

The development of an instrument
for enabling investors
to assess the quality of human
capital in medium sized enterprises

Bibliography

Author: Peter C. G. Fargus

A thesis submitted in partial fulfilment for
the degree of Doctor of Philosophy

Birmingham City University
Department of Business, Law and Social Science

17th May 2018

3M (2018). *Celebrating the spark that leads to discovery*. Available at https://www.3m.com/3M/en_US/company-us/wonder/#always-ask-what-if [Accessed 24 April 2018]

Abel, W. and Burnham, R., and Corder, M., (2016). Wages, Productivity and the Changing Composition of the UK Workforce *Bank of England Quarterly Bulletin* 1.

ACAS. (2013) *The rise of the 'zero-hours' contract*. Advisory, Conciliation and Arbitration Service. Available at: <http://www.acas.org.uk/index.aspx?articleid=3886> [Accessed 15 September 2017]

Achtenhagen, L., Brunninge, O. and Melin, L. (2017) Patterns of dynamic growth in medium-sized companies: Beyond the dichotomy of organic versus acquired growth. *Long Range Planning*, 50(4), pp.457-471.

Ackoff, R.L. (1989). From data to wisdom. *Journal of Applied Systems Analysis*, 16(1), pp. 3-9.

Acock, A.C., (2005). Working with missing values. *Journal of Marriage and Family*, 67(4), pp.1012-1028.

Aga, D.A., Noorderhaven, N. and Vallejo, B., (2016). Transformational leadership and project success: The mediating role of team-building. *International Journal of Project Management*, 34(5), pp.806-818.

Aguilar, F.J. (1967) *Scanning the business environment*. London, UK: Macmillan.

Ainsworth, M. (2007) *Complete Compliance: Due diligence on companies and individuals*. *Business Information Review*, 24(4).

Ainsworth, M., (2007). *Compleat Compliance: Due diligence on companies and individuals*. *Business Information Review*, 24(4), pp.245-252.

- Akhavan, P., Ebrahim, N.A., Fetrati, M.A. and Pezeshkan, A. (2016). Major trends in knowledge management research: a bibliometric study. *Scientometrics*, 107(3), pp.1249-1264.
- Alawneh, A.A., Abuali, A. and Almarabeh, T.Y.(2009). The Role of knowledge management in enhancing the competitiveness of small and medium-sized enterprises (SMEs). *Communications of the IBIMA*, 10(13), pp. 98-109.
- Allison, P. D. (2001). *Missing data*. Thousand Oaks, CA: Sage.
- Allport, G. W. (1962). The general and the unique in psychological science¹. *Journal of personality*, 30(3), pp. 405-422.
- Amazon (2018) *Compensation and benefits for employees in our Fulfilment Centres*. Available at <https://www.amazon.co.uk/p/feature/k3eaequ7cy8v762>. [Accessed 15/04/2016]
- American Productivity and Quality Center (2013) Process Classification Framework. Available at: <http://www.apqc.org>. [Accessed 25 July 2017]
- American Productivity and Quality Center. (2017). What Is Knowledge Management? Available at: <https://www.apqc.org/what-knowledge-management>. [Accessed 25th July 2017]
- Anand, N. and Daft, R.L. (2009). *What Is the Right Organization Design? Leading Organizations: Perspectives for a New Era*, p.307.
- Ancona, D.G. and Caldwell, D.F. (1992) Bridging the Boundary: External Process and Performance in Organisational Teams. *Administrative Science Quarterly*, 37(4), pp. 634 – 665.
- Andreeva, T. and Kianto, A. (2012) Does knowledge management really matter? Linking KM practices, competitiveness and economic performance, *Journal of Knowledge Management*, 16(4), pp. 617-636.

- Andriessen, D. and Tiessen, R., 2000. *Weightless Weight—Find your real value in a future of intangible assets*. Financial Times Prentice Hall, London.
- Angwin, D., (2001). Mergers and acquisitions across European borders: National perspectives on preacquisition due diligence and the use of professional advisers. *Journal of world business*, 36(1), pp.32-57.
- Anonymous. (2015). Strategizing, absorptive capacity and ambidexterity in SMEs. (2015). ICSB World Conference Proceedings, 1.
- Anslinger, P. L., and Copeland, T. E. (1996). Growth through acquisitions: A fresh look. *Harvard Business Review*, 74(1), 126–135.
- Ansoff, H.I. (1957) Strategies for diversification. *Harvard Business Review*, 35(5), pp.113-124.
- Appuhami, B.R. (2007). The impact of intellectual capital on investors' capital gains on shares: An empirical investigation of Thai banking, finance & insurance sector. *International Management Review*, 3(2), p.14.
- Aragón-Sánchez A and Sánchez-Marín G (2005) Strategic orientation, management characteristics, and performance: a study of Spanish SMEs. *Journal of Small Business Management* 43, pp. 287–308.
- Aramand, M. and Valliere, D. (2012) Dynamic capabilities in entrepreneurial firms: A case study approach. *Journal of International Entrepreneurship*, 10(2), pp. 142-157.
- Argyris, C. (1962). *Interpersonal Competence and Organizational Effectiveness*. The Dorsey Press. Inc.: Homewood, Illinois
- Argyris, C. and Schon, D. (1978). *Organizational learning: A theory of action approach*. Reading, MA: Addison Wesley.

- Argyris, C., 1965. *Organization and Innovation*. Homewood, IL: Richard D. Irwin.
- Armstrong, M. and Baron, A. (2002) *Strategic HRM: The key to improved business performance*. London: CIPD Publishing.
- Armstrong, M. and Baron, A. (2011). *Handbook of strategic HRM*. Mumbai, India: Jaico Publishing House.
- Asghar, J. (2013). Critical Paradigm: A Preamble for Novice Researchers. *Life Science Journal*, 10(4), pp. 3121-3127.
- Asif, A. (2017). How many SMEs are currently using liP?
[Personal communication 29 September 2017]
- Ates, A., Garengo, P., Cocca, P. and Bititci, U. (2013). The development of SME managerial practice for effective performance management. *Journal of Small Business and Enterprise Development*, 20(1), pp.28-54.
- Attridge, M., (2009). Measuring and managing employee work engagement: A review of the research and business literature. *Journal of Workplace Behavioral Health*, 24(4), pp.383-398.
- Axelrod, R.H. (2002). *Terms of engagement: Changing the way we change organizations*. Oakland, CA: Berrett-Koehler.
- Axinn, W. G., & Pearce, L. D. (2006) *Mixed method data collection strategies*. New York: Cambridge University Press.
- Backhouse, C.J. and Burns, N.D. (1999), Agile value chains for manufacturing: implications for performance measures, *International Journal of Agile Management Systems*, 1(2), pp.76-82.

- Bagozzi, R.P., Yi, Y. and Phillips, L.W., (1991). Assessing construct validity in organizational research. *Administrative science Quarterly*, pp.421-458.
- Bailey, T. (1993) Discretionary effort and the organization of work: Employee participation and work reform since Hawthorne. Teachers College and Conservation of Human Resources: Columbia University.
- Baldrige Award (1987) Available at: <http://www.nist.gov/baldrige/about/history.cfm>
[Accessed 25 August 2017]
- Baldrige Excellence Program (1987) Available at: <http://www.nist.gov/baldrige/about/history.cfm>
[Accessed 25 August 2017]
- Ballard, J. (1992). Occupational Safety & Health: A British Perspective.
Occupational Hazards, **54**(6), pp. 61.
- Barber, B.M. and Odean, T. (2007). All that glitters: The effect of attention and news on the buying behavior of individual and institutional investors.
The Review of Financial Studies, 21(2), pp.785-818.
- Barker, J.A. (1992) *Paradigms: The business of discovering the future*. New York, NY: Harper Collins.
- Barley, S.R., Bechky, B.A. and Milliken, F.J. (2017). The changing nature of work: Careers, identities, and work lives in the 21st century. *Academy of Management Discoveries*, 3(2), pp.111-115.
- Barlow, D. H. and Nock, M. (2009) Why can't we be more idiographic in our research?
Perspectives on Psychological Science, 4(1), pp. 19-21.
- Barney, J.B. and Griffin, R.W., (1992). *The management of organizations: Strategy, structure, behavior*. Houghton Mifflin Co: Boston, MA

Baron, A., and Armstrong, M. (2007) Human capital management. Achieving added value through people. UK: Kogan Page.

Barrett, G.V., Phillips, J.S. and Alexander, R.A., (1981). Concurrent and predictive validity designs: A critical reanalysis. *Journal of Applied Psychology*, 66(1), p.1.

Barrett, R.S., Taylor, E.K., Parker, J.W. and Martens, L. (1958), Rating Scale Content: Scale Information and Supervisory Ratings. *Personnel Psychology*, (11): pp. 333–346.

Bass, B. M. (1985) Leadership and performance beyond expectations. Free Press: Collier Macmillan.

Bass, B. M. (1985). *Leadership and performance beyond expectations*. New York, NY: Free Press

Baudrillard, J. (1983) Simulations. New York: Semiotext(e).

Bauer, F. and Matzler, K. (2014). Antecedents of M&A success: the role of strategic complementarity, cultural fit, and degree and speed of integration. *Strategic Management Journal*, 35, pp. 269–291.

Becker, B., Huselid, M., Pickus, P. and Spratt, M. (1997) 'HR as a Source of Shareholder Value: Research and Recommendations ', *Human Resources Management Journal*, 31(1), pp. 1–8.

Becker, G.S., (1962). Investment in human capital: A theoretical analysis. *Journal of political economy*, 70(5, Part 2), pp.9-49.

Belcourt, M., (2006). Outsourcing—The benefits and the risks. *Human Resource Management Review*, 16(2), pp.269-279.

- Bell, B. S. and Kozlowski, S. W. (2002) A typology of virtual teams implications for effective leadership. *Group & Organization Management*, 27(1), pp. 14-49.
- Bell, C., Chan, M. and Nel, P. (2014). The impact of participative and directive leadership on organisational culture: An organisational development perspective. *Mediterranean Journal of Social Sciences*, 5(23), p.1970.
- Bennett, D. A. (2001). How can I deal with missing data in my study? *Australian and New Zealand Journal of Public Health*, 25, 464–469.
- Bennis, W. G. (1965) Theory and method in applying behavioral science to planned organizational change. *The Journal of Applied Behavioral Science*, 1(4), pp. 337-360.
- Bergman, D., Lornudd, C., Sjöberg, L., Von Thiele Schwarz, U. (2014). Leader personality and 360-degree assessments of leader behavior. *Scandinavian Journal of Psychology* 55, pp.389–397.
- Bernardes, E.S. and Hanna, M.D. (2009) A theoretical review of flexibility, agility and responsiveness in the operations management literature: Toward a conceptual definition of customer responsiveness. *International Journal of Operations & Production Management*, 29(1), pp. 30-53.
- Bernile, G., Lyandres, E. and Zhdanov, A. (2012) A theory of strategic mergers. *Review of Finance*, 16(2), pp. 517-575.
- Bernstein, A. and Beeferman, L. (2015) The materiality of human capital to corporate financial performance. New York, NY: Investor Responsibility Research Center Institute.
- Bessant, J. and Caffyn, S. (1997) High-involvement innovation through continuous improvement. *International Journal of Technology Management*, 14(1), pp.7-28.
- Best Companies (2008) Best Companies Methodology.
Available at: <https://www.b.co.uk/how-it-works/> [Accessed 25 August 2017]

Bettis, R.A., Bradley, S.P. and Hamel, G., (1992). Outsourcing and Industrial Decline. *The Executive*, 6(1), pp.7-22.

Bhattacharya, M. and Bloch, H. (2004). Determinants of innovation. *Small Business Economics*, 22(2), pp.155-162.

Bigliardi, B.(2013). The effect of innovation on financial performance: A research study involving SMEs. *Innovation*, 15(2), pp.245-255.

Birkinshaw, J., Bresman, H. and Håkanson, L. (2000) 'Managing the Post-acquisition Integration Process: How the Human Integration and Task Integration Processes interact to foster Value Creation', *Journal of Management Studies*, Vol. 37, No. 3, pp. 395-425.

Black, S. E. and Lynch, L. M. (1996) Human-capital investments and productivity. *The American Economic Review*, 86(2), pp. 263-267.

Blackburn, R. ed., 1991. *After the Fall: the Failure of Communism and the Future of Socialism*. New York, NY: Verso Books.

Blackmore, K. and Nesbitt, K. (2013) Verifying the Miles and Snow strategy types in Australian small-and medium-size enterprises. *Australian Journal of Management*, 38(1), pp.171-190.

Blaikie, N. (2007) *Approaches to social enquiry: Advancing Knowledge*. UK, Cambridge: Polity Press

Blair, M. M. and Wallman, S. M. (2001) *Unseen wealth: Report of the Brookings task force on intangibles*. Washington, DC: Brookings Institution Press.

Blaug, M. (1976). The Empirical Status of Human Capital Theory: A Slightly Jaundiced Survey. *Journal of Economic Literature*, 14(3), 827-855.

- Bloomfield, R., Nelson, M.W. and Soltes, E.(2016). Gathering data for archival, field, survey, and experimental accounting research. *Journal of Accounting Research*, 54(2), pp.341-395.
- Blumentritt, T. and Danis, W.M. (2006) Business Strategy Types and Innovative Practices, *Journal of Managerial Issues*, vol. 18, no. 2, pp. 274-291.
- Boer, H., Berger, A., Chapman, R. and Gertsen, F. eds. (2017) *Continuous Improvement Changes from Suggestion Box to Organisational Learning*. Routledge: Abingdon-on-Thames
- Bonett, D.G., (2002). Sample size requirements for estimating intraclass correlations with desired precision. *Statistics in Medicine*, 21(9), pp.1331-1335.
- Bontis, N. (1996) There's a price on your head: managing intellectual capital strategically. *Business Quarterly*, 60, pp. 40-78.
- Bontis, N. (1998) Intellectual capital: an exploratory study that develops measures and models. *Management Decision*, 36(2), pp. 63-76.
- Bontis, N. (2001) Assessing knowledge assets: a review of the models used to measure intellectual capital. *International journal of Management Reviews*, 3(1), pp. 41-60.
- Bontis, N. and Fitz-Enz, J. (2002) Intellectual capital ROI: a causal map of human capital antecedents and consequents. *Journal of Intellectual Capital*, 3(3), pp. 223-247.
- Bontis, N., Chua Chong Keow, W. and Richardson, S. (2000) Intellectual capital and business performance in Malaysian industries. *Journal of Intellectual Capital*, 1(1), pp. 85-100.
- Bontis, N., Dragonetti, N. C., Jacobsen, K. and Roos, G. (1999) The knowledge toolbox: A review of the tools available to measure and manage intangible resources. *European Management Journal*, 17(4), pp. 391-402.

Boselie, P., Dietz, G. and Boon, C. (2005) Commonalities and contradictions in HRM and performance research. *Human Resource Management Journal*, 15(3), pp. 67-94.

Bosma, N. M., Van Praag, M., Thurik, R. and De Wit, G. (2004) The value of human and social capital investments for the business performance of start-ups. *Small Business Economics*, 23 (3), pp. 227-236.

Bourne, M. and Franco-Santos, M. (2010) *Investors in People, Managerial Capabilities and Performance*. UK, Cranfield: Centre for Business Performance:

Bower, J.L. (2001) Not All M&As Are Alike – And That Matters. *Harvard Business Review*, March, pp. 92-101.

Bowman, J. (2005) *Critical Theory*. Stanford Encyclopaedia of Philosophy.
Available at: <http://plato.stanford.edu/entries/critical-theory/> [Accessed 31 March 2015]

Boyle, K.J., Morrison, M., MacDonald, D.H., Duncan, R. and Rose, J. (2016). Investigating internet and mail implementation of stated-preference surveys while controlling for differences in sample frames. *Environmental and Resource Economics*, 64(3), pp.401-419.

Brace, N., Kemp, R., and Snelgar, R., (2009) *SPSS for Psychologists*. Palgrave Macmillan: Basingstoke, UK.

Brand, M.J. and Bax, E.H. (2002). Strategic HRM for SMEs: Implications for firms and policy. *Education and Training*, 44(8/9), pp.451-463.

Brant, J. and Lohse, S., 2013. *Enhancing intellectual property management and appropriation by innovative SMEs*. Innovation and Intellectual Property Research Paper No. 1. Paris, France: International Chamber of Commerce

British Quality Foundation (2013) *British Quality Foundation: what we do*.
Available at <http://www.bqf.org.uk/what-we-do> [Accessed 25 August 2017].

British Standard BS 7850-1 (1992) *Total quality management. Guide to management principles*. Available at: <http://shop.bsigroup.com/en/ProductDetail> [Accessed 25 August 2017]

Brooke, L., (2003). Human resource costs and benefits of maintaining a mature-age workforce. *International Journal of Manpower*, **24**(3), pp. 260-283.

