REFERENCES

- Abdul Rahim, A. H., Muhd Zaimi, A. M., & Bachan, S. (2008). Causes of Accidents at Construction Sites. *Malaysian Journal of Civil Engineering* (20)2, 18-19.
- Abudayyeh, O., Fredericks, T. K., Butt, S. E., & Shaar, A. (2006). An investigation of management's commitment to construction safety. *International Journal of Project Management* 24 (2), 167-174.
- Agwa, M. O. (2012). Total Safety Management: A Strategy for Improving Organisational Performance in Selected Construction in Nigeria. *International Journal of Business and Social Science, Vol. 3*, 111-120.
- Ahamed, M. S., Nafeel, A. M., Rishath, A. M., & Dissanayake, P. G. (2013). *Site Safety of Sri Lankan Building Construction Industry*. Retrieved 10 20, 2020, from Digital Library, University of Moratuwa-Sri Lanka: http://dl.lib.mrt.ac.lk/handle/123/9444
- Alarcon, L. F., Diethelm, S., & Razuri, G. (2007). Evaluating the effectiveness of safety management practices and strategies in construction projects. *Safety, Quality and Environment, 15*, 271-281.
- Amponsah-Tawiah, K., & Dartey-Baah, K. (2011). The mining industry in Ghana: a blessing or a curse. *International Journal of Business and Social Science*, 2 (12), 81-94.
- Bacon-Shone, J. (2015). *Introduction to Quantitative Research Methods*. Graduate School, The University of Hong Kong.
- Becker, B., & Gerhart, B. (1996). The impact of human resource management on organizational performance: progress and prospects. *Academy of Management Journal* 39, 779-801.
- Belel, Z. A., & Muhmud, H. (2012). Safety Culture of Nigerian Construction Workers- A Case Study of Yola. *International Journal of Scientific & Engineering Research volume 3, Issue 9*, 67-80.
- Bertsch, A., & Pham, L. (2012). A Guide to Multivariate Analysis in Cross Cultural Research. *Journal of International Doctoral Research*, 97-101.
- Bhagawati, B. (2015). Basics of occupational safety and health. *IOSR Journal of Environmental Science, Toxicology and Food Technology (IOSR-JESTFT)*, 1 (9), 91-94.
- Briscoe, G. (1988). *The Economics of the Construction Industry*. London: B.T.Batsford Ltd.
- Bryman, A. (2001). Social Research Methods. New York: Oxford University Press.
- Bryman, A. (2016). Social Research Methods. Oxford University Press.

- Burt, C. B., Sepie, B., & McFadden, G. (2008). The development of a considerate and responsible safety attitude in work teams. *Saf. Sci. 46 (1)*, 79-91.
- Chan, D. W., & Choi, T. M. (2015). Critical analysis of the application of the safe working cycle (SWC) interview findings from Hong Kong. *Journal of facilities management*, 13(3), 244-265.
- Charehzehi, A., & Ahankoob, A. (2012). Enhancement of Safety Performance at Construction Site. *International Journal of Advances in Engineering & Technology*, Vol. 5, Issue 1, 303-312.
- Cheng, E. L., Li, H., Fang, D. P., & Xie, F. (2004). Construction management: An exploratory study from department of building and real estate. *Construction Innovation*, 4, 224-229.
- Chia- Kung, L., & Jaafar', Y. (2012). Prioritization of Factors Influencing Safety Performance on Construction Sites: A Study based on Grade Seven (G7) Main Contractors' Perspectives. *International conference on Business, Management and Governance (ICBMG 2012), Hong Kong*, 215-226.
- Chinda, T., & Mohamed, S. (2008). Structural equation model of construction safety culture. *Eng. Constr. Archit. Manag.* 15 (2), 114-131.
- Cooke, T., Lingard, H., Blismas, N., & Stranieri, A. (2008). The development and evaluation of a decision support tool for health and safety in construction design. *Journal of Engineering, Construction and Architectural Management* 15(4), 336–351.
- Cooper, M. D. (2006). Exploratory Analyses of the Effects of Managerial Support and Feedback Consequences on Behavioral Safety Maintenance. *Journal of Organizational Behavior Management*. 26(3), 1-41.
- Creswell, J. W. (2009). Research Design: Qualitative, Quantitaive and Mixrd Method Approaches. US: Sage Publications, Inc.
- Creswell, J. W. (2013). *Qualitative Inquiry and Research Design: Choosing Among Five Approaches*. Thousand Oaks: SAGE Publications.
- Dainty, A., & Loosemore, M. (2013). *Human Resource Management in Construction Projects*. Routledge.
- Darshana, W. D. (2017). Improvement of Health and safety in Construction Sites in Sri Lanka. *Engineer: Journal of the Institution of Engineers, Sri Lanka*, 1 (50), 53-70.
- Davis, V. J., & Tomasin, K. (1990). *Construction Safety Handbook*. London: Thomas Telfo.
- De Silva, N., & Wimalarathne, P. L. (2015). OSH Management Framework for Workers at Construction Sites in Sri Lanka. *Engineering, Construction and Architectural Management*, 369-392.

