/03090599010137102
- Gunasekara, K. (2020, May 15). Team Leader - Group Leader Career Progression at XYZ (Pvt) Ltd. (K. M. Subasinghe, Interviewer)

- Gutierrez, K. (2017, August 22). *SHIFT - Association for Talent Development (ATD)*. Retrieved from Mind-blowing Statistics that Prove the Value of Employee Training and Development: <https://www.shiftelearning.com/blog/statistics-value-of-employee-training-and-development>
- He, H., Gao, J., & Yan, L. (2020). Understanding career advancement of newcomers from perspective of organizational socialization. *Chinese Management Studies*, 14(3), 789-809. doi:10.1108/CMS-03-2019-0116
- Hewavitharana, T. (2020, May 15). Team Leader - Group Leader Career Progression at XYZ (Pvt) Ltd. (K. M. Subasinghe, Interviewer)
- Jhana. (2016, September 2016). *Great Manager*. Retrieved from Great Manager: <https://greatmanager.co/the-mental-shift-from-individual-contributor-to-manager-df89b4421713>
- Juneja, P. (2019, November 21). *Processes in Human Resource Management*. Retrieved from Management Study Guide: <https://www.managementstudyguide.com/processes-in-human-resource-management.htm>
- Khoury, P. A., Kotob, M. A., Iskandar, C., Amad, F. E., Mezher, T., Saidi, T., Al-Baba, Z. (2014). EMPLOYEES' PERCEPTION ABOUT THE EFFECT OF TRAINING ON PROMOTION: EVIDENCE FROM LEBANON. *GLOBAL JOURNAL OF BUSINESS RESEARCH*, 8(2), 23-29.
- Kirkpatrick, D. (1946). Retrieved from <https://kodosurvey.com/blog/how-master-kirkpatrick-model-training-evaluation>
- Kunsmann, T. (2020, April 27). *6 Ways to Get All Employees Active in Social Media Marketing*. Retrieved from everyonesocial: <https://everyonesocial.com/blog/employees-social-media-marketing/>
- Kurbanoglu, S. S., Akkoyunlu, B., & Uma, A. (2006). Developing the information literacy self-efficacy scale. *Journal of Documentation*, 62(6). doi:10.1108/00220410610714949
- Lepak, D. P., Liao, H., & Chung, Y. (2006). A conceptual review of Human Resource Management systems in Strategic Human Resource Management research. *Research in Personnel and Human Resources Management*, 217-271. doi:10.1016/S0742-7301(06)25006-0
- Li, C.-K., & Hung, C.-H. (2010). An examination of the mediating role of person-job fit in relations between information literacy and work outcomes. *Journal of Workplace Learning*, 22(5), 306-318. doi:10.1108/13665621011053217
- Lochab, A., & Mor, K. (2013). Career Boundaries in a "Boundaryless" World. *Global Journal of Management and Business Studies*, 3(2), 119-124.
- Management Study Guide. (2017, January 14). *Management Study Guide*. Retrieved from Manpower Planning: <https://www.managementstudyguide.com/obstacles-manpower-planning.htm>

- Markovska, M. (2021, January 17). *The 3 Job Analysis Methods Every HR Professional Needs To Know*. Retrieved from career minds: <https://blog.careerminds.com/job-analysis-methods#:~:text=Job%20analysis%20in%20human%20resource,specifications%20of%20a%20given%20job.&text=Job%20analysis%20in%20HRM%20helps,to%20perform%20a%20job%20successfully>.
- Martinson , B., & John , D. L. (2018). Testing horizontal and vertical alignment of HR practices designed to achieve strategic organizational goals. *Journal of Organizational Effectiveness: People and Performance*, 5(2), 158-181. doi:10.1108/JOEPP-10-2016-0057
- ABC Holdings. (2019, December). *ABC Holdings*. Retrieved from ABC Holdings: <https://www.ABCholdings.com/>
- ABC Holdings. (2019). *United Nations Global Compact - Communication on Progress*. Coombo: ABC Holdings.
- MindTools. (2017). *Cost-Benefit Analysis*. Retrieved from Mind Tools: https://www.mindtools.com/pages/article/newTED_08.htm
- MindTools. (2020, Jnauary). *Brainstorming: Generating Many Radical, Creative Ideas*. Retrieved from MindTools: <https://www.mindtools.com/brainstm.html>
- Miner, J. B., Chen, C. C., & Yu, K. C. (1991). Theory testing under adverse conditions: Motivation to manage in the People's Republic of China. *Journal of Applied Psychology*, 76(3), 343-349. doi:10.1037/0021-9010.76.3.343
- Morrison, K. (2019, January 17). *What Training Needs Analysis Is And How It Can Benefit Your Organization*. Retrieved from eLearning Industry: <https://elearningindustry.com/training-needs-analysis-benefit-organization#:~:text=What%20Is%20Training%20Needs%20Analysis,well%20as%20progress%20and%20grow>.
- Newkirk-Moore, S., & Bracker, J. S. (1998). Strategic Management Training and Commitment to Planning: Critical Partners in Stimulating Firm Performance. *International Journal of Training and Development*, 82-89.
- Nyumba , T. O., Wilson , K., Derri, C. J., & Mukherjee, N. (2017). The use of focus group discussion methodology: Insights from two decades of application in conservation. *Methods in Ecology and Evolution*, 9(1), 20-32. doi:10.1111/2041-210X.12860
- O'Connell, L. (2020, January 21). *Global Apparel Market - Statistics & Facts* . Retrieved from Statista: <https://www.statista.com/topics/5091/apparel-market-worldwide/#:~:text=The%20global%20apparel%20market%20is,the%20rise%20a cross%20the%20world>.
- Oracle - ABC Holdings. (2020, April 18). Employee Headcount Report. Colombo, Western, Sri Lanka.
- Peter B. Doeringer , & Michael J. Piore. (1970). Internal Labor Markets and Manpower Analysis. 2-41.