Brooking, A. (1997). The management of intellectual capital. *Long Range Planning*, **30**(3), pp. 364-365.

Brössler, P. (2000). Knowledge management at a software house: An Experience report. *Learning Software Organizations*, pp.163-170.

Brummet, R.L., Flamholtz, E.G. and Pyle, W.C. (1968a), Human resource measurement: a challenge for accountants, *Accounting Review*, pp. 217-24.

Brummet, R.L., Flamholtz, E.G. and Pyle, W.C. (1968b), Accounting for human resources, *Michigan Business Review*, **3**, pp. 20-5.

Brummet, R.L., Flamholtz, E.G. and Pyle, W.C. (1969), Human resource accounting: a tool to increase managerial effectiveness, *Management Accounting*, **8**, pp. 12-15.

Brunswicker, S. and Vanhaverbeke, W. (2015). Open innovation in small and medium-sized enterprises: External knowledge sourcing strategies and internal organizational facilitators. *Journal of Small Business Management*, **53**(4), pp.1241-1263.

Brutus, S., Aguinis, H. and Wassmer, U., (2013). Self-reported limitations and future directions in scholarly reports: Analysis and recommendations. *Journal of Management*, **39**(1), pp.48-75.

Bryman, A. (1988). *Quality and quantity in social research*. London: Hyman.

- Bryman, A. (2006). Paradigm peace and the implications for quality. *International Journal of Social Research Methodology*, 9(2), pp. 111-126.
- Bryman, A. (2008). *The end of the paradigm wars*. In Willig, C. and Stainton-Rogers, W. eds., 2017. *The Sage handbook of social research methods*, pp. 13-25. Thousand Oaks, CA: SAGE Publications
- Bryman, A. and Bell, E. (2007). *Business Research Methods*. NY, New York: Oxford University Press:
- Bryman, A. and Bell, E., 2015. *Business research methods*. Oxford University Press, USA.
- Brynjolfsson, E. and Hitt, L. M. (2000). Beyond computation: Information technology, organizational transformation and business performance. *Journal of Economic Perspectives* 14(4), 23-48.
- Burchell, M. and Robin, J. (2011). *The great workplace: How to build it, how to keep it, and why it matters*. Hoboken, NJ: John Wiley & Sons.
- Burgelman, R.A. (1996). A process model of strategic business exit. *Strategic Management Journal*, 17, pp. 193 – 214.
- Burgess, S. and Williams, I., (2009). Investing in your people works - can 40,000 organisations be wrong? *Library Management*, **30**(8), pp. 608-618.
- Burke, W. W. and Litwin, G. H. (1992). A causal model of organizational performance and change. *Journal of Management*, 18(3), p. 523.
- Burkus, D. (2012). A Tale of Two Cultures: Why Culture Trumps Core Values in Building Ethical Organizations. *The Journal of Values-Based Leadership*, 4(1), p. 6.

Burns, J. M. (1978) *Leadership: Transformational leadership, transactional leadership*. New York: Harper & Row.

Burns, J.M., 1978. *The concept of transformational leadership*. New York: Harper & Row

Burns, T. and Stalker, G.M. (1966) *The Management of Innovation*. London: Tavistock Publications

Burrell, G. and Morgan, G. (1979) *Sociological paradigms and organisational analysis: elements of the sociology of corporate life*. London: Heinemann Educational Books.

Burton, K., O'Connor, A. and Roos, G. (2013). An empirical analysis of the IC Navigator approach in practice—a case study of five manufacturing firms. *Knowledge Management Research & Practice*, 11(2), pp. 162-174.

Büschgens, T., Bausch, A. and Balkin, D.B. (2013). Organizational culture and innovation: A meta-analytic review. *Journal of Product Innovation Management*, 30(4), pp.763-781.

Cameron, A., (2000). The hidden organisational costs of using non-standard employment. *Personnel Review*, 29(2), pp. 188-206.

Campbell, D.T. and Fiske, D.W., (1959). Convergent and discriminant validation by the multitrait-multimethod matrix. *Psychological Bulletin*, 56(2), p.81.

Campbell, J. P. (1973) *Research into the nature of organisational effectiveness: An endangered species?* Unpublished Manuscript. University of Minnesota.

Cangelosi, V.E. and Dill, W.R. (1965). Organizational learning: Observations toward a theory. *Administrative Science Quarterly*, pp.175-203.

- Cappelli, P. and Keller, J. R. (2012) *A study of the extent and potential causes of alternative employment arrangements* (No. w18376). Cambridge, MA: National Bureau of Economic Research.
- Capra, F. (1996) *The web of life: A new scientific understanding of living systems*. 1st edn. New York: HarperCollins, 1996.
- Caprica (2014) *Due Diligence Checklist*.
Available at <http://www.capricaonline.co.uk/financial-due-diligence-checklist/>
[Accessed 14 June 2015]
- Carrier, C., (1994). Intrapreneurship in large firms and SMEs: a comparative study. *International Small Business Journal*, 12(3), pp.54-61.
- Cassel, I., (2017) *International Harvester Company – The Rise and Fall of a Monopoly*.
Available at <https://intelligentfanatics.com/2017/05/04/international-harvester-company-rise-fall-monopoly/> [Accessed 24 April 2018]
- Castro-Schilo, L. and Ferrer, E. (2013) Comparison of nomothetic versus idiographic-oriented methods for making predictions about distal outcomes from time series data. *Multivariate Behavioral Research*, 48(2), pp.175-207.
- Catalan, M. and Kotzab, H. (2003), Assessing responsiveness in the Danish mobile phone supply chain. *International Journal of Physical Distribution & Logistics Management*, 33 (8) pp. 668-85.
- Cater, T. and Cater, B. (2009) Intangible resources as antecedents of a company's competitive advantage and performance. *Journal for East European Management Studies*, 14 (2), pp. 186-209.
- Caves, R., Porter, M. E. (1977) From entry barriers to mobility barriers: Conjectural decisions and contrived deterrence to new competition, *Quarterly Journal of Economics*, 26, pp.241-262.
- Centeno, E., Hart, S. and Dinnie, K. (2013). The five phases of SME brand-building. *Journal of Brand Management*, 20(6), pp.445-457.

Ceptureanu, E.G. (2015). Research regarding change management tools on EU SMEs. *Business Excellence and Management Review*, 5(2), pp.28-32.

CFO Research Services (2002). *Human capital management: The CFO's perspective*. Boston, MA: CFO Publishing Corp.

Chadwick, C., Super, J.F. and Kwon, K. (2015). Resource orchestration in practice: CEO emphasis on SHRM, commitment-based HR systems, and firm performance. *Strategic Management Journal*, 36(3), pp.360-376.

Chahal, H. and Bakshi, P. (2015) Examining intellectual capital and competitive advantage relationship: role of innovation and organizational learning. *International Journal of Bank Marketing*, 33(3), pp. 376-399.

Chambers, E. G., Foulton, M., Handfield-Jones, H., Hankin, S. M. and Michaels III, E. G. (1998). The War for Talent. *Mckinsey Quarterly*, 3, pp. 44-57.

Chan, I. and Chao, C.K.(2008). Knowledge management in small and medium-sized enterprises. *Communications of the ACM*, 51(4), pp.83-88.

Chan, K.C., Zhang, F. and Zhang, W. (2013) Analyst coverage and types of institutional investors. *Review of Accounting and Finance*, 12(1), pp. 60-80.

Chandler, G.N., Keller, C. and Lyon, D.W. (2000). Unravelling the determinants and consequences of an innovation-supportive organizational culture. *Entrepreneurship: Theory and Practice*, 25(1), pp.59-59.

Chartered Institute of Personnel and Development (2002) *Voices from the Boardroom*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2007) *Investors' Views of Human Capital*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2010) *City Views of Human Capital Management and Reporting*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2012) *Human Capital Factsheet*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2013) *Resourcing and talent planning report*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2015) *Human Capital Reporting. Investing for Sustainable Growth*. London: CIPD Publishing.

Chartered Institute of Personnel and Development (2018) Profession Map. Available at <https://www.cipd.co.uk/learn/career/profession-map>. [Accessed 13 May 2018]

Chen, C.J., Liu, T.C., Chu, M.A. and Hsiao, Y.C. (2014) Intellectual capital and new product development. *Journal of Engineering and Technology Management*, 33, pp. 154-173.

Chen, I.J., Paulraj, A. and Lado, A.A. (2004), Strategic purchasing, supply management, and firm performance, *Journal of Operations Management*, 22 (5), pp. 505-23.

Chen, M. C., Cheng, S. J. and Hwang, Y. (2005) An empirical investigation of the relationship between intellectual capital and firms' market value and financial performance. *Journal of Intellectual capital*, 6(2), pp. 159-176.

Chesbrough, H. (2006). *Open business models: How to thrive in the new innovation landscape*. Boston, Massachusetts: Harvard Business School Press.

Child, J. (1975). Managerial and Organisational Factors Associated with Company Performance: a contingency Analysis. *Journal of Management Studies*, 12(1?2), pp. 12-27.

- Church, A.H. and Waclawski, J., (2017). *Designing and using organizational surveys*. Routledge: London, UK
- Churchill, N.C. and Lewis, V.L. (2000). The five stages of small business growth. *Small business: critical perspectives on business and management*, p. 291.
- Cicchetti, D., Bronen, R., Spencer, S., Haut, S., Berg, A., Oliver, P. and Tyrer, P. (2006). Rating scales, scales of measurement, issues of reliability: Resolving some critical issues for clinicians and researchers. *The Journal of nervous and mental disease*, 194(8), pp.557-564.
- Cichocki, P. and Irwin, C. (2014) *Organization design: A guide to building effective organizations*. London: Kogan Page.
- Coccia M., (2018) Disruptive firms and technological change, *Quaderni IRCrES*, 1, pp. 3-18
- Coch, L. and French Jr, J. R. (1948) Overcoming resistance to change. *Human Relations*. 1(4), pp.512-532.
- Coff, R. W. (2002). Human capital, shared expertise, and the likelihood of impasse on corporate acquisitions. *Journal of Management*, 28, 107–128.
- Cogin, J. (2012) Are generational differences in work values fact or fiction? Multi-country evidence and implications. *The International Journal of Human Resource Management*, 23(11), pp. 2268-2294.
- Cohen, S., and Kaimenakis, N. (2007). Intellectual capital and corporate performance in knowledge-intensive SMEs. *The Learning Organization*. 14(3), 241-262
- Cohen, W.M. and Levinthal, D.A. (1990) Absorptive capacity: A new perspective on learning and innovation. *Administrative Science Quarterly*, pp. 128-152.

Coleman, J.S., (2000). Social Capital in the Creation of Human Capital. *Knowledge and Social Capital* pp. 17-41.

Collis, J. and Hussey, R. (2013) *Business Research*. New York: Macmillan.

Companies Act (2006) Available at <http://www.legislation.gov.uk/ukpga/2006/46/contents>
[Accessed 25 August 2017]

Companies House (2018) *Get Information about a Company*.
Available at <https://www.gov.uk/get-information-about-a-company>. [Accessed 15/04/2018]

Comte, A. (1880) *A general view of positivism*. London: Trübner and Company.

Conant, J.S., Mokwa, M.P. and Varadarajan, P.R., (1990) Strategic types, distinctive marketing competencies and organizational performance: a multiple measures-based study. *Strategic management journal*, 11(5), pp.365-383.

Condorcet, M.D. (1785). *Essay on the Application of Analysis to the Probability of Majority Decisions*. Paris: Imprimerie Royale.

Conference Board (2002) see Yates S

Cook T. D., Campbell D. T., Peracchio L. (1990). *Quasi experimentation*. In Dunnette M. D., Hough L. M. (Eds.), *Handbook of Industrial & Organizational Psychology*, 2(1), pp. 491-576. Palo Alto, CA: Consulting Psychologists Press.

Cook, C., Heath, F. and Thompson, R.L. (2000). A meta-analysis of response rates in web-or internet-based surveys. *Educational and Psychological Measurement*, 60(6), pp.821-836.

- Cook, P. (2007) Social capital, embeddedness and market interactions: An analysis of firm performance in UK regions. *Review of Social Economy*. 65(1), pp.79-106.
- Coolican, H. (2014) *Research Methods and Statistics in Psychology*. Routledge, Abingdon, UK.
- Cooper, A.C., Gimeno-Gascon, F.J. and Woo, C.Y. (1994) Initial human and financial capital as predictors of new venture performance. *Journal of Business Venturing*, 9(5), pp. 371–395.
- Cornelissen, J. P., Holt, R., & Zundel, M. (2011). The role of analogy and metaphor in the framing and legitimization of strategic change. *Organization Studies*, 32(12), 1701-1716.
- Coutu, S. (2014). *The scale-up report on UK economic growth*. Available at: <http://www.scaleupinstitute.org.uk/scale-up-report/>. [Accessed 16 August 2017]
- Cox, J. and Morritt, C. (2015) *Human Capital Due Diligence*. Available at <https://www.mercer.com/content/dam/mercero/attachments/global/MandA/mercero-mergers-and-acquisitions-human-capital-due-diligence-a-blueprint-for-success.pdf> [Accessed 15/04/2018]
- Crema, M. and Nosella, A. (2014). Intangible assets management and evaluation: Evidence from SMEs. *Engineering Management Journal*, 26(1), pp.8-20.
- Creswell, J. W. (2014) *Research design: Qualitative, quantitative, and mixed methods approaches*. Thousand Oaks, CA: Sage publications.
- Cronbach, L.J. and Meehl, P.E., (1956). Construct validity in psychological tests. *Minnesota studies in the philosophy of science*, 1, pp.174-204.
- Cronbach, L.J., (1947). Test reliability: Its meaning and determination. *Psychometrika*, 12(1), pp.1-16.

- Crook, T. R., Todd, S. Y., Combs, J. G., Woehr, D. J. and Ketchen Jr, D. J. (2011) Does human capital matter? A meta-analysis of the relationship between human capital and firm performance. *Journal of Applied Psychology*, 96(3), p. 443.
- Crosby, P. (1967) Cutting the cost of quality. Industrial Education Institute: Boston.
- Crossan, M. M. and Apaydin, M. (2010). A multi-dimensional framework of organizational innovation: A systematic review of the literature. *Journal of Management Studies*, 47(6), pp. 1154-1191.
- Cummings, L. (1965). Organizational climates for creativity. *Academy of Management Journal*, 8(3), pp. 220-227.
- Curren, M.M., (1981). Inter-Industry Variations in Male Labour Turnover. *British Journal of Industrial Relations*, 19(2), pp. 201.
- Cusumano, M.A. (2015). In defense of IBM. *Communications of the ACM*, 58(10), pp. 27-28.
- Czerniawska, F. (2005). *How the relationship between organisations and individuals is changing*. London: Management Consultancies Association.
- Dabbish, L., & Kraut, R. (2006). *Email overload at work: An analysis of factors associated with email strain*. Available at:
https://www.researchgate.net/publication/220879068_Email_overload_at_work_An_analysis_of_factors_associated_with_email_strain. [Accessed 4 October 2017]
- Dahlgaard, J. J., Chen, C. K., Jang, J. Y., Banegas, L. A. and Dahlgaard-Park, S. M. (2013). Business excellence models: limitations, reflections and further development. *Total Quality Management & Business Excellence*, pp. 1-20.
- Dahrendorf, R. (1959). *Class and class conflict in industrial society*. Stanford University Press.

- Daily C.M and Dollinger M.J. (1992) An Empirical Examination of Ownership Structure in Family and Professionally Managed Firms. *Family Business Review* (5)2, pp. 117 - 136
- Darcy, C., Hill, J., McCabe, T. J. and McGovern, P. (2014). A consideration of organisational sustainability in the SME context: A resource-based view and composite model. *European Journal of Training and Development*, 38(5), pp. 398-414.
- Datta DK, Pinches GP, Narayanan VK. (1992) Factors influencing wealth creation from mergers and acquisitions: a meta-analysis. *Strategic Management Journal* 13 (1): 67 – 84.
- Davenport, T., De Long, D. and Beers, M. (1998) Successful knowledge management projects. *Sloan Management Review*, 39(2), pp. 43-57.
- Davenport, T.H. and Prusak, L. (1998). *Working knowledge: How organizations manage what they know*. Brighton, Massachusetts: Harvard Business Press.
- Davidson, K. (1988) Tax-distorted mergers. *Journal of Business Strategy* September-October: pp. 63-64.
- Davis-Blake, A. and Uzzi, B., (1993). Determinants of employment externalization: A study of temporary workers and independent contractors. *Administrative Science Quarterly*, pp.195-223.
- Day, G.S. and Schoemaker, P.J.(2016). Adapting to Fast-Changing Markets and Technologies. *California Management Review*, 58(4), pp.59-77.
- De Lauretis, T. (1986) *Feminist studies, critical studies* (Vol. 8). Indiana University Press.
- Debnath, S.C., Lee, B.B. and Tandon, S., (2015). Fifty Years and Going Strong: What Makes Behaviorally Anchored Rating Scales So Perennial as an Appraisal Method?. *International Journal of Business and Social Science*, 6(2).