- De Silva, N., Rajakaruna, R. W., & Bandara, K. A. (2008). Challenges Faced by the Construction Industry in Sri Lanka. Conference Proceedings of the CIB International Conference in Building Education and Research Sri Lanka, 1023-1032.
- Department of Census and Statistics. (2013). *Annual Survey of Industries- 2011*. Retrieved 10 22, 2020, from Department of Census and Statistics: http://www.statistics.gov.lk/Industry/StaticalInformation/AnnualSurveys
- Department of Environmental and Occupational Health Science. (2012). Construction Industry Noise Construction Industry Noise; Technical Report. Washington: School of Public Health and community Medicine, University of Washington.
- Diana, L. N., Min, L., & Florence, Y. L. (2011). A comparative study on adopting human resource practices for safety management on construction projects in the United States and Si. *International Journal of Project Management* 29, 1018-1032.
- DiCicco-Bloom, B., & Crabtree, B. F. (2006). *The Qualitative Research Interview*. Blackwell Publishing Ltd .
- Dodge, R. B. (2012). Patterns of Root Cause in Workplace Injury. *International Journal of Workplace Health Management*. 5(1), 31-43.
- Drewer, S. (1980). Construction and Development: A New Perspective . *Habitat International*, 5(4), 395-428.
- Enquiry, T. E. (2009). Researching with Integrity. New York: Routledge.
- Erikson, D. (1997). The relationship between corporate culture and safety performance. *Professional Safety 12 (42)*, 29-33.
- Farooqui, R. U., Arif, F., & Rafeeqi, S. A. (2008). Safety Performance in Construction Industry of Pakisatan. in First International Conference on Construction in Developing Countries, Karachi, Pakistan, 85-98.
- Fletcher, J. (1972). *The Industrial Environment*. Willowdale, Ontario, Canada: National Profile Ltd.
- Flin, R., Mearns, K., O'Connor, P., & Bryden, R. (2000). Measuring safety climate: Identifying the common features. *Safety Science*, *34*(*1*–*3*), 177-192.
- Frone, M. R. (1998). redictors of work injuries among employed adolescents. *The Journal of Applied Psychology 83 (4)*, 565-576.
- Gangwar, M., & Goodrum, P. M. (2005). The effect of time on safety incentive programs in the US construction industry. *Construction Management and Economics*, 23(8), 851-859.
- Gazette of the Democratic Socialist Republic of Sri Lanka. (1942). *Factories' Ordinance: amendment act, no. 45 of 1942*. Colombo: Department of government printing.