- Postgraduate Institute of Management, University of Sri Jayewardenepura. (2018). *PIM Presentation Guidelines*. Colombo: Postgraduate Institute of Management.
- Ramanathan, L. (2020, May 10). Future of Group Leaders at ABC. (K. Subasinghe, Interviewer)
- Reitman, F., & Schneer, J. A. (2003). The promised path: a longitudinal study of managerial careers. *Journal of Managerial Psychology*, *18*(1), 60-75. doi:10.1108/02683940310459592
- Rosenbaum, J. E. (1979). Organizational Career Mobility: Promotion Chances in a Corporation During Periods of Growth and Contraction. *American Journal of Sociology*, *85*(1), 21-48. doi:0002-9602/80/8501-0008.02
- Schneer, J. A., & Reitman, F. (1994). The importance of gender in mid-career: A longitudinal study of MBAs. *Journal of Organizational Behavior*, *15*(3), 199-207. doi:10.1002/job.4030150303
- Siriwardhana, B. (2020, May 10). Team Leader - Group Leader Career Progression at XYZ (Pvt) Ltd. (K. M. Subasinghe, Interviewer)
- Somerville, B. O., & Scholarios, D. (2014). Coping with career boundaries and boundary-crossing in the graduate labour market. *Career Development International*, *19*(6), 668-682. doi:10.1108/CDI-12-2013-0144
- Takahashi, K. (2006). Effects of wage and promotion incentives on the motivation levels of Japanese employees. *Career Development International*, *11*(3), 194-203. doi:10.1108/13620430610661722
- Veldhoven, M. V., & Dorenbosch, L. (2008). Age, proactivity and career development. *Career Development International*, *13*(2), 112-131. doi:10.1108/13620430810860530
- Welch, M., & Jackson, P. R. (2007). Rethinking internal communication: a stakeholder approach. *Corporate Communications: An International Journal*, *12*(2), 177-198. doi:10.1108/13563280710744847
- Wijetunge, P. (2009). A critical evaluation of the curriculum development strategy of the LIS education programs in Sri Lanka. *Library Review*, *58*(9), 670-684. doi:10.1108/00242530910997955
- World Institute for Action Learning. (2020, November 11). *World Institute for Action Learning*. Retrieved from World Institute for Action Learning: <https://wial.org/action-learning/>
- Yao, C. W., & Tuliao, M. D. (2019). Soft skill development for employability. *Higher Education, Skills and Work-Based Learning*, *9*(3), 250-263. doi:10.1108/HESWBL-03-2018-0027
- Yazdiha, S. K., & Imani, M. T. (2015). A Study of Factors Affecting Occupational Stagnation of Employees of Social Security Organization of West Region of Tehran. *Journal of Applied Environmental and Biological Sciences*, *5*(10), 470-475.

- Yeo , R., & Gold, J. (2011). The inseparability of action and learning: unravelling Revans' action learning theory for Human Resource Development (HRD). *Human Resource Development International*, 511-521.
- Yesil-Dagli, U. (2011). Predicting ELL students' beginning first grade English oral reading fluency from initial kindergarten vocabulary, letter naming, and phonological awareness skills. *Early Childhood Research Quarterly* , 26(1), 15-29. doi:10.1016/j.ecresq.2010.06.001
- Zare, M. S. (2018). Maturity assessment of HRM processes based on HR process survey tool: a case study. *Business Process Management*, 24(3), 610-634. doi:10.1108/BPMJ-01-2017-0008
- Zirar, A., Trusson, C., & Choudhary, A. (2020). Towards a high-performance HR bundle process for lean service operations. *International Journal of Quality & Reliability Management*, 1-21. doi:10.1108/IJQRM-10-2019-0330