- DeChurch, L.A. and Mesmer-Magnus, J.R., (2010). The cognitive underpinnings of effective teamwork: A meta-analysis. *Journal of Applied Psychology*, 95(1), p.32.
- Deegan, J., Retzlaff, f., Jacobs, S., Lucke, E. And Lange, K (2013) *Human capital and merger and acquisitions: how to integrate the global mobility and talent management function of differing cultures*. Available at [http://www.ey.com/Publication/vwLUAssets/EY_Human_capital_and_merger_and_acquisitions/\\$FILE/EY-HC_and_MA_talent_management.pdf](http://www.ey.com/Publication/vwLUAssets/EY_Human_capital_and_merger_and_acquisitions/$FILE/EY-HC_and_MA_talent_management.pdf) [Accessed 15/04/2018]
- Delaney, J.T. and Huselid, M.A. (1996). The impact of human resource management practices on perceptions of organizational performance. *Academy of Management Journal*, 39(4), pp. 949.
- Delery, J. E., & Roumpi, D. (2017). Strategic human resource management, human capital and competitive advantage: Is the field going in circles? *Human Resource Management Journal*, 27(1), 1-21.
- Delery, J.E. (1998). Issues of fit in strategic human resource management: Implications for research. *Human resource management review*, 8(3), pp.289-309.
- Delmotte, J., De Winne, S. and Sels, L. (2012). Toward an assessment of perceived HRM system strength: scale development and validation. *The International Journal of Human Resource Management*, 23(7), pp. 1481-1506.
- Deloitte, (2017) *Deloitte Global Human Capital Trends*. Westlake, Texas: Deloitte University Press.
- Deming, W.E (1951) *How was the Deming Prize Established?*
Available at: <http://www.juse.or.jp/e/deming/75/> [Accessed 15 August 2017]
- DeMong, R., Harris, I. and Williams, S. (2011) Financial and legal advisors in merger and acquisition transactions. *International Journal of Business, Humanities, and Technology*, 1, pp.1-13.
- Den Hartog, D. N., Van Muijen, J. J. and Koopman, P. L. (1997) Transactional versus transformational leadership: An analysis of the MLQ. *Journal of occupational and organizational psychology*, 70, pp. 19-34.

Denicolai, S., Cotta Ramusino, E. and Sotti, F. (2015) The impact of intangibles on firm growth. *Technology Analysis & Strategic Management*, 27(2), pp. 219-236.

DeNisi, A.S., 2015. Some further thoughts on the entrepreneurial personality.
Entrepreneurship Theory and Practice, 39(5), pp.997-1003.

Denison, D., Nieminen, L. and Kotrba, L. (2014) Diagnosing organizational cultures: A conceptual and empirical review of culture effectiveness surveys.
European Journal of Work and Organizational Psychology, 23(1), pp. 145-161.

Denison, D.R. and Ko, I., (2016). Cultural due diligence in mergers and acquisitions.
In *Advances in Mergers and Acquisitions* (pp. 53-72). Emerald Group Publishing Limited.

Denison, E. F. (1985) *Trends in American economic growth, 1929-1982*:
Brookings Institution Press.

DeSarbo, W.S., Anthony Di Benedetto, C., Song, M. and Sinha, I., (2005).
Revisiting the Miles and Snow strategic framework: uncovering interrelationships between strategic types, capabilities, environmental uncertainty, and firm performance.
Strategic Management Journal, 26(1), pp.47-74.

Desouza, K. C. and Awazu, Y. (2006) Knowledge management at SMEs: five peculiarities.
Journal of knowledge management, 10(1), pp. 32-43.

Dess, G.G. and Picken, J.C. (2000). Changing roles: Leadership in the 21st century.
Organizational dynamics, 28(3), pp.18-34.

DeVellis, R. F. (2012) *Scale development: Theory and applications* (26). Thousand Oaks, Ca: Sage publications.

Devins, D. and Johnson, S. (2003). Training and development activities in SMEs: some findings from an Evaluation of the ESF Objective 4 Programme in Britain.
International Small Business Journal, 21(2), pp.213-228.

Dewar, R.D. and Dutton, J.E. (1986) The adoption of radical and incremental innovations. An empirical analysis. *Management Science*, 32 (11), pp. 1422 – 1433

Dimov, D.P. and Shepherd, D.A. (2005). Human capital theory and venture capital firms: exploring “home runs” and “strike outs”. *Journal of Business Venturing*, 20(1), pp.1-21.

Doeleman, H.J., Ten Have, S. and Ahaus, C.T.B. (2014) Empirical evidence on applying the European Foundation for Quality Management Excellence Model, a literature review. *Total Quality Management & Business Excellence*, 25(5-6), pp. 439-460.

Doherty, D. (2016). Teaming: how organisations learn, innovate and compete in the knowledge economy. *Action Learning: Research and Practice* 13 (3)

Dolfin, S., (2006). An examination of firms' employment costs. *Applied Economics*, **38**(8), pp. 861-878.

Donate, M.J., Peña, I. and Sanchez de Pablo, J.D. (2016) HRM practices for human and social capital development: effects on innovation capabilities. *The International Journal of Human Resource Management*, 27(9), pp. 928-953.

Dorfman, P., Javidan, M., Hanges, P., Dastmalchian, A. and House, R.(2012). GLOBE: A twenty year journey into the intriguing world of culture and leadership. *Journal of World Business*, 47(4), pp.504-518.

Downey, R.G. and King, C.V. (1998). Missing data in Likert ratings: A comparison of replacement methods. *The Journal of general psychology*, 125(2), pp.175-191.

Drew, S.A. (1997). From knowledge to action: the impact of benchmarking on organizational performance. *Long range planning*, 30(3), pp.427-441.

Driskell, J. E., and Salas, E. (1992). Collective behavior and team performance. *Human Factors*, 34, pp. 277-288.

Drost, E.A., (2011). Validity and reliability in social science research.
Education Research and perspectives, 38(1), p.105.

Drucker, P. F. (1989): "What business can learn from Nonprofits",
Harvard Business Review, 67(7-8), 88-93.

Drucker, P.(2014). *Innovation and entrepreneurship*. Abingdon, UK: Routledge.

Drucker, P.F. (1995). *Management in a time of great change*. New York, NY: Dutton.

Dulewicz, V. and Higgs, M., (2005). Assessing leadership styles and organisational context.
Journal of Managerial Psychology, 20(2), pp.105-123.

Dumay, J. (2016) A critical reflection on the future of intellectual capital: from reporting to disclosure.
Journal of Intellectual capital, 17(1), pp. 168-184.

Durkheim, E. (1956) *Education and society*. New York, NY: Free Press.

Durst, S. and Gueldenberg, S. (2010) What makes SMEs attractive to external successors?
Vine, 40(2), pp. 108-135.

Dutta, S. (2015). *The Human Side of Mergers and Acquisitions: An Emerging Challenge*.
In Vani, G.V., Babu, M.G., Panchanatham, N and Nagarjuna, P., eds. *Strategies for Management in Modern Era*, pp-28-36. Bangalore, India: Archers & Elevators Publishing House.

Dutton, J.E. and Ragins, B.R.E. (2007) *Exploring positive relationships at work: Building a theoretical and research foundation*. Mahwah, NJ: Lawrence Erlbaum Associates.

- Dyer, J. and Singh, H. (1998) The relational view: cooperative strategy and sources of inter-organisational competitive advantage. *Academy of Management Review*, 23(4), pp. 660-679.
- Eagleton, T. (2006). *Criticism and ideology: A study in Marxist literary theory*. Brooklyn, NY: Verso.
- Easterby-Smith, M. and Lyles, M. A., eds. (2011) *Handbook of organizational learning and knowledge management*. Hoboken, NJ: John Wiley & Sons.
- Economist Intelligence Unit (2006) *The CEO's role in talent management: How top executives from ten countries are nurturing the leaders of tomorrow*. London: Economist Intelligence Unit.
- Edgar, F. and Geare, A. (2004) Employee demographics in human resource management research. *Research and Practice in Human Resource Management*, 12(1), pp. 61-91.
- Edvinsson, L. (1997) Developing intellectual capital at Skandia. *Long range planning*, 30(3), pp. 320-373.
- Edvinsson, L. and Malone, M. S. (1997) *Intellectual Capital: Realizing Your Company's True Value by Finding Its Hidden Brainpower*. New York, NY: Harper Collins.
- Edvinsson, L. and Sullivan, P. (1996) Developing a model for managing intellectual capital. *European management journal*, 14(4), pp. 356-364.
- Eisenhardt, K.M. (1989) Making fast strategic decisions in high velocity environments. *Academy of Management Journal*, 32(3), pp. 543 – 576.
- Eisenhardt, K.M. and Martin, J.A. (2000) Dynamic capabilities: what are they? *Strategic Management Journal*, 21, pp. 1105-1121.

Emerson, P., 2017. The Will of the People: A Critique of (Simple or Weighted) Majority Voting. *Open Journal of Political Science*, 7(02), p.311.

Ensor, P. S. (1988) *The functional silo syndrome*. AME Target, 16. p.16.

European Foundation for Quality Management Excellence Award (1988) Available at:
<http://www.efqm.org/the-efqm-excellence-model>. [Accessed 18 August 2017]

Evans, J. D., Green, C. L. (2000). Marketing Strategy, Constituent Influence, and Resource Allocation: An Application of the Miles and Snow Typology to Closely Held Firms in Chapter 11 Bankruptcy, *Journal of Business Research*, 50, pp. 225-231.

Factiva (2018) *Global News Database*.
Available at <https://www.dowjones.com/products/factiva/> [Accessed 15/04/2018]

Fassin, Y. (2009) The stakeholder model refined. *Journal of Business Ethics*, 84(1),

Ferri, F. and Maber, D. A. (2013) Say on pay votes and CEO compensation: Evidence from the UK. *Review of Finance*, 17(2), pp. 527-563.

Field, A. and Hole, G. (2002). *How to design and report experiments*. London: Sage.

Financial Accounting Standards Board (1980) Statement of Financial Accounting Concepts No2. *Qualitative Characteristics of Accounting Information*, 132.

Fisher, R.J. and Katz, J.E., (2000). Social-desirability bias and the validity of self-reported values. *Psychology and marketing*.17(2), pp.105-120.

Fitz-Enz, J. (2000) *The ROI of human capital: Measuring the economic value of employee performance*. New York, NY: Amacom Books.

Flamholtz, E., (1971). A model for human resource valuation: A stochastic process with service rewards. *The Accounting Review*, 46(2), pp.253-267.

Flamholtz, E., (1974). Human resource accounting: a review of theory and research. *Journal of Management Studies*, 11(1), pp.44-61.

Flamholtz, E.G., Bullen, M.L. and Hua, W., 2002. Human resource accounting: a historical perspective and future implications. *Management Decision*, 40(10), pp.947-954.

Flanagan, J. C. (1954) The critical incident technique. *Psychological bulletin*, 51(4), p.327.

Florén, H. (2006) Managerial work in small firms: summarising what we know and sketching a research agenda. *International Journal of Entrepreneurial Behavior & Research*, 12(5), pp.272-288.

Fombrun, C. J., Tichy, N. M. and Devanna, M. A., eds. (1984) *Strategic Human Resource Management*. New York, NY:Wiley

Forret, M. L. and Dougherty, T. W. (2001) Correlates of networking behavior for managerial and professional employees. *Group and Organization Management*, 26, pp. 283–311.

Forth, J., Bewley, H. and Bryson, A. (2006). Small and medium-sized enterprises: findings From the 2004 Workplace Employee Relations Survey. London, UK: Department of Trade and Industry.

Foucault, M. (1970) *The Order of Things*. 1966. New York: Vintage.

- Fournier, V. and Smith, W. (2012) Making choice, taking risk: On the coming out of Critical Management Studies. *Ephemera: Theory & Politics in Organization*, 12(4), pp. 464-474.
- Francalanci, C. and Morabito, V. (2008). IS integration and business performance: The mediation effect of organizational absorptive capacity in SMEs. *Journal of Information Technology*, 23(4), pp. 297-312.
- Franco, M. and Matos, P. G. (2013) Leadership styles in SMEs: a mixed-method approach. *International Entrepreneurship and Management Journal*, 11(2),
- Fraser, K. (2014) Defeating the 'paradigm wars' in accounting: A mixed-methods approach is needed in the education of PhD scholars. *International Journal of Multiple Research Approaches*, 8(1).
- Frigo, M. L. (2002) Nonfinancial performance measures and strategy execution. *Strategic Finance*, 84(2), pp. 6-9.
- Fry, E. (1977) Fry's readability graph: Clarifications, validity, and extension to level 17. *Journal of reading*, 21(3), pp. 242-252.
- Galpin, T. and Herndon, M. (2008). Merger repair: when M&As go wrong. *Journal of Business Strategy*, 29(1), pp.4-12.
- Galpin, T.J. and Herndon, M. (2007) *Complete Guide to Mergers and Acquisitions*. San Francisco, CA: Jossey Bass.
- García-Pérez, M.A., (2012). Statistical conclusion validity: Some common threats and simple remedies. *Frontiers in Psychology*, 3, p.325.
- Gasse, Y., d'Amboise, G., Simard, G., and Lasker, K. (1997). Entrepreneurial-managerial competencies and practices of growing SMEs: Summary results from empirical study (Preliminary). Centre for Entrepreneurship and SME and Entrepreneurial Laval, University Laval, Quebec, Canada.

Gassmann, O., Enkel, E. and Chesbrough, H. (2010). The future of open innovation. *R&D Management*, 40(3), pp.213-221.

Gatrell, C. and Cooper, C.L. (2016). A sense of entitlement? Fathers, mothers and organizational support for family and career. *Community, Work & Family*, 19(2), pp.134-147.

Gerwin, D. (1986) An Agenda for Research on the Flexibility of Manufacturing Processes. *International Journal of Operations and Production Management*, 7(1) pp.38-49

Ghoshal, S. (2003). Miles and Snow: Enduring Insights for Managers. *The Academy of Management Executive* (1993-2005), 17(4), 109-114.

Giacomin, O., Janssen, F., Guyot, J.L. and Lohest, O. (2011). *Opportunity and/or necessity entrepreneurship? The impact of the socio-economic characteristics of entrepreneurs*. Available at <http://econpapers.repec.org/paper/pramprapa/29506.htm> [Accessed 14 September 2017]

Giles, W.J. and Robinson, D.F., (1972). *Human asset accounting*. Institute of Personnel Management, Institute of Cost and Management Accountants.

Gill, P., and Dolan, G. (2015). Originality and the PhD: What is it and how can it be demonstrated? *Nurse Researcher*, 22(6), 11.

Gillespie, A. and Reader, T.W. (2017). *Investigating organisational culture from the 'outside', and implications for investing*. Available at: <http://eprints.lse.ac.uk/82502/> [Accessed 14 September 2017]

Gilovich, T., Griffin, D., & Kahneman, D., eds. (2002). *Heuristics and biases: The psychology of intuitive judgment*. Cambridge, UK: Cambridge University Press.

Gimenez FAP (1999) Miles and Snow's strategy model in the context of small firms. In: *Proceedings of the 1999 ICSB Naples conference*. Naples, Italy.

- Given, L.M., (2017). It's a new year... so let's stop the paradigm wars.
International Journal of Qualitative Methods. 16(1)
- Glass, G.V., Peckham, P.D. and Sanders, J.R., (1972). Consequences of failure to meet assumptions underlying the fixed effects analyses of variance and covariance.
Review of Educational Research, 42(3), pp.237-288.
- Glassdoor (2018). *Company Reviews and Ratings*. Available at <https://www.glassdoor.co.uk/Reviews/index.htm-countryRedirect=true> [Accessed 15/04/2018]
- Glautier, M.W.E., (1976). Human resource accounting: A critique of research objectives for the development of human resource accounting models. *Journal of Business Finance & Accounting*, 3(2), pp.3-21.
- Global Congress on Intellectual Property (2011). *Washington Declaration*.
Available at: <http://infojustice.org/public-events/global-congress> [Accessed 4 May 2015]
- Glovers (2014) *Specimen Due Diligence Checklist*. Available at:
http://www.glovers.co.uk/specimen_due_diligence_checklist.aspx [Accessed 14 June 2014]
- Goleman, D. (2004) *Emotional intelligence: why it can matter more than IQ*. London: Bloomsbury Publishing.
- Gomes, C.F. and Yasin, M.M. (2011). A systematic benchmarking perspective on performance management of global small to medium-sized organizations: An implementation-based approach. *Benchmarking: An International Journal*, 18(4), pp.543-562.
- Gomez, R., Bryson, A., Kretschmer, T. and Willman, P. (2009). *Employee voice and private sector workplace outcomes in Britain, 1980-2004*. NIESR Discussion Paper, 329. National Institute of Economic and Social Research, London, UK.
- González, M.P. and Muiña, G.F.E. (2014). Absorptive capacity and smart companies. *Intangible Capital*, 10(5).