- Gazette of the Democratic Socialist Republic of Sri Lanka. (2009). *National Institute of Occupational Safety and Health Act, No. 38 of 2009*. Colombo: Department of government printing.
- Gonzalez-Roma, V., Peiro, L., Lloret, S., & Zornoza, A. (1999). The validity of collective climates. *Journal of Occupational and Organizational Psychology*, 72(1), 25-40.
- Grandjean, P. (1983). *Occupational Health Aspects of Construction Works*. Copenhagen: World Health Organization Regional Office for Europe.
- Gunawardana, N. D., & Jayawardana, A. K. (2003). The Training needs of Construction Workers in Sri Lanka. *Proceedings of Annual Sessions of IESL*, 51-67.
- Gunawardana, N. D., & Priyangika, L. M. (2005). Minimizing Construction Accidents through the Integration of Safety Practices into ISO 9000 Quality Requirements. *Built Environment*, vol. 5, no. 2, 28-33.
- Gurjeet, K. G., & Gurvinder, S. S. (2004). Perceptions of safety management and safety culture in the aviation industry in New Zealand. . *Journal of Air Transport Management 10 (4)*, 231-237.
- Hagos , T., & Shewangzaw, M. (2012). *Historical Background of the Construction Industry*. Retrieved July 18, 2019, from Abbyssinia Law: https://www.abyssinialaw.com/about-us/item/413-historical-background-of-the-construction-industry
- Hallowell, M. R., & Gambatese, J. A. (2009). Construction safety risk mitigation. ournal of Construction Engineering and Management, 135(12), 1316-1323.
- Halwatura, R. U., & Jayathunga, T. L. (2013). *Health and safety aspects in building construcion Industry in Sri Lanka*. Retrieved 10 07, 2020, from Digital Library: University of Moratuea, Sri Lanka: http://dl.lib.mrt.ac.lk/handle/123/9056
- Hamid, H. A., Abdullah, M. N., Lokman, M. A., & Shaari, N. (2015). An Overview of the Management Commitment to Safety Elements for Mitigating Accidents in the Construction Industry. *Journal Technology*, 1-8.
- Hansen, C. P. (1989). A causal model of the relationship among accidents, biodata, personality, and cognitive factors. *The Journal of Applied The Journal of Applied*, 81-90.
- Hassan, C. R., Obasha, O. J., & Hanafi, W. W. (2007). Perception of Building Construction Workers towards Safety. *Journal of Health and Environment, Vol. 2, No. 3*, 271-279.
- Health and Safety Commission, Great Britain. (1992). *Personal Protective Equipment at Work Regulations*. Retrieved 10 20, 2020, from Legislation.gov.uk: https://www.legislation.gov.uk/uksi/1992/2966/introduction/made

- Hinze, J., & Rabound, P. (1988). Safety on large building construction projects. Journal of Construction Engineering and Management, 114(2), 286-293.
- Hinze, J., & Wilson, G. (2000). Moving toward a zero injury objective. *Journal of Construction Engineering and Management*, 126(5), 399-403.
- Hsu, S. H., Lee, C. C., Wu, M. C., & Takano, K. (2008). A Cross-cultural Study of Organizational Factors on Safety: Japanese vs. Taiwanese Oil Refinery Plants. *Accid Anal Prev.* 40(1), 24-34.
- Hunting, G. (2014). *Intersectionality- Informed Qualitative Research: A Premier*. The Institute for Intersectionality Research & Policy, SFU.
- ICTAD. (2012). *Annual Report*. Retrieved 10 08, 2020, from Institute for Construction Training and Development: https://www.ictad.lk/uploads/documents/paperspresented/annual_report_instit ute_for_construction_training_and_development_2012.pdf
- ILO. (2008). Fundamental principles of occupational health and Safety. Geneva: International Labor Organization.
- IMaCS. (2015). *Sri Lanka Construction Sept 15 final.pdf.* Retrieved 10 08, 2020, from Scribd Inc.: https://www.scribd.com/document/252200761/Sri-Lanka-Construction-Sept-15-final-pdf
- Ingalls, T. S. (1999). Using scorecards to measure safety performance. *Professional Safety 44 (12)*, 23-28.
- Jackson, T. S., Artis, S., Hunng, y., Kim, H., Hughes, C., Kleiner, B., et al. (2011). Safety Critical Incidents among Small Construction Contractors: A Prospective Case Study. *The Open Occupational Health & Safety Journal*, *Vol.3*, 39-47.
- Jaseiskis, E. J., & Suaza, G. R. (1993). Safety assessment in the built environment of Saudi Arabia. *Safety Science*, 1 (23), 60-74.
- Jaselskis, E., Anderson, S. A., & Russell, J. (1996). Strategies for achieving excellence in construction safety performance. *Journal of Construction Engineering Management*, 122(1), 61-70.
- Jayalath, A., & Gunawardhana, T. (2017). Towards Sustainable Constructions: Trends in Sri Lankan Construction Industry-A Review. *International Conference on Real Estate Management and Valuation*, 137-143.
- Keehn, J. D. (1961). Accident tendency, avoidance learning, and perceptual defence. *Australian Journal of Psychology 13*, 157-167.
- Laney, Z. C. (1982). Site Safet. New York: Longman, Inc.
- Lauver, K. J., & Lester, S. W. (2007). Get safety problems to the surface: using human resource practices to improve injury reporting. *Journal of Leadership and Organizational Studies 14* (2), 168-179.