Goodwin, C. J. (2010). *Research in Psychology. Methods and Design*, 6th Edn. Hoboken, NJ: Wiley.

Gordon, G. G. (1991) Industry determinants of organizational culture.
Academy of Management Review, 16(2), pp. 396-415.

Graham, J. W. (2009). Missing data analysis: Making it work in the real world.
Annual Review of Psychology, 60, 549–576.

Graham, M. E., Murray, B. and Amuso, L. (2002). *Stock-related rewards, social identity, and the attraction and retention of employees in entrepreneurial SMEs*. In *Managing People in Entrepreneurial Organizations* (pp. 107-145). Bingley, UK: Emerald Group Publishing Limited.

Gray, C. and Mabey, C. (2005). Management development: key differences between small and large businesses in Europe. *International Small Business Journal*, 23(5), pp. 467-485.

Greenwood, M. J. (1975) Research on Internal Migration in the United States: A Survey,
Journal of Economic Literature, 13(2), pp. 397-433.

Greiner, L. E. (1972). Evolution and revolution as organizations grow. *Harvard Business Review*, 50(4), pp. 37-46.

Gribens, B., Johnson, B., Strahle, R., Andres, J. and Wilson, T. *M&A due diligence workshop*. Available at <https://www2.deloitte.com/content/dam/Deloitte/us/Documents/Real%20Estate/us-engineering-construction-ma-due-diligence.pdf> [Accessed 15/04/2018]

Guest, D. E. (1990) Human Resource Management and the American Dream.
Journal of management studies, 27(4), pp. 377-397.

Guest, D. E. and Conway, N. (2011). The impact of HR practices, HR effectiveness and a 'strong HR system' on organisational outcomes: a stakeholder perspective.
The International Journal of Human Resource Management, 22(8), pp. 1686-1702.

Guest, D. E., Michie, J., Conway, N. and Sheehan, M. (2003) Human resource management and corporate performance in the UK. *British journal of industrial relations*, 41(2), pp. 291-314.

Guest, D.E. (2001) Human resource management: when research confronts theory. *International Journal of Human Resource Management*, 12(7), pp. 1092-1106.

Habermas, J. (1971). *Toward a rational society: Student protest, science, and politics* (Vol. 404). Beacon Press.

Hall, K., (2014) *Opening speech*. CBI Education Conference. Royal Society. London.

Hambrick, D.C. (1983). Some tests of the effectiveness of functional attributes of Miles and Snow's strategic types. *Academy of Management Journal*, 26 (1), pp. 5-26.

Hammersley, M. (1992) *Deconstructing the qualitative-quantitative divide. What's Wrong with Ethnology?* London: Routledge

Hammersley, M. (2013) *What's wrong with ethnography?* London: Routledge.

Hancock, M. 2014. *World-class Apprenticeships. The Annual Conference of the Association of Employment and Learning Providers,* Available at: <https://www.gov.uk/government/speeches/matthew-hancocks-speech-on-world-class-apprenticeships>. [Accessed July 17 2017]

Handsaker, M. (1943). *The American Economic Review*, 33(3), 705-706.

Harding, D. and Rouse, T. (2007) Human Due Diligence. *Harvard Business Review* (April), pp. 124 – 131.

Harding, D. and Rouse, T., (2007). Human due diligence. *Harvard Business Review*, 85(4), pp.124-31.

Harman, W. (1970) *An incomplete guide to the future*. New York, NY: Norton Harper Business

Harper, G and Price, R. (2011) *A framework for understanding the social impacts of policy and their effects on wellbeing*. Social Impacts Taskforce. London, UK: Department for Environment, Food and Rural Affairs

Harrigan, K. R. (1983). Research Methodologies for Contingency Approaches to Business Strategy. *Academy of Management Review*, 8(3), pp. 398-405.

Harroch, R., D., and David A. Lipkin, D., A., 2017. 20 *Key Due Diligence Activities In A Merger And Acquisition Transaction*. Available at: <https://www.forbes.com/sites/allbusiness/2014/12/19/20-key-due-diligence-activities-in-a-merger-and-acquisition-transaction/#1b8ca4744bfc>. [Accessed 5 August 2017]

Harvey, G.H. and Lusch, R.F. (1995) *Expanding the Nature and Scope of Due Diligence*. *Journal of Business Venturing*, (10), pp. 5-21.

Harvey, M. and Lusch, R.F. (1998) Beyond traditional due diligence for mergers and acquisitions in the 21st century. *Review of Business*, 19(3), p.17.

Harvey, M.G. and Lusch, R.F. (1995a) A systematic assessment of potential international strategic alliance partners. *International Business Review*, 4(2), pp.195-212.

Harvey, M.G. and Lusch, R.F. (1995b) Expanding the nature and scope of due diligence. *Journal of Business Venturing*, 10(1), pp.5-21.

Haudan, J.A., & MacLean, D. (2002). 'E' is for engagement: Transforming your business by transforming your people. *Journal of Change Management*, 2(3), 1469–7017.

Haugh, H.M. and McKee, L., 2003. 'It's just like a family'. Shared values in the family firm. *Community, Work & Family*, 6(2), pp.141-158.

Hause, J.C. (1975) Ability and Schooling as Determinants of Lifetime Earnings. If You're So Smart, Why Aren't You Rich? *Education, Income and Human Behavior*. Ed. Juster F.J. New York: McGraw-Hill, 1975, pp. 123-49.

Haynes, S.N., Richard, D. and Kubany, E.S., (1995). Content validity in psychological assessment: A functional approach to concepts and methods. *Psychological Assessment*, 7(3), p.238.

Hays (2018) *Our approach to diversity*. Available at <http://www.hays.co.uk/recruitment/executive/diversity/index.htm> [Accessed 15/04/2018]

Hayton, J. C. (2003) Strategic human capital management in SMEs: An empirical study of entrepreneurial performance. *Human resource management*, 42(4), pp. 375-391.

Hayton, J. C. (2015) *Leadership and Management Skills in SMEs: Measuring Associations with Management Practices and Performance*. BIS Research Paper No. 211.

Hearn, S. N. and Choi, I. (2013) Creating a Process and Organization Fit Index: an Approach toward Optimal Process and Organization Design. *Knowledge and Process Management*, 20(1), pp. 21-29.

Heckmann, N., Steger, T. and Dowling, M., (2016) Organizational capacity for change, change experience, and change project performance. *Journal of Business Research*, 69(2), pp.777-784.

Henderson, R. and Cockburn, I. (1994). Measuring competence? Exploring firm effects in pharmaceutical research. *Strategic Management Journal*, 15(S1), pp.63-84.

Henry, L. (2013) Intellectual capital in a recession: evidence from UK SMEs. *Journal of Intellectual Capital*, 14(1), pp. 84-101.

- Herremans, I., Isaac, R. and Bays, A. (2007). Intellectual capital. *Financial Management*, (June), pp.30-32.
- Hill, J., Nancarrow, C. and Wright, L.T. (2002) Lifecycles and crisis points in SME's: a case study approach, *Marketing Intelligence and Planning*, 20 (6), pp. 361-369.
- Hilmersson, M. (2014). Small and medium-sized enterprise internationalisation strategy and performance in times of market turbulence. *International Small Business Journal*, 32(4), pp.386-400.
- Hisrich, R.D. and Drnovsek, M. (2002). Entrepreneurship and small business research – a European perspective. *Journal of Small Business and Enterprise Development*, 9(2), pp.172-222.
- Hitt, M. A., Keats, B. W. and DeMarie, S. M. (1998) Navigating in the new competitive landscape: Building strategic flexibility and competitive advantage in the 21st century. *The Academy of Management Executive*, 12(4), pp. 22-42.
- Holloway, I. and Biley, F. C. (2011) Being a qualitative researcher. *Qualitative Health Research*, 21(7), pp. 968-975.
- Holthausen, R., Sikora, M., Windt, C. and Singh, H. (2005) *Why Do So Many Mergers Fail?* Available at: <http://knowledge.wharton.upenn.edu/article.cfm?articleid=1137> [Accessed 30 December 2015]
- Hormiga, E., Batista-Canino, R.M. and Sánchez-Medina, A. (2011) The impact of relational capital on the success of new business start-ups. *Journal of Small Business Management*, 49 (4), pp. 617-638.
- Hornstein, H., Luss, R. and Parker, O. (2002). *The Watson Wyatt Human Capital Index and Company Performance: A definite impact on shareholder wealth*. International Management Conference, Society for Advancement of Management, McLean, Virginia.
- Hough, J. and Scheepers, R. (2008). *Creating corporate entrepreneurship through strategic leadership*. Available at: http://www.isma.info/index.php?k=6&s_id=9. [Accessed 13 June 2017]

- Houghton, E. (2016) *To what extent, if at all, does human capital data inform institutional investor decisions?* Invitation to Tender. Chartered Institute of Personnel and Development: London, UK
- Howe, K. R. (1988) Against the quantitative-qualitative incompatibility thesis or dogmas die hard. *Educational researcher*, 17(8), pp. 10-16.
- HR Software Show (2015). London: Chartered Institute of Personnel and Development.
- Hsiao, C. (2014). *Analysis of Panel Data*. Cambridge University Press. NY: New York
- Hsieh, T. (2010) *Delivering happiness: A path to profits, passion and purpose*. New York, NY: Business Plus.
- Huang, C.F. and Hsueh, S.L. (2007). A study on the relationship between intellectual capital and business performance in the engineering consulting industry: A path analysis. *Journal of Civil Engineering and Management*, 13(4), pp.265-271.
- Hudson, M., Smart, A. and Bourne, M. (2001). Theory and practice in SME performance measurement systems. *International journal of operations & production management*, 21(8), pp.1096-1115.
- Huggins, R., and Thompson, P. (2016). *UK Competitiveness Index 2016*. Cardiff. UK: Center for International Competitiveness.
- Hult, G.T.M., Hurley, R.F. and Knight, G.A. (2004). Innovativeness: Its antecedents and impact on business performance. *Industrial Marketing Management*, 33(5), pp.429-438.
- Hulten, C.R. and Hao, X. (2008) *What is a Company Really Worth? Intangible Capital and the "Market to Book Value" Puzzle*. Cambridge, MA: National Bureau of Economic Research.

- Hunt, J.W. (1987) Hidden extras: How people get overlooked in takeovers. *Personnel Management*, 19, pp. 24-27.
- Husain, Z., Dayan, M. and Di Benedetto, C.A. (2016). The impact of networking on competitiveness via organizational learning, employee innovativeness, and innovation process: A mediation model. *Journal of Engineering and Technology Management*, 40, pp.15-28.
- Hutchinson, V. and Quintas, P. (2008). Do SMEs do knowledge management? Or simply manage what they know? *International Small Business Journal*, 26(2), pp.131-154.
- liP Framework (2013). Available at: [http://: liP.co.uk](http://liP.co.uk) [Accessed 25 August 2017]
- Inkinen, H. (2015) Review of empirical research on intellectual capital and firm performance. *Journal of Intellectual capital*, 16(3), pp. 518-565.
- Inkpen, A. 1998. Learning, knowledge acquisition, and strategic alliances. *European Management Journal*, 16, 223-229.
- International Accounting Standards Board (1998) *Standard 38. Intangible Assets*. Available at: <https://mf.rks.gov.net/Portals/0/.../ias-en/IAS%2038.DOC> [Accessed 3 November 2014]
- Irwin, C. and Cichocki, P. (2011) *Organization design: A guide to building effective organizations*. London, UK: Kogan Page.
- Ittner, C.D. (2008). Does measuring intangibles for management purposes improve performance? A review of the evidence. *Accounting and Business Research*, 38(3), pp.261-272.
- Iwao, S. (2017). Revisiting the existing notion of continuous improvement (Kaizen): literature review and field research of Toyota from a perspective of innovation. *Evolutionary and Institutional Economics Review*, pp.1-31.

Jackson, M. R. (2015) Resistance to qual/quant parity: Why the “paradigm” discussion can’t be avoided. *Qualitative Psychology*, 2(2), p. 181.

Jackson, N., (2018) The Complexity and Messiness of Change. In *Engaging and Changing Higher Education through Brokerage* pp. 51-79. Routledge: Abingdon-on-Thames

Jamieson, S. (2004). Likert scales: how to (ab)use them. *Medical Education*, 38, 1212-1218.

Janis, I.L., (1971). Groupthink. *Psychology Today*, 5(6), pp.43-46.

Jansson, M. and Biel, A. (2011). Motives to engage in sustainable investment: a comparison between institutional and private investors. *Sustainable Development*, 19(2), pp.135-142.

Jap, S., Gould, A.N. and Liu, A.H. (2017) Managing mergers: Why people first can improve brand and IT consolidations. *Business Horizons*, 60(1), pp.123-134.

Jardon, C.M. and Susana Martos, M. (2012) Intellectual capital as competitive advantage in emerging clusters in Latin America. *Journal of Intellectual Capital*, 13(4), pp. 462-481.

Jarrett, T. (1989) The perils of acquisition. *Mortgage Banking March*:85-87.

Jick, T. D. (1979) Mixing qualitative and quantitative methods: Triangulation in action. *Administrative Science Quarterly*, pp. 602-611.

Johnson, G., Scholes, K. and Whittington, R., (2008). *Exploring Corporate Strategy: Text & Cases*. Pearson Education. Harlow, UK

- Johnson, P. and Duberley, J. (2000) *Understanding management research: An introduction to epistemology*. London, UK: Sage.
- Jones, R. and Fender, V. (2011) *Human Capital Estimates 2010*. London, UK: Office for National Statistics.
- Jong, J.P., Parker, S.K., Wennekers, S. and Wu, C.H. (2015). Entrepreneurial behavior in organizations: does job design matter?. *Entrepreneurship Theory and Practice*, 39(4), pp.981-995.
- Juran, J.M. (1951) *Quality Control Handbook*. New York, NY: McGraw-Hill
- Kamaluddin, A. and Abdul Rahman, R. (2009) Enhancing Organisation Effectiveness through Human, Relational and Structural Capital: An Empirical Analysis. *Malaysian Accounting Review*, 8(1).
- Kamann, D. J. F. (2007) Organizational design in public procurement: a stakeholder approach. *Journal of Purchasing and Supply Management*, 13(2), pp. 127-136.
- Kanchana, N. and Mohan, R.R. (2017) A Review of Empirical Studies in Intellectual Capital and Firm Performance. *Indian Journal of Commerce and Management Studies*, 8(1), p.52.
- Kanungo, R.N. (1997). Looseness of the Loose?Tight Leadership Model. *Applied Psychology*, 46(4), pp.419-422.
- Kaplan, R. S. and Norton, D. P. (1996) Using the balanced scorecard as a strategic management system. *Harvard Business Review*, 74(1), pp. 75-85.
- Kaplan, R. S. and Norton, D. P. (2004) The strategy map: guide to aligning intangible assets. *Strategy & Leadership*, 32(5), pp. 10-17.

- Kaplan, R., Kaplan, R. S. and Norton, D. P. (1992) The Balanced Scorecard: Measures that Drive Performance. *Harvard Business Review*. (January – February), pp1 – 11.
- Kaplan, R., Kaplan, R. S. and Norton, D. P. (1996) *The balanced scorecard: translating strategy Into action*. Brighton, MA: Harvard Business Press.
- Katz, D. (1964) The motivational basis of organizational behavior. *Behavioral science*, 9(2), pp. 131-146.
- Katz, D. and Kahn, R.L., 1978. *The social psychology of organizations* (Vol. 2). New York: Wiley.
- Kell, H.J., Martin-Raugh, M.P., Carney, L.M., Inglese, P.A., Chen, L. and Feng, G., (2017). *Exploring Methods for Developing Behaviorally Anchored Rating Scales for Evaluating Structured Interview Performance*. ETS Research Report Series.
- Keogh, W. and Stewart, V. (2001). Identifying the skill requirements of the workforce in SMEs: findings from a European Social Fund project. *Journal of Small Business and Enterprise Development*, 8(2), pp.140-149.
- Kersley, B., Alpin, C., Forth, J., Bryson, A., Bewley, H., Dix, G. and Oxenbridge, S. (2013). *Inside the workplace: findings from the 2004 Workplace Employment Relations Survey*. Abingdon, UK: Routledge.
- Khan, S. H., Syed, N. A., & Asim, M. (2013). Human Resource Management Practices in SMEs: An Exploratory Study. *Global Management Journal for Academic & Corporate Studies*, 3(1), 78.
- Khilji, S.E. and Wang, X. (2006). 'Intended' and 'implemented' HRM: the missing linchpin in strategic human resource management research. *The International Journal of Human Resource Management*, 17(7), pp.1171-1189.
- Kilduff,, M. and Mehra, A. (1997). Postmodernism and Organizational Research. *Academy of Management Review*. 22(2), pp. 453-481

- Kilkenny, M., Nalbarte, L. and Besser, T. (1999) Reciprocated community support and small town—small business success. *Entrepreneurship & Regional Development*, 11(3), pp. 231–246.
- Kincheloe, J.L. and McLaren, P. (2002). Rethinking critical theory and qualitative research. Ethnography and schools: *Qualitative approaches to the study of education*, pp.87-138.
- King, D. R., Dalton, D. R., Daily, C. M. and Covin, J. G. (2004) Meta-analyses of post-acquisition performance: Indications of unidentified moderators. *Strategic Management Journal*, 25(2), pp. 187-200.
- King, M. and Bruner, G. (2000). Social desirability bias: a neglected aspect of validity testing. *Psychology and Marketing* 17(2)., pp.79–103
- Kingsmill, D. (2003). *Accounting for People, Report of the Task Force on Human Capital Management*. London, UK: Department of Trade and Industry.
- Klein, J.F. and Kahn, R.C., (2017). *The HR guide to European mergers and acquisitions*. Routledge.
- Kline, P., (2015). *A handbook of test construction (psychology revivals): introduction to psychometric design*. Routledge. London, UK
- Klun, M. and Trkman, P., (2018). Business process management – at the crossroads, *Business Process Management Journal*, 24 (3), pp.786-813,
- Kogut, B. and Zander, U. (1992). Knowledge of the firm, combinative capabilities, and the replication of technology. *Organization science*, 3(3), pp.383-397.
- Kormos, C. and Gifford, R., (2014). The validity of self-report measures of proenvironmental behavior: A meta-analytic review. *Journal of Environmental Psychology*, 40, pp.359-371.

Kotter and Schlesinger (1979) *Choosing Strategies for Change*. Available at:
<https://hbr.org/2008/07/choosing-strategies-for-change>. [Accessed 15 September 2017]

Kotter, J. (2014), *Accelerate (XLR8): Building Strategic Agility for a Faster Moving World*, Harvard Business. Boston, MA: Review Press, Group Publishing Limited, pp. 299-333.

KPMG (2008) *International Survey of Corporate Reporting*. Amstelveen, The Netherlands: KPMG Sustainability Services.

Kraft, A., Sparr, J.L. and Peus, C., (2018). Giving and making sense about change: The back and forth between leaders and employees. *Journal of Business and Psychology*, 33(1), pp.71-87.

Krishnamoorthy, R. (2015) GE's Culture Challenge After Welch and Immelt. Boston: MA: *Harvard Business Review*.

Krugg, J.A. (2003) Why Do They Keep Leaving? *Harvard Business Review*. Boston, MA: Harvard Business Publishing

Krumpal, I., (2013). Determinants of social desirability bias in sensitive surveys: a literature review. *Quality & Quantity*, 47(4), pp.2025-2047.

Kuhn, T. (1962) *The Structure of Scientific Revolution*. Chicago, IL; University of Chicago Press.

Kumar, K., Boesso, G., Favotto, F. and Menini, A. (2012) Strategic orientation, innovation patterns and performances of SMEs and large companies. *Journal of Small Business and Enterprise Development*, 19(1), pp. 132-145.

Laamanen, T., Lamberg, J.A. and Vaara, E. (2016) Explanations of success and failure in management learning: What can we learn from Nokia's rise and fall?. *Academy of Management Learning & Education*, 15(1), pp. 2-25.

Labour Force Survey (1973 onwards)

Available at: <http://discover.ukdataservice.ac.uk/series/?sn=2000026>

[Accessed 15 September 2017]

Lajoux, A.R and Elson, C.M. (2010) *The Art of M&A Due Diligence*. New York, NY: McGraw Hill.

Lambert, S.J., (2000). Added benefits: The link between work-life benefits and organizational citizenship behavior. *Academy of Management Journal*, 43(5), pp.801-815.

Lane, P., Koka, B. and Pathak, S. (2006) The reification of absorptive capacity: a critical review and rejuvenation of the construct. *Academy of Management Review*, 31(4), pp. 833-863.

Lank, E. (1997) Leveraging invisible assets: the human factor. *Long range planning*, 30(3), pp.406-412.

Lechner, C., Dowling, M. and Welp, I. (2006) Firm networks and firm development: The role of the relational mix. *Journal of Business Venturing*, 21(4), pp. 514–540.

Lee, A. S. (1991) Integrating positivist and interpretive approaches to organizational research. *Organization science*, 2(4), pp. 342-365.

Leitch, C. M. and Volery, T. (2017) Entrepreneurial leadership: Insights and directions. *International Small Business Journal*, 35(2), pp. 147-156.

Lepak, D. P. and Snell, S. A. (1999) The human resource architecture: Toward a theory of human capital allocation and development. *Academy of management review*, 24(1), pp. 31-48.

Lepak, D. P. and Snell, S. A. (2002) Examining the human resource architecture: The relationships among human capital, employment, and human resource configurations. *Journal of Management*, 28(4), pp. 517-543.

- Lepak, D. P., Takeuchi, R., Erhardt, N. L. and Colakoglu, S. (2006) *Emerging perspectives on the relationship between HRM and performance*. In Burke, R.J. ed. 2006.
The human resources revolution: why putting people first matters. Amsterdam: Elsevier, pp. 31-54
- Lepak, D.P. and Snell, S.A., (1999). The human resource architecture:
Toward a theory of human capital allocation and development.
Academy of management review, 24(1), pp.31-48.
- Lev, B. (2001) *Intangibles: Management, measurement, and reporting*. Washington, DC:
Brookings Institution Press.
- Levering, R. and Moskowitz, M. (1993) The ten best companies to work for in America.
New York, NY: *Business and Society Review*, pp. 26-26.
- Levering, R., Moskowitz, M. and Katz, M. (1993) *The One Hundred Best Companies to Work For in America*. New York, NY: Currency Doubleday.
- Levers, M. J. D. (2013) Philosophical paradigms, grounded theory, and perspectives on emergence. *Sage Open*, 3(4), p. 2158244013517243.
- Likert, Rensis (1974). *A method of constructing an attitude scale*. *Scaling: A sourcebook for behavioral scientists*, Ch. 19, pp 233-243. NY, New York: Routledge
- Lincoln, Y. S. and Guba, E. G. (1985) *Naturalistic Inquiry*. Beverly Hills California.
- Linstead, S., Fulop, L. and Lilley, S. (2009) *Management and Organization: A Critical Text*. Basingstoke: Palgrave Macmillan.
- Litterer, J.A. (1973) *The Analysis of Organisations*. Chichester, UK: John Wiley and Sons.

- Lockett, A. Wiklund, J. Davidsson, P. Girma, S. (2011) Organic and acquisitive growth: re-examining, testing and extending Penrose's growth theory *Journal of Management Studies*, 48 (1) , pp. 48-74
- Lockwood, D. (1956) Some Remarks on The Social System. *The British Journal of Sociology*, 7(2), pp. 134-146.
- London, J., Matthews, K. and Grover, V., 2017. *On Meaning and Measurement: A Review of Content Validity in IS*. *Advances in Management Information Systems Research*
- Losurdo, D. (2003). History of the Communist Movement: Failure, Betrayal, or Learning Process? *Nature, Society, and Thought*, 16(1), p.33.
- Luecke, R., (2005) *Strategy. Create and Implement the Best Strategy for Your Business*. Harvard Business Essentials. Harvard Business School Press: Boston, Ma.
- Lumpkin, G.T. and Dess, G.G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of management Review*, 21(1), pp.135-172.
- Lundvall, B.A., 1992. *National innovation system: towards a theory of innovation and interactive learning*. London, UK: Pinter.
- Luthans, F. and Davis, T. R. (1982) An idiographic approach to organizational behavior research: The use of single case experimental designs and direct measures. *Academy of Management Review*, 7(3), pp. 380-391.
- Lyles, M. A. and Schwenk, C. R. (1992) Top management, strategy and organizational knowledge structures. *Journal of Management Studies*, 29(2), pp. 155-174.
- MacDuffie, J. P. (1995) Human resource bundles and manufacturing performance: Organizational logic and flexible production systems in the world auto industry. *Industrial and Labor Relations Review*, 48, pp. 197-221.

- Machlup, F. (1962) *The production and distribution of knowledge in the United States* (Vol. 278). Princeton, NJ: Princeton University Press.
- MacMillan, I.C., Siegel, R. and Narasimha, P.N. (1985) Criteria used by venture capitalists to evaluate new venture proposals. *Journal of Business Venturing*, 1, 119–128.
- Maditinos, D., Sevic, Z. and Tsairidis, C. (2010) Intellectual Capital and business performance: an empirical study for the Greek listed companies. *European Research Studies*, 13(3), p.145.
- Mahoney, J.T., (1992). The choice of organizational form: vertical financial ownership versus other methods of vertical integration. *Strategic Management Journal*, 13(8), pp.559-584.
- Mainardes, E. W., Alves, H. and Raposo, M. (2012) A model for stakeholder classification and stakeholder relationships. *Management Decision*, 50(10), pp. 1861-1879.
- Mannheim, K. (1936). *Ideology and Utopia*. Translated by Louis Wirth and Edward Shils San Diego: Harvest-Harcourt Brace, 1985.
- Mansfield, E. (1988) The speed and cost of industrial innovation in Japan and the United States: External vs. internal technology. *Management Science*, 34(10), pp. 1157-1168.
- Marks, M. L. and Mirvis, P. H. (2011) Merge ahead: A research agenda to increase merger and acquisition success. *Journal of business and psychology*, 26(2), pp. 161-168
- Marks, M.L. and Mirvis, P.H., (2001). Making mergers and acquisitions work: Strategic and psychological preparation. *The Academy of Management Executive*, 15(2), pp.80-92.
- Marlow, S. (2006). Human resource management in smaller firms: A contradiction in terms? *Human Resource Management Review*, 16(4), pp.467-477.

- Marques, J.P. (2014). Closed versus open innovation: evolution or combination?
International Journal of Business and Management, 9(3), p.196.
- Marr, B and Adams, C. (2004) The Balanced Scorecard and Intangible Assets: Similar Ideas, unaligned concepts. *Measuring Business Excellence*, 8(3), pp. 18-27.
- Marr, B. and Schiuma, G. (2001) Measuring and managing intellectual capital and knowledge assets in new economy organisations. *Handbook of Performance Measurement*, pp. 1-30.
- Marr, B., Schiuma, G. and Neely, A. (2004) Intellectual capital – defining key performance indicators for organizational knowledge assets. *Business Process Management Journal*, 10(5), pp. 551-569.
- Marsh, B., (1985). *Corporate Tragedy: The Agony of International Harvester Company*. Doubleday Books.
- Martín Alcázar, F., Miguel Romero Fernández, P. and Sánchez Gardey, G. (2013). Workforce diversity in strategic human resource management models: A critical review of the literature and implications for future research. *Cross Cultural Management: An International Journal*, 20(1), pp.39-49.
- Martin, B.C., McNally, J.J. and Kay, M.J. (2013) Examining the formation of human capital in entrepreneurship: A meta-analysis of entrepreneurship education outcomes. *Journal of Business Venturing*, 28(2), pp. 211-224
- Martin, L.M., Janjuha-Jivraj, S., Carey, C. and Reddy, S. (2008). *Formalizing relationships? Time, change and the psychological contract in team entrepreneurial companies*. In: Barrett, R. and Mayson, S. (eds.) *International handbook of HRM and entrepreneurship*. Cheltenham, UK: Edward Elgar, pp. 205-223.
- Martín-de Castro, G., Delgado-Verde, M., Amores-Salvadó, J. and Navas-López, J .E. (2013) Linking human, technological, and relational assets to technological innovation: exploring a new approach. *Knowledge Management Research & Practice*, 11(2), pp. 123-132.
- Marvel, M. R., Davis, J. L. and Sproul, C. R. (2016) Human capital and entrepreneurship research: A critical review and future directions. *Entrepreneurship Theory and Practice*, 40(3), pp. 599-626.

- Marx, K. (1859) *A Contribution to the Critique of Political Economy*.
In Marx Today (2010) pp. 91-119. Basingstoke, UK:: Palgrave Macmillan.
- Marx, K. and Engels, F. (1906) *Manifesto of the Communist Party*.
In Marx Today (2010) pp. 37-63). Basingstoke, UK: Palgrave Macmillan.
- Maton, K. (2013). *Knowledge & Knowers: towards a realist sociology of education*.
Abingdon, UK: Routledge.
- Maxwell, S. E. and Delaney, H. D. (2004) *Designing experiments and analyzing data:
A model comparison perspective* (Vol. 1). Abingdon, UK: Routledge, Psychology Press.
- Mayo, A. (2001) *Human Value of the Enterprise*. London: Nicholas Brealey Publishing.
- Mayo, A. (2012). *Human Resources or Human Capital? Managing People as Assets*.
Farnham, UK: Gower Publishing
- McAdam, R. and Reid, R. (2001). SME and large organisation perceptions of knowledge
management: comparisons and contrasts. *Journal of knowledge management*, 5(3), pp.231-241.
- McCarthy, I.P., Lawrence, T.B., Wixted, B. and Gordon, B. (2010) A Multidimensional
conceptualization of environmental velocity. *Academy of Management Review*, 35(4), pp. 604-626.
- McDaniel, S.W. and Kolari, J.W., (1987). Marketing strategy implications of the Miles and
Snow strategic typology. *The Journal of Marketing*, pp.19-30.
- McDonnell, A., Collings, D.G., Mellahi, K. and Schuler, R. (2017) Talent management:
a systematic review and future prospects. *European Journal of International Management*,
11(1), pp. 86-128.

McElroy, M.W. (2002). Social innovation capital. *Journal of Intellectual Capital*, 3(1), pp.30-39.

McGregor, D. (1960) *The Human Side of Enterprise*. New York, NY: McGraw Hill Higher Education

McIntyre, T. (2004) A Model of Levels of Involvement and Strategic Roles of Human Resources. *Human Resource Development Review*. (3) 2, p. 173

McKinsey & Co. (2014) *Capabilities Due Diligence Tools*.

Available at: <http://payforsuccess.org/provider-toolkit/deep-assessment-capabilities-due-diligence-tools>.
[Accessed 15 September 2017]

Mention, A. L. (2012) Intellectual capital, innovation and performance:
a systematic review of the literature. *Business and Economic Research*, 2(1), pp. 1-37

Mercer Human Resource Consulting (2003) *Human Capital Management: The Chief Financial Officer's Perspective*. Boston. MA: CFO Research Services. CFO Publishing Corporation.

Mercereau, J. (2018) *HR in due diligence*. Available at: <https://www.willistowerswatson.com>

Mertens, D. M. (2007) Transformative paradigm mixed methods and social justice. *Journal of mixed methods research*, 1(3), pp. 212-225.

Mertins, K. and Will, M., (2008). *Strategic Relevance of Intellectual Capital in European SMEs and Sectoral Differences*. InCaS: Intellectual Capital Statement–Made in Europe. In Proceedings of the 8th European Conference on Knowledge Management.

Mertins, K. Wang, W., and Will, M. (2009). InCaS: Intellectual Capital Management in European SME- Its Strategic Relevance and the Importance of its Certification *The Electronic Journal of Knowledge Management* (7) 1 2009, pp. 111 - 122.

- Mertins, K., Will, M. and Meyer, C. (2009) *InCaS: Intellectual Capital Statement. Measuring intellectual capital in European small-and medium sized enterprises*. In Proceedings of the European Conference on Intellectual Capital (pp. 353-362).
- Messersmith, J.G., and Guthrie, J.P. (2010) High performance work systems in emergent organizations: Implications for firm performance. *Human Resource Management*, 49(2) pp. 241-264.
- Messick, S., (1980). Test validity and the ethics of assessment, *American Psychologist* 35, pp.1012-1027.
- Mesu, J., Sanders, K. and Riemsdijk, M. V. (2015) Transformational leadership and organisational commitment in manufacturing and service small to medium-sized enterprises: The moderating effects of directive and participative leadership. *Personnel Review*, 44(6), pp. 970-990.
- Meyer, J. P., Stanley, L. J. and Parfyonova, N. M. (2012) Employee commitment in context: The nature and implication of commitment profiles. *Journal of Vocational Behavior*, 80(1), pp. 1-16.
- Mies, M. (1983). Towards a methodology for feminist research. *Theories of Women's Studies*, pp. 117-139.
- Miles R. and Snow C. (1978) *Organizational Strategy, Structure and Process*. New York, NY: McGraw-Hill.
- Miles, R.E. and Snow, C.C., (1984). Designing Strategic Human Resources Systems. *Organizational dynamics*, 13(1), pp.36-52.
- Miles, R.E., Snow, C.C., Meyer, A.D. and Coleman, H.J. (1978). Organizational strategy, structure, and process. *Academy of Management Review*, 3(3), pp.546-562.
- Miller, D. (1983). The correlates of entrepreneurship in three types of firms. *Management science*, 29(7), pp.770-791.

Miller, D. and Toulouse, J. M. (1986) Chief executive personality and corporate strategy and structure in small firms. *Management science*, 32(11), pp. 1389-1409.

Miller, R. (1996). *Measuring What People Know. Human Capital Accounting for the Knowledge Economy*. Washington, DC: OECD Publications and Information Center.

Mincer, J. (1974) *Schooling, experience and earnings*. New York: National Bureau of Economic Research. Columbia University Press,

Mintzberg, H. (1993) The Pitfalls of Strategic Planning, *California Management Review*, vol. 36, no. 1, pp. 32-47.

Mirvis, P.H. and Macy, B.A., (1976). Human resource accounting: A measurement perspective. *Academy of Management Review*, 1(2), pp.74-83.

Mitchelmore, S. and Rowley, J. (2010). Entrepreneurial competencies: a literature review and development agenda. *International Journal of Entrepreneurial Behavior and Research*, 16(2), pp.92-111.

Moeller, S. B., Schlingemann, F. P. and Stulz, R. M. (2004) Firm size and the gains from acquisitions. *Journal of Financial Economics*, 73(2), pp. 201-228.

Mokkink, L. B., Terwee, C. B., Patrick, D. L., Alonso, J., Stratford, P. W., Knol, D. L. and de Vet, H. C. (2010) The COSMIN study reached international consensus on taxonomy, terminology, and definitions of measurement properties for health-related patient-reported outcomes. *Journal of clinical epidemiology*, 63(7), pp. 737-745.

Molnar, E. M., Inuwa, I. M., Viernes, N., Zaidan, Z., Gürel, A., Armutçu, F. and Duncan, A. (2004) *Executive Views on Intangible Assets*.
Available at: <https://www.mbadept.com/executive-views-on-intangible-assets-insights-from-the-accenture-economist-intelligence-unit-survey/>. [Accessed 15 September 2017]

Montequín, V.R., Fernández, F.O., Cabal, V.A. and Gutierrez, N.R. (2006). An integrated framework for intellectual capital measurement and knowledge management implementation in small and medium-sized enterprises. *Journal of Information Science*, 32(6), pp.525-538.

Moore, L. B. (1956). Too Much Management Too Little Change.
Harvard Business Review, 34(1), 41-48.

Morey, N. C. and Luthans, F. (1984) An emic perspective and ethnoscience
methods for organizational research. *Academy of Management Review*, 9(1), pp. 27-36.

Morgan, G. (1980) Paradigms, metaphors, and puzzle solving in organization theory.
Administrative Science Quarterly, pp. 605-622.

Morgan, G. and Smircich, L. (1980) The case for qualitative research.
Academy of Management Review, 5(4), pp. 491-500.

Morling, B., (2015) *Research Methods in Psychology*. Norton and Company:
London, UK

Moro González, P. and Garcia Muiña, F.E. (2014) Absorptive capacity and smart companies.
Intangible Capital, 10(5).

Mosier, C. I. (1947). A critical examination of the concepts of face validity',
Educational and Psychological Measurement 7, pp. 191–205

Mullins, G. and Kiley, M., (2002). 'It's a PhD, not a Nobel Prize':
how experienced examiners assess research theses. *Studies in Higher Education*,
27(4), pp.369-386.

Mullins, L.J. (2013) *Management and Organisational Behaviour*. Harlow, UK: Pearson Education.

Mullins, T., Thornton, B. and Adams, M. (2011) The Role Of Due Diligence
In The Business Valuation Process. *Journal of Business & Economics Research*, 5(5).

Multpl (2017) *S&P 500 Price to Book Value*.

Available at <http://www.multpl.com/s-p-500-price-to-book>. [Accessed 16 September 2017]

Muro, M. and Katz, B. (2011). *How Regional Innovation Clusters can Foster the Next Economy*. In Entrepreneurship and Global Competitiveness in Regional Economies: Determinants and Policy Implications (pp. 93-140). Bingley, UK: Emerald Group Publishing Limited.

Murray, J. A., O'Driscoll, A., Torres, A. (2002). Discovering Diversity in Marketing Practice, *European Journal of Marketing*, 36(3), pp. 373-390.

Muthén, B. and Kaplan, D., (1985). A comparison of some methodologies for the factor analysis of non-normal Likert variables. *British Journal of Mathematical and Statistical Psychology*, 38(2), pp.171-189.

MyHRtoolkit (2017) Available at: <https://www.myhrtoolkit.com/>. [Accessed July 17 2017]

Nadeau, S., (2017). Lean, Six Sigma and Lean Six Sigma in higher education: a review of experiences around the world. *American Journal of Industrial and Business Management*, 7(5), pp.591-603.

Nalebuff, B.J., Brandenburger, A. and Maulana, A. (1996). *Co-opetition*. London: Harper Collins Business.

Namiki, N. (1989): Miles and Snow's typology of strategy, perceived environmental uncertainty, and organizational performance. *Akron Business and Economic Review*. 20(2), pp. 72-88.

National Association of Pension Funds (2015) *Where is the Workforce in Corporate Reporting?* London, UK: The National Association of Pension Funds Limited.

Neely, A., Adams, C. and Kennerley, M. (2002) *The Performance Prism : The Scorecard for Measuring and Managing Performance Success*. Harlow, UK: Pearson Education.

- Nehme, M. and Wee, C.K.G. (2008) Tracing the Historical Development of Corporate Social Responsibility and Corporate Social Reporting.
James Cook University Law Review, 15, pp. 129-168.
- Newbert, S. L. (2007) Empirical research on the resource-based view of the firm: an assessment and suggestions for future research.
Strategic management journal, 28(2), pp. 121-146.
- Ngah, R. and Ibrahim, A.R.(2011). *The Influence of intellectual capital on knowledge sharing: small and medium enterprises' perspective*. Norristown, PA: IBIMA Publishing.
- Nielsen, C., Roslender, R. and Schaper, S., (2017). Explaining the demise of the intellectual capital statement in Denmark. *Accounting, Auditing & Accountability Journal*, 30(1), pp.38-64.
- Nissilä, J., Puhakainen, J., Salmivalli, L. and Suomi, R. (2004)
The house that jack built: eBusiness models for SMEs. BLED 2004 Proceedings, 41.
- Nonaka, I. (1994). A dynamic theory of organizational knowledge creation.
Organization Science, 5(1), pp.14-37.
- North, K. and Kumta, G. (2014). *Knowledge management: Value creation through organizational learning*. New York, NY: Springer Science & Business Media.
- Northouse, P.G. (2015) *Leadership: Theory and practice*.
Thousand Oaks, CA: Sage Publications.
- Nunes, M. B., Annansingh, F., Eaglestone, B. and Wakefield, R. (2006)
Knowledge management issues in knowledge-intensive SMEs.
Journal of Documentation, 62(1), pp. 101-119.
- Nystrom, M.E., Garvare, R., Westerlund, A. and Weinhall, L. (2014)
Concurrent implementation of quality improvement programs.
International journal of health care quality assurance, 27(3), pp. 190-208.

O'Cass, A. and Sok, P.(2014). The role of intellectual resources, product innovation capability, reputational resources and marketing capability combinations in firm growth. *International Small Business Journal*, 32(8), pp.996-1018.

O'Regan N and Ghobadian A (2006) Perceptions of generic strategies of small and medium-sized engineering and electronics manufacturers in the UK: the applicability of the Miles and Snow typology. *Journal of Manufacturing Technology Management* 17: 603–620.

Oakland, J.S. (2003). *TQM: Text with Cases*. Butterworth-Heinemann: Oxford.

OECD (2002). *Management Training in SMEs*. Paris, France: Organisation for Economic Co-operation and Development, pp.163 – 174.

OECD (2005) *Oslo Manual*. Available at: <http://www.oecd.org/science/inno/2367580.pdf> [Accessed 15 September 2017]

Ogbonna, E. and Harris, L. C. (2000) Leadership style, organizational culture and performance: empirical evidence from UK companies. *International Journal of Human Resource Management*, 11(4), pp. 766-788.

Ogbonnaya, C., Daniels, K. and Nielsen, K. (2017). Does contingent pay encourage positive employee attitudes and intensify work?. *Human Resource Management Journal*, 27(1), pp.94-112.

Oracle Human Capital Management Cloud (2017)
Available at: <https://www.oracle.com/applications/human-capital-management/index.html> [Accessed July 11 2017]

O'Regan, N. and Ghobadian, A. (2005). Innovation in SMEs: the impact of strategic orientation and environmental perceptions. *International Journal of Productivity and Performance Management*, 54(2), pp.81-97.

Orlikowski, W. (1991) *Radical and incremental innovations in systems development: an empirical investigation of case tools*. CISR WP, No. 221, Sloan WP No 3283, <https://dspace.mit.edu/bitstream/handle/1721.1/2350/SWP-3283-23735240-CISR-221.pdf> [Accessed 15 September 2017]

Oyinlade, A.O., (2006). A method of assessing leadership effectiveness.
Performance Improvement Quarterly, 19(1), pp.25-40.

Palmer, I. and Dunford, R. (1996) Conflicting uses of metaphors:
Reconceptualising their use in the field of organizational change.
Academy of Management Review, 21(3), pp. 691-717.

Parnell, J.A. and Wright, P., (1993). Generic strategy and performance:
An empirical test of the Miles and Snow typology. *British Journal of Management*, 4(1),
pp.29-36.

Parnell, J.A., Long, Z. and Lester, D., (2015). Competitive strategy, capabilities and
uncertainty in small and medium sized enterprises (SMEs) in China and the United States.
Management Decision, 53(2), pp.402-431.

Parshall, C.G. and Brunner, B.(2017). *Content Development and Review.*
Testing in the Professions: Credentialing Policies and Practice, p.95.

Patel, P.C. and Cardon, M.S. (2010). Adopting HRM practices and their effectiveness
in small firms facing product-market competition. *Human Resource Management*, 49(2),
pp.265-290.

Patrinos, H. A. and Psacharopoulos, G. (2011) *Education: past, present and future
global challenges*. World Bank Policy Research Working Paper No. 5616.
Available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1799163.
[Accessed 15 September 2017]

Patterson, M.G., West, M.A., Lawthom, R. and Nickell, S. (1997) *Impact of people
management practices on business performance*. London, UK: Institute of Personnel
and Development.

Payne S.L. (1951) *The art of asking questions*. Princeton, NJ: Princeton Legacy Library.

Pedlar, M., Burgoyne, J. and Boydell, T., 1991. *The learning company*. Maidenhead: McGraw-Hill.

- Pegues, H. (2007) Of paradigm wars: Constructivism, objectivism, and postmodern stratagem. *The Educational Forum*, 71, (4), pp. 316-330.
- Pena, I. (2002) Intellectual capital and business start-up success. *Journal of intellectual capital*, 3(2), pp.180-198.
- Pendleton, A. (2006). Incentives, monitoring, and employee stock ownership plans: New evidence and interpretations. *Industrial Relations: A Journal of Economy and Society*, 45(4), pp.753-777.
- Peng, M. W., Tan, J., Tong, T. W. (2004). Ownership Types and Strategic Groups in an Emerging Economy. *Journal of Management Studies*, 41(7), pp. 1105-1128.
- Penna, M. and Fealy, E. (2018) *Unleashing the Value of HR Transactions*. Available at [http://www.ey.com/Publication/vwLUAssets/ey-unleashing-the-value-of-hr-transactions/\\$File/ey-unleashing-the-value-of-hr-transactions.pdf](http://www.ey.com/Publication/vwLUAssets/ey-unleashing-the-value-of-hr-transactions/$File/ey-unleashing-the-value-of-hr-transactions.pdf) [Accessed 15/04/2018]
- Penrose, E. T. (1959) *The theory of the growth of the firm*. New York, NY: Oxford University Press.
- Perry, J.S. and Herd, T.J., 2004. Reducing M&A risk through improved due diligence. *Strategy & Leadership*, 32(2), pp.12-19.
- Peteraf, M.A. (1993). The cornerstones of competitive advantage: A resource-based view. *Strategic management journal*, 14(3), pp.179-191.
- Peters, T. and Waterman, R. (1982) *In Search of Excellence: Lessons from America's best-run Corporations*. New York, NY: Warner.
- Pfau, B. N. and Kay, I. T. (2002) *The human capital edge: 21 people management practices your company must implement (or avoid) to maximize shareholder value*. New York, NY: McGraw-Hill.

- Phelps, R., Adams, R. and Bessant, J. (2007) Life cycles of growing organizations: A review with implications for knowledge and learning. *International Journal of Management Reviews*, 9(1), pp. 1-30.
- Phillips, E. and Pugh, D., (2010). *How to get a PhD: A handbook for students and their supervisors*. McGraw-Hill Education (UK).
- Pires, R. A. and Alves, M. D. C. G. (2010) *Contributions to the Measurement and Management of Intellectual Capital – an Accounting Perspective*. In Proceedings of the 5th European Conference on Information Management and Evaluation. Como, Italy: Academic Conferences Limited, p. 411.
- Podsakoff, P.M. and Organ, D.W., (1986). Self-reports in organizational research: Problems and prospects. *Journal of Management*, 12(4), pp.531-544.
- Polanyi, M. (1958). *Personal knowledge*. London, UK: Routledge.
- Polanyi, M. (1967). *The tacit dimension*. Garden City, NY: Anchor
- Pontiff, J. and Schall, L.D. (1998) Book-to-market ratios as predictors of market returns. *Journal of Financial Economics*, 49(2), pp. 141-160.
- Porter, L. J. and Tanner, S. J. (2004). *Assessing Business Excellence*. Oxford, UK: Butterworth-Heinemann.
- Porter, M. (1980) *Competitive Strategy: Techniques for Analyzing Industries and Competitors*. New York, NY: Free Press.
- Porter, M. E., (2004). *Competitive Strategy: Techniques for Analyzing Industries and Competitors*. Free Press: New York, NY.

Porter, M.E., (1997). Competitive strategy. *Measuring Business Excellence*, 1(2), pp.12-17.

Powell, T. C. (1995) Total quality management as competitive advantage: a review and empirical study. *Strategic management journal*, 16(1), pp. 15-37.

Practical Law (2013) Available at: <http://uk.practicallaw.com/9-503-1940>
[Accessed 15 September 2017]

Preissner, S. and Raasch, C. (2016). *Disruption by users? Analyzing the sources of historical breakthrough innovations*. In Academy of Management Proceedings (1), p. 16357. Briarcliff Manor, NY: Academy of Management.

Prescott E.C. and Visscher, M. (1980) Organisational Capital. *Journal of Political Economy*, 88(3), 446-461

Price – to – book ratio (2013) Available at http://lexicon.ft.com/Term?term=price_to_book-ratio
[Accessed 15 September 2017]

Proctor and Gamble (2018) Available at <https://us.pg.com/who-we-are/our-approach>.
[Accessed 24 April 2018]

Prosser, L. (2007). *UK Standard Industrial Classification of Economic Activities*. London , UK: Office for National Statistics.

Protogerou, A., Caloghiro, Y. and Lioukas, S. (2008) *Dynamic Capabilities and Their Indirect Impact on Firm Performance*. Paper presented to the DRUID 25th Celebration Conference: Copenhagen, Denmark.

Psacharopoulos, G. and Hinchliffe, K. (1973). *Returns to education: An international comparison*. Amsterdam: Elsevier Scientific.

- Psychogios, A.G. and Garev, S. (2012). Understanding complexity leadership behaviour in SMEs: Lessons from a turbulent business environment. *Emergence: Complexity and Organization*, 14(3), p.1.
- Pulakos, E. D., Arad, S., Donovan, M. A. and Plamondon, K. E. (2000) Adaptability in the workplace: development of a taxonomy of adaptive performance. *Journal of applied psychology*, 85(4), p. 612.
- Purcell, J., Kinnie, N., Swart, J., Rayton, B. and Hutchinson, S. (2008) *People management and performance*. London, UK: Routledge.
- Quinlan, M. (2012) The Pre-Invention of Precarious Employment: The Changing World of Work in Context. *The Economic and Labour Relations Review*, 23(4), pp. 3-24.
- Rainnie, A. (1985). Small firms, big problems: the political economy of small businesses. *Capital & Class*, 9(1), pp.140-168.
- Rangone, A. (1999). A resource-based approach to strategy analysis in small-medium sized enterprises. *Small Business Economics*, 12(3), pp.233-248.
- Rauch, A. and Hatak, I. (2016). A meta-analysis of different HR-enhancing practices and performance of small and medium sized firms. *Journal of business venturing*, 31(5), pp.485-504.
- Ray, M. L. and Rinzler, A. (1993) *The new paradigm in business: Emerging strategies for leadership and organizational change*. New York, NY: Tarcher / Putnam
- Raymond, L. and St-Pierre, J. (2005). The strategic development of manufacturing SMEs: Patterns, antecedents, and performance outcomes. *International Journal of Entrepreneurship and Small Business*, 2(4), pp.377-391.
- Ready, D. A. and Conger, J. A. (2007) Make your company a talent factory. *Harvard Business Review*, 85(6), pp. 68-77.

- Reed, K.E., (2002). Everyone takes the field: how 3M encourages employee involvement in promoting sustainable development. *Corporate Environmental Strategy*, 9(4), pp.383-389.
- Rehder, R. and Ralston, F. (1984) Total quality management: a revolutionary management philosophy. *SAM Advanced Management Journal*, 49(3), pp. 24-33.
- Reichhart, A. and Holweg, M. (2007), Creating the customer-responsive supply chain: a reconciliation of concepts, *International Journal of Production Planning & Control*, 27 (11), pp. 1144-72.
- Remenyi, D., Williams, B., Money, A. and Swartz, E. (2000) *Doing research in business and management: an introduction to process and method*. London: Sage.
- Renee-Baptiste, N., (2008). Tightening the link between employee wellbeing at work and performance: A new dimension for HRM. *Management Decision*, 46(2), pp.284-309.
- Rentsch, J. R. (1990) Climate and culture: Interaction and qualitative differences in organizational meanings. *Journal of applied psychology*, 75(6), p. 668.
- Ribeiro, L. L. and Tironi, L. F. (2006) *The role of venture capitalists in the identification and measurement of intangible assets*.
Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=965594
[Accessed 15 September 2017].
- Richard, O.C., (2000). Racial diversity, business strategy, and firm performance: A resource-based view. *Academy of management journal*, 43(2), pp.164-177.
- Richard, P. J., Devinney, T. M., Yip, G. S. and Johnson, G. (2009) Measuring organizational performance: Towards methodological best practice. *Journal of management*, 35(3), pp. 718-804.
- Richie, A. and Davis, J. (2011) *The Due Diligence Process and its Impact on the Deal*.
Available at: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=2303837
[Accessed 15 September 2107]

Rimmer, S. (2018) *People in Deals*.

Available at: <https://www.pwc.com/gx/en/services/people-organisation/people-in-deals.html>
[Accessed 15/04/2018]

Ritzer, G. (1975) *Sociology: A Multi-paradigm Science*. Boston: Allyn & Bacon Inc.

Rivera, M.J. (2017). Leveraging innovation and intrapreneurship as a source for organizational growth. *International Journal of Innovation Science*, 9(2).

Robbie, K. and Wright, M. (1995) Managerial and Ownership Succession and Corporate Restructuring: The Case of Management Buy – ins. *Journal of Management Studies*, 32(4), pp. 527-549.

Roberts, N. and Stockport, G.J., (2014). Defining strategic flexibility.
In *The flexible enterprise* (pp. 37-45). Springer, New Delhi.

Rogers, M-S., Dunson, R. and Baker, M. (2002) Global Human Capital Survey.

IBM Corporation. Available at <http://www-935.ibm.com/services/us/gbs/bus/pdf/ge510-9455-global-human-capital-survey.pdf>

Romer, P. M. (1994) The origins of endogenous growth. *The Journal of Economic Perspectives*, 8(1), pp. 3-22.

Roos, J., Roos, G., Dragonetti, N. C., and Edvinsson, L. (1997) Intellectual capital. Basingstoke: Macmillan Business.

Rosenau, P. 1992. Modern and post-modern science: Some contrasts. *Review* (15) 1: 49-89.

Rosenbusch, N., Brinckmann, J. and Bausch, A. (2011). Is innovation always beneficial? A meta-analysis of the relationship between innovation and performance in SMEs. *Journal of business Venturing*, 26(4), pp.441-457.

- Rosenzweig (2007) The Scientific Status of Psychology. *International Journal of Psychology*. 26 (4), pp 514–530.
- Rosenzweig, P. (2007) Misunderstanding the Nature of Company Performance: the Halo Effect and other Business Delusions. *California Management Review*, 49 (4), pp. 6-20.
- Rousseau, D., (1995). *Psychological contracts in organizations: Understanding written and unwritten agreements*. Sage Publications.
- Rowe, G., Poortinga, W. and Pidgeon, N. (2006). A comparison of responses to internet and postal surveys in a public engagement context. *Science Communication*, 27(3), pp.352-375.
- Rubery, J., Keizer, A. and Grimshaw, D., (2016). Flexibility bites back: the multiple and hidden costs of flexible employment policies. *Human Resource Management Journal*, 26(3), pp. 235-251.
- Rubin, E. N. (2013), Assessing Your Leadership Style to Achieve Organizational Objectives. *Global Business and Organisational Excellence*, 32: 55-66.
- Rubin, Y., Lednev, M. and Matvienko, D. (2016) *Entrepreneurial competencies in the field of competitive actions*. In United States Association for Small Business and Entrepreneurship. Conference Proceedings (p. BJ1). United States Association for Small Business and Entrepreneurship.
- Russo, A. and Perrini, F. (2010). Investigating stakeholder theory and social capital: CSR in large firms and SMEs. *Journal of Business Ethics*, 91(2), pp.207-221.
- Sagie, A. (1997) Tightening the Loose-Tight Model of Leadership. *Applied Psychology*, 46(4), pp. 447-452.
- Sagie, A., Zaidman, N., Amichai-Hamburger, Y., Te'eni, D. and Schwartz, D. G. (2002) An empirical assessment of the loose–tight leadership model: quantitative and qualitative analyses. *Journal of Organizational Behavior*, 23(3), pp. 303-320.

- Salas, E., Sims, D.E. and Burke, C.S., (2005). Is there a “big five” in teamwork?.
Small Group Research, 36(5), pp.555-599
- Salavou, H., Baltas, G. and Lioukas, S. (2004). Organisational innovation in SMEs:
the importance of strategic orientation and competitive structure.
European Journal of Marketing, 38(9/10), pp.1091-1112.
- Salman, N. and Saives, A.L. (2005). Indirect networks: an intangible resource for
biotechnology innovation. *R&D Management*, 35(2), pp.203-215.
- Samers, M. (1998) Immigration, ethnic minorities and social exclusion. In the European
Union: a critical perspective. *Geoforum*, 29(2), pp. 123-144.
- Sanchez, L.M. and Nagi, R. (2001), A review of agile manufacturing systems.
International Journal of Production Research, 39 (16) pp. 3561-600.
- Sapleton, N. and Lourenço, F. (2016). Email subject lines and response rates to
invitations to participate in a web survey and a face-to-face interview: the sound of silence.
International Journal of Social Research Methodology, 19(5), pp.611-622.
- Saratoga (2005) *Key Trends in Human Capital: A Global Perspective*.
Available at: <http://www.pwc.co.uk/services/human-resource-services/insights/>
[Accessed 15 September 2017]
- Sastry, M.A. (1999) Managing Strategic Innovation and Change.
Administrative Science Quarterly, 44(2), pp. 420 – 424.
- Sawyer, O. O., McGee, J., & Peterson, M. (2003). Perceived Uncertainty and
Firm Performance in SMEs. The Role of Personal Networking Activities.
International Small Business Journal, 21(3), 269-290.
- Sayer, D. (1985). The critique of politics and political economy: capitalism, communism
and the state in Marx's writings of the mid-1840s. *The Sociological Review*, 33(2), pp.221-253.

Scarborough H. and Elias J. (2002) *Evaluating Human Capital*. London, UK:
Chartered Institute of Personnel and Development.

Schafer, J.L. and Graham, J.W., (2002). Missing data: our view of the state of the art.
Psychological Methods, 7(2), p.147.

Schein, E. (2012) *Corporate culture. Handbook for Strategic HR:
Best Practices in Organization Development from the OD Network*. New York, NY: AMACOM

Schein, E. H., Bennis, W. G. and Blake, R. R. (1965) *Personal and organizational
change through group methods: The laboratory approach*. New York: Wiley.

Schmidt, J.A. ed. (2002) *Making mergers work: The strategic importance of people*.
Society for Human Resource Management. Alexandria. Virginia

Scholes, E. and Clutterbuck, D. (1998) Communication with stakeholders: An integrated approach.
Long Range Planning, 31(2), pp. 227-238.

Schoon, I. and Duckworth, K., 2012. Who becomes an entrepreneur?
Early life experiences as predictors of entrepreneurship. *Developmental psychology*, 48(6), p.1719.

Schuler, R. and Jackson, S. (2001) HR issues and activities in mergers and acquisitions.
European Management Journal, 19(3), pp. 239-253.

Schultz, T. W. (1980) *Les Prix Nobel 1979*, pp. 239-41.

Schultz, T.W., (1961). Investment in human capital. *The American economic review*, 51(1), pp.1-17.

Schumpeter, J. (1934) *The Theory of Economic Development*. Cambridge, Mass.: Harvard University Press.

Schumpeter, J.A. (1942) *Socialism, capitalism and democracy*. New York, NY: Harper and Brothers.

Schumpeter, J.A. (2013) *Capitalism, socialism and democracy*. Abingdon, Oxfordshire: Routledge.

Schwan, E.S., (1976). The effects of human resource accounting data on financial decisions: an empirical test. *Accounting, Organizations and Society*, 1(2-3), pp.219-237.

Scotland, J. (2012) Exploring the philosophical underpinnings of research: relating ontology and epistemology to the methodology and methods of the scientific, interpretive, and critical research paradigms. *English Language Teaching*, 5(9)

Scott, J. (2013) *The Book on Mergers and Acquisitions*. Doylestown, PA: New Renaissance Corporation.

Scott, T., Mannion, R., Davies, H. and Marshall, M. (2003). The quantitative measurement of organizational culture in health care: a review of the available instruments. *Health Services Research*, 38(3), pp.923-945.

Seagers, J., Druckman, P. and McGill, A. (2015) *Where is the Workforce in Corporate Reporting?* London, UK: National Association of Pension Funds.

Sebo, P., Maisonneuve, H., Cerutti, B., Fournier, J.P., Senn, N. and Haller, D.M. (2017). Rates, Delays, and Completeness of General Practitioners' Responses to a Postal Versus Web-Based Survey: A Randomized Trial. *Journal of medical Internet research*, 19(3).

Senge, P., 1990. *The fifth discipline: The art and science of the learning organization*. New York, NY: Currency Doubleday.

- Senge, P., Kleiner, A., Roberts, C., Ross, R., George Roth, G. and Smith, B. (2014) *The dance of change: The challenges to sustaining momentum in a learning organization*. Danvers, MA: Crown Business.
- Serenko, A., Bontis, N. and Hardie, T. (2007) Organizational size and knowledge flow: a proposed theoretical link. *Journal of Intellectual Capital*, 8(4), pp. 610–627.
- Sharma, N. (2008). *The origin of the data information knowledge wisdom hierarchy*. Available at https://www.researchgate.net/publication/292335202_The_Origin_of_Data_Information_Knowledge_Wisdom_DIKW_Hierarchy. [Accessed 16 September 2017]
- Shearn, M. (2012) *The Investment Checklist - The Art of In-depth Research*. Hoboken, NJ: John Wiley & Sons.
- Sheehan, M.J. (2013). *Sustainability and the small and medium enterprise (SME): Becoming more professional*. Bloomington, IN: Xlibris Corporation..
- Shlomo Y. Tarba, S.Y., Cooper, C.L., Sarala, R.M., and Ahammad, M.F (2016). *Mergers and Acquisitions in Practice*. Abingdon, Oxfordshire: Routledge.
- Shoham, A. and Lev, S., (2015). The Miles and Snow Strategic Typology and its Performance Implications. In *Global Perspectives in Marketing for the 21st Century*. pp. 214-220. Cham, Switzerland: Springer.
- Siqueira, A.C.O. and Cosh, A.D. (2008). Effects of product innovation and organisational capabilities on competitive advantage: evidence from UK small and medium manufacturing enterprises. *International Journal of Innovation Management*, 12(02), pp.113-137.
- Sireci, S.G. and Geisinger, K.F.(1995). Using subject-matter experts to assess content representation: An MDS analysis. *Applied Psychological Measurement*, 19(3), pp.241-255.
- Sireci, S.G., 1998. The construct of content validity. *Social indicators research*, 45(1), pp.83-117.

- Siu, O.L., 2017. *Stress management techniques in the workplace*.
The Routledge Companion to Wellbeing at Work. Abingdon, Oxfordshire: Routledge, p.284.
- Skinner, B. F. (1938) *The Behavior of organisms: An experimental analysis*.
New York, NY: Appleton-Century.
- Slack, N.D.C. (1987) Manufacturing Systems Flexibility: Ten Empirical Observations.
Working Paper No. MRP87/9 Templeton College, Oxford
- Slater, J. (2017). *Really Essential Financial Statistics*. Available at: www.comanyrefs.co.
[Accessed 25 July 2017]
- Smart, G.H., (1999). Management assessment methods in venture capital:
An empirical analysis of human capital valuation. *Venture Capital: an international journal of entrepreneurial finance*, 1(1), pp.59-82.
- Smerek, R. E. & Denison, D. R. (2007) *Social capital in organizations: Understanding the link to firm performance*. In Solomon, G.T. (Ed.), Best Paper Proceedings of the Sixty-sixth Annual Meeting of the Academy of Management. Briarcliff Manor, NY: Academy of Management.
- Smith, A. and Whittaker, J. (1998) Management development in SMEs:
what needs to be done? *Journal of Small Business and Enterprise Development*, 5(2), pp. 176-185.
- Smith, A.J., Boocock, G., Loan-Clarke, J. and Whittaker, J., 2002. IIP and SMEs:
awareness, benefits and barriers. *Personnel Review*, 31(1), pp.62-85.
- Smith, S. (1989) *The Quest for Quality*. London, UK: Quest Quality Consulting Ltd.
- Smith, S. and Smalley, M. (1987). *Total Quality: Best Practice in the USA and Japan*.
London, UK: PA Consulting Group.

Snow, C. C., Hrebiniak, L. G. (1980). Strategy, distinctive competence, and organizational performance, *Administrative Science Quarterly*, 25(2) pp. 317-336.

Snowden, D. (1999). *Liberating knowledge*. CBI Business Guide. London, UK: Caspian Publishing pp.6-19.

Snowdrop Systems (2006) *Software that is designed to make employee information both transparent and easily digestible*. Available at: www.snowdrop.co.uk. [Accessed 21 June 2006]

Solow, R. M. (1988). Growth theory and after. *The American Economic Review*, 78(3), 307-317.

Soto-Acosta, P., Colomo-Palacios, R. and Popa, S. (2014). Web knowledge sharing and its effect on innovation: an empirical investigation in SMEs. *Knowledge Management Research & Practice*, Vol. 12 No. 1, pp. 103-113.

Sparrow, J. (2011). *Knowledge Management in Small and Medium Sized Enterprises*. In Schwartz, D. *Encyclopaedia of Knowledge Management*, 2nd edn., pp. 671-681. Hershey, PA: IGI Global.

Squicciarini, M. and M. Le Mouel (2012) *Defining and Measuring Investment in Organisational Capital: Using US Micro-data to Develop a Task-based Approach*, OECD Science, Technology and Industry Working Papers, No. 2012/05, Paris, France: OECD Publishing,

Sridhara, T. (2017). *The Human Capital Index* is no longer maintained by WillisTowersWatson [Personal communication, 28 September, 2017)

Stahl, G. K. and Voigt, A. (2008) 'Do Cultural Differences Matter in Mergers and Acquisitions? A Tentative Model and Examination', *Organization Science*, Vol. 19, No. 1, pp. 160-176.

Stahl, G. K., and Voight, A. (2004). Meta Analysis of the performance implications of cultural differences in Mergers and Acquisitions. In *Academy of Management Proceedings*. Briarcliff Manor, NY: *Academy of Management*, pp. 11-15.

- Stahl, G., Björkman, I., Farndale, E., Morris, S. S., Paauwe, J., Stiles, P., and Wright, P. (2012). Six principles of effective global talent management. *Sloan Management Review*, 53(2), 25-42.
- Stanford, N., (2015). *Guide to Organization Design*. London, UK: Profile Books.
- Stanley, L., Vandenberghe, C., Vandenberg, R., and Bentein, K. (2013). Commitment profiles and employee turnover. *Journal of Vocational Behavior*, 82(3), 176-187.
- Stauffer, J.M and Mendoza, J.L. (2001). The proper sequence for correcting correlation coefficients for range restriction and unreliability. *Psychometrika*, 66(1)
- Steedman, S. (2014) *UK SME Landscape and Standardization Research*. London, UK: BSI Group.
- Steers, R. M. (1975). Problems in the measurement of organizational effectiveness. *Administrative Science Quarterly*, 20(4), pp 546-558.
- Stefanou, C. J. (2014). *Adoption of Free/Open Source ERP Software by SMEs*. In Devos, J., Van Landeghem, H. and Deschoolmeester, D. eds. Information Systems for Small and Medium-sized Enterprises Berlin, Heidelberg: Springer, pp. 157-166.
- Steinfeld, C., Scupola, A. and López-Nicolás, C. (2010), Social capital, ICT use and company performance: findings from the medicon valley biotech cluster. *Technological Forecasting and Social Change*, 77(7), pp. 1156-1166.
- Stern, J.M., Stewart, G.B., and Chew, D.H. (1995). The EVA Financial Management System. *Journal of Applied Corporate Finance*, 8 (2), pp. 32-46.
- Stewart T.A. (2001). *The wealth of knowledge - intellectual capital and the twenty first century organisation*. London, UK: Nicholas Brealey.

Stewart, T.A. (1997). *The new wealth of organizations*. London, UK: Nicholas Brealey.

Storey, D.J. (1994 and 2018). *Understanding the Small Business Sector*.
International Thompson Business Press: London, UK

Storey, D.J. (2004). Exploring the link, among small firms, between management training and firm performance: a comparison between the UK and other OECD countries. *The International Journal of Human Resource Management*, 15(1), pp.112-130.

St-Pierre, J., and Audet, J. (2011). Intangible assets and performance: Analysis on manufacturing SMEs. *Journal of Intellectual Capital*, 12(2), 202-223.

Strauss, A., Scatzman, I., Bucher, R. and Sabshin, M. (1973) *The Hospital and its Negotiated Order*. In Salaman, G. and Thompson, K. eds. *People and Organisations*. London: Longman

Subramony, M., 2009. A meta-analytic investigation of the relationship between HRM bundles and firm performance. *Human Resource Management*, 48(5), pp.745-768.

Sullivan, P.H. (2000). *Value Driven Intellectual Capital: how to convert intangible corporate assets into market value*. New York, NY: John Wiley & Sons.

Sullivan, T., Christensen, I. and Wan, D., (1991). Nurses in the National Health Service: Reflections on Recent Industrial Unrest. *Employee Relations*, 13(3), pp. 3.

Sundberg, E. and Svensson, R. (2017). *Soft Due Diligence to Improve Integration in Business Acquisitions: Midroc Electro in Sweden*. Faculty of Education and Business Studies. University of Gävle. Sweden

Survey Monkey (2016). *Ask more, know more, do more*.
Available at: https://www.surveymonkey.co.uk/mp/take-a-tour/?ut_source=header.
Accessed 25 June 2016]

Sveiby, K. E. (1997). The intangible assets monitor. *Journal of Human Resource Costing & Accounting*, 2(1), 73-97.

Sveiby, K. E. (1997). *The new organizational wealth: managing and measuring knowledge-based assets*. Oakland, Ca: Berrett-Koehler.

Sveiby, K. E. (2010) *Methods for Measuring Intangible Assets*. Available at:
<http://www.sveiby.com/files/pdf/intangiblemethods.pdf>. [Accessed 16 September 2017]

Svensson, J. and Sweden, S., (2013). *Web panel surveys—can they be designed and used in a scientifically sound way?*. In 59th ISI World Statistics Congress.
Available at <http://www.statistics.gov.hk/wsc/IPS064-P3-S.pdf> [Accessed 04/10/2017]

Sydler, R., Haeffliger, S., and Prukša, R. (2014). Measuring intellectual capital with financial figures: Can we predict firm profitability? *European Management Journal*, 32(2), 244-259.

Taylor, S. (2016). *Employment Law: EU Impact*. London, UK: Chartered Institute of Personnel and Development.

Teddlie, C. and Tashakkori, A., 2010. Overview of contemporary issues in mixed methods research. In Willig, C. and Stainton-Rogers, W. eds., 2017.
Sage handbook of mixed methods in social and behavioral research.
Thousand Oaks, Ca: Sage Publications, pp.1-41.

Teece, D. and Pisano, G., 1994. The dynamic capabilities of firms: an introduction.
Industrial and corporate change, 3(3), pp.537-556.

Teece, D. J. (2003). Expert talent and the design of (professional services) firms.
Industrial and Corporate Change, 12(4), 895-916.

Teece, D.J., Pisano, G. and Shuen, A. (1997). Dynamic capabilities and strategic management.
Strategic management journal, pp.509-533.

- Tench, R., Ver?i?, D., Zerfass, A., Moreno, Á. and Verhoeven, P. (2017). *Communication Excellence: How to Develop, Manage and Lead Exceptional Communications*. New York, NY: Springer.
- Theriou, G.,N. and Chatzoglou, P. (2014) The impact of best HRM practices on performance - identifying enabling factors. *Employee Relations*, 36(5), pp. 535-561.
- Thompson, D.R. and Senk, S.L., 2017. Examining content validity of tests using teachers' reported opportunity to learn. *Investigations in Mathematics Learning*, pp.1-8.
- Thompson, V. A. (1965). Bureaucracy and innovation. *Administrative Science Quarterly*, 10(1), pp 1-20.
- Thorndike, R. L. (1949). *Personnel selection; test and measurement techniques*. New York, NY: Wiley.
- Tilley, C. 2017. *Valuing Your Talent CEO Discussion*.
Available at: <http://www.valuingyourtalent.com/about-valuing-talent/index>.
[Accessed 16 August 2017]
- Tiwana, A., 2000. *The knowledge management toolkit: practical techniques for building a knowledge management system*. Upper Saddle River, NJ: Prentice Hall PTR.
- Tobin, J., (1969). A general equilibrium approach to monetary theory. *Journal of money, credit and banking*, 1(1), pp.15-29.
- Tobin's Q (2013) Available at:
<http://business.financialpost.com/2013/05/15/q-ratio-predicts-market-gloom/>
[Accessed 16 September 2017]
- Trends Business Research (2017) *People Management Benchmark*.
The impact of investing in people. London: Investors in People Community Interest Company

Trustnet (2017). Available at: <https://www.trustnet.com>. [Accessed 16 August 2017]

Turvey, A., (2009). Developing a unit labour costs indicator for the UK.
Economic & Labour Market Review, 3(6), pp. 51-56.

Ulrich, D. (1998). A new mandate for human resources. *Harvard Business Review*, 76,
pp.124-135

Unger, J.M., Rauch, A., Frese, M., and Rosenbusch, N. (2011). Human capital and
entrepreneurial success: A meta-analytical review. *Journal of Business Venturing*, 26(3),
pp.341–358.

United Nations Educational, Scientific and Cultural Organisation (2011) *International
Standard Classification of Education*. Montreal, Canada: UNESCO Institute for Statistics:

Vaisanen, J., Kujansivu, P. and Lonqvist, A. (2007). Effects of intellectual capital investments
on productivity and profitability. *International Journal of Learning and Intellectual Capital*,
4(4), pp.377-391.

Van de Mortel, T.F., (2008). Faking it: social desirability response bias in self-report research.
Australian Journal of Advanced Nursing, The, 25(4), p.40.

Van de Vrande, V., De Jong, J.P., Vanhaverbeke, W. and De Rochemont, M. (2009).
Open innovation in SMEs: Trends, motives and management challenges. *Technovation*,
29(6), pp.423-437.

Van Dijk, T. A. (1991). *Racism and the press: Critical studies in racism and migration*.
Abingdon, UK: Routledge.

Van Knippenberg, D., De Dreu, C.K. and Homan, A.C., (2004). Work group diversity and
group performance: an integrative model and research agenda. *Journal of applied psychology*,
89(6), p.1008.

- Van Maanen, J. (1979). Reclaiming qualitative methods for organizational research: A preface. *Administrative Science Quarterly*, 520-526.
- Van Teeffelen, L.(2011) *Are Advisors an Asset or Redundant in SME Mergers and Acquisitions?*.
HU Business School Utrecht.
Available at https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1866200
[Accessed 15/04/2018]
- Van Wanrooy, B., Bewley, H., Bryson, A., Forth, J., Freeth, S., Stokes, L. and Wood, S., (2013).
The 2011 workplace employment relations study: First findings.
Available at: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/336651/bis-14-1008-WERS-first-findings-report-fourth-edition-july-2014.pdf.
[Accessed 16 September 2017].
- Vanhaverbeke, W., and Torremans, H. (1999). Organizational structure in process-based organizations. *Knowledge and Process Management*, 6(1), 41-52.
- Vazirani, N. (2012) Mergers and Acquisitions Performance Evaluation – A Literature Review.
SIES Journal of Management, 8(2) 37 – 42
- Vecchio, R.P. (2003). Entrepreneurship and leadership: common trends and common threads.
Human Resource Management Review. 13(2), pp.303-327.
- Verworn, B., Schwarz, D., and Herstatt, C. (2009). Changing workforce demographics: strategies derived from the resource-based view of HRM. *International Journal of Human Resources Development and Management*, 9(2-3), 149-161.
- Veth, K.N., Korzilius, H.P., Van der Heijden, B.I., Emans, B.J. and De Lange, A.H.(2017). Which HRM practices enhance employee outcomes at work across the life-span?.
The International Journal of Human Resource Management, pp.1-32.
- Vidotto, J.D.F., Vidotto, J.D.F., Ferenhof, H.A., Ferenhof, H.A., Selig, P.M., Selig, P.M., Bastos, R.C. and Bastos, R.C. (2017). A human capital measurement scale.
Journal of Intellectual Capital, 18(2), pp.316-329
- Vise, D. (2005). *The Google Story*. New York, NY: Bantam Dell.

- Wadhwa, S. and Rao, K.S. (2003), Enterprise modelling of supply chains involving multiple entity flows: role of flexibility in enhancing lead time performance, *SIC Journal*, 12 (1), pp. 5-20.
- Walker, J. S., 2014. *Big data: A revolution that will transform how we live, work, and think*. Chichester, UK: John Wiley and Sons.
- Wall, T.D. and Wood, S. (2005).The romance of human resource management and business performance, and the case for big science. *Human Relations*. Vol. 58, pp. 429-62.
- Walter, S.D., Eliasziw, M. and Donner, A., (1998). Sample size and optimal designs for reliability studies. *Statistics in Medicine*, 17(1), pp.101-110.
- Wang, G., Oh, I.S., Courtright, S.H. and Colbert, A.E., (2011). Transformational leadership and performance across criteria and levels: A meta-analytic review of 25 years of research. *Group & Organization Management*, 36(2), pp.223-270.
- Wang, W. Y., and Chang, C. (2005). Intellectual capital and performance in causal models: evidence from the information technology industry in Taiwan. *Journal of Intellectual Capital*, 6(2), 222-236.
- Wangerin, D.D. (2012) Do Fools Rush In? The Importance of Transactional Due Diligence in M&A. Available at: <http://ssrn.com/abstract=2118836> [Accessed 16 September 2017]
- Waterman, R. H., Peters, T. J., & Phillips, J. R. (1980). *Structure is not organization*. Business Horizons, 23(3), 14-26.
- Watson Wyatt (1998) *Assessing and Managing Human Capital: A Key to Maximising the M&A Deal Value*. Bethesda, Md: Watson Wyatt Worldwide.
- Watson Wyatt (1998) *Assessing and Managing Human Capital: A Key to Maximising the M&A Deal Value*. Bethesda, Md: Watson Wyatt Worldwide.

Watson Wyatt (2002) *Human Capital Index*.

Available at: <http://www.blindspot.ca/PDFs/HumanCapitalIndex.pdf> [Accessed 16 September 2017]

Watson, J. B. (1913). Psychology as the behaviorist views it. *Psychological Review*, 20(2), 158.

Weatherly, L. A. (2003). The value of people. *HR Magazine*, 48(9), 1-9.

Weber, Y. (1996) Corporate culture fit and performance in mergers and acquisitions.
Human Relations, Vol. 49, pp. 1181-202.

Weber, Y., and Tarba, S. Y. (2012). Mergers and acquisitions process:
The use of corporate culture analysis. *Cross Cultural Management:
An International Journal*, 19(3), 288-303.

Welbourne, T.M. and Andrews, A.O. (1996) Predicting the performance of initial public offerings:
should human resource management be in the equation?
Academy of Management Journal, 39(4), pp.891-919.

Welch, J., (2001) with JA Byrne. *Jack: Straight from the gut*. New York. NY:
Warner Business Books.

Westlund, H. and Adam, F. (2010). Social capital and economic performance:
A meta-analysis of 65 studies. *European planning studies*, 18(6), pp.893-919.

Wiberg, M. and Sundstrom. A. (2009). A Comparison of Two Approaches to Correction
of Restriction of Range. *Practical Assessment Research & Evaluation*. 2009;14(5), pp.1-9

Willig, C. and Stainton-Rogers, W. eds., 2017. *The SAGE handbook of qualitative
research in psychology*. Sage.

- Wingwon, B. (2012). Effects of entrepreneurship, organization capability, strategic decision making and innovation toward the competitive advantage of SMEs enterprises. *Journal of Management and Sustainability*, 2(1), p137.
- Winter, R., Griffiths, M. and Green, K., (2000). The 'Academic' Qualities of Practice: What are the criteria for a practice-based PhD? *Studies in higher education*, 25(1), pp.25-37.
- Wolff, H. G., and Moser, K. (2009). Effects of networking on career success: a longitudinal study. *Journal of Applied Psychology*, 94(1), 196.
- World Economic Forum, (2017). *Human Capital Index*
Available at: <https://widgets.weforum.org/human-capital-2016/>. [Accessed 11 July 2017]
- Wright, P. M. and McMahan, G. C. (2011), Exploring human capital: putting 'human' back into strategic human resource management. *Human Resource Management Journal*, 21: 93-104.
- Wright, P. M., Gardner, T. M., Moynihan, L. M., and Allen, M. R. (2005). The relationship between HR practices and firm performance: Examining causal order. *Personnel Psychology*, 58(2), 409-446.
- Wright, P., Dunford, B. and Snell, S. (2001), "Human resources and the resource based view of the firm", *Journal of Management*, Vol. 27 No. 6, pp. 701-721
- Wright, P.M. and McMahan, G.C. (1992). Theoretical perspectives for strategic human resource management. *Journal of management*, 18(2), pp.295-320.
- Wright, P.M. and Ulrich, M.D. (2017). A Road Well Traveled: The Past, Present, and Future Journey of Strategic Human Resource Management. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, pp. 45-65.
- Wu, W.P. & Leung, A. (2005) Does a macro-micro link exist between managerial value of reciprocity, social capital and firm performance? The case of SMEs in China. *Asia Pacific Journal of Management*, 22(4), pp. 445–463.

- Wyatt, M.R., Pathak, S.B. and Zibarras, L.D. (2010). Advancing selection in an SME: Is best practice methodology applicable? *International Small Business Journal*, 28(3), pp. 258-273.
- Wyer, P. and Mason, J. (1999). Empowerment in small businesses. *Participation and Empowerment: An International Journal*, 7(7), pp.180-193.
- Yates, S. (2002). *Value at Work: The Risks and Opportunities of Human Capital Measurement and Reporting*. Report Number: R-1316-02-RR. New York, NY:
- Yew Wong, K. (2005). Critical success factors for implementing knowledge management in small and medium enterprises. *Industrial Management & Data Systems*, 105(3), 261-279.
- Yew Wong, K. and Aspinwall, E. (2004). Characterizing knowledge management in the small business environment. *Journal of Knowledge Management*, 8(3), pp.44-61.
- Yew Wong, K., and Aspinwall, E. (2005). An empirical study of the important factors for knowledge-management adoption in the SME sector. *Journal of knowledge management*, 9(3), 64-82
- Yoffie, D. B., & Rossano, P. (2012). *Apple Inc. in 2012*. Harvard Business Publishing. Available at <https://hbr.org/product/Apple-Inc--in-2012/an/712490-PDF-ENG>. [Accessed 16 September 2017]
- Yoshikawa, H., Weisner, T. S., Kalil, A., and Way, N. (2008). Mixing qualitative and quantitative research in developmental science: uses and methodological choices. *Developmental Psychology*, 44(2), 344.
- Youndt, M. A., & Snell, S. A. (2004). Human resource configurations, intellectual capital, and organizational performance. *Journal of Managerial Issues*, 337-360.
- Zahra, S. A., & George, G. (2002). Absorptive capacity: A review, reconceptualization, and extension. *Academy of management review*, 27(2), pp.185-203.

Zahra, S.A. and Pearce, J.A., (1990). Research evidence on the Miles-Snow typology. *Journal of Management*, 16(4), pp.751-768.

Zahra, S.A., Sapienza, H.J. and Davidsson, P. (2006). Entrepreneurship and dynamic capabilities: A review, model and research agenda. *Journal of Management studies*, 43(4), pp.917-955.

Zhang, Q. and Fung, H.-G. (2006) China's social capital and financial performance of private enterprises, *Journal of Small Business and Enterprise Development* , 13(2), pp. 198–207.

Zhou, B. (2016). Lean principles, practices, and impacts: a study on small and medium-sized enterprises (SMEs). *Annals of Operations Research*, 241(1-2), pp. 457-474.

Zou, G., Y., (2012) Sample size formulas for estimating intraclass correlation coefficients with precision and assurance. *Statistics in Medicine*. 31. (29) pp. 3972-3981