- LBR. (2013). Current situation of the construction labour force in Sri Lanka. Retrieved from Lanka Business Reporter: http://www.lbr.lk
- Leichtling, B. (1997). Keeping quality employees requires effort, creativity. *Wichita Business Journal*, 12(25), 11-12.
- Lingard, H. C., Cooke, T., & Blismas, N. (2010). Properties of group safety climate in construction: the development and evaluation of a typology. *Constr. Manag. Econ.* 28 (10), 1099-1112.
- Lundberg, J., Rollenhagen, C., & Hollnagel, E. (2009). The Consequences of Underlying Accident Models in Eight Accident Investigation Manuals. *Safety Science*. 47(10), 1297-1311.
- Lunt, J., Bates, S., Bennett, V., & Hopkinson, J. (2008). *Behaviour Change And Worker Engagement Practices within the Construction Sector*. Harpur Hill Buxton Derbyshire: Health and Safety Executive (HSE).
- Mahalingam, A., & Raymend, E. (2007). Safety Issues on Global Projects. *Journal of Construction Ingineering and Management*, 506-516.
- Marhani, M. A., Adnan, H., & Ismail, F. (2013). OHSAS 18001: A pilot study of towards sustainable construction in Malaysia. *Procedia-Social and Behavioral Sciences*, 85, 51-60.
- MNCS Editorial. (2020). *Major Types of Construction The Four Types*. Retrieved from Our Home Blog: https://www.miaminewconstructionshow.com/blog/major-types-construction/
- McKenna, E. (2006). *Business Psychology and Organizational Behavior*. New York: Psychology Press.
- Mendis, N. K., Rajini, P. D., Samaraweera, A., & Sandanayake, Y. G. (2017). Applicability of Safe Working Sycle (SWC) Concept to Sri LAnkan Construction Industry. *International Research Conference 2017: Shaping Tomorrow's Built Environment*, 151-163.
- Mohamed, S. (2002). Safety Climate in Construction Site Environments. *ournal of Construction Engineering and Management*, 128, 375-384.
- Mohamed, S. (2003). Scorecard approach to benchmarking organisational safety culture in construction. *Journal of Construction Engineering and Management*, 129(1), 80-88.
- Mohamed, S., & Chinda, T. (2011). System dynamics modelling of construction safety culture. *Eng. Constr. Archit. Manag.* 18 (3), 266-281.
- Musonda, I., & Smallwood, J. (2008). Health and safety (H&S) awareness and implementation in Botswana's construction industry. *Journal of Engineering, Design and Technology, 6(1),* 81-90.

- Nawi, M. M., Ibrahim, S. H., Affandi, R., & Basri, R. M. (2017). Factor Affecting Safety Performance Construction Industry. *International Review of Management and Marketing*, 6(8S), 280-285.
- Neal, A., & Griffin, M. A. (2004). Safety Climate and Safety at Work. the Psychology of Workplace Safety. 15-34: American Psychological Association.
- Ofori, G. (1994). Construction industry Development: Role of Technology Transfer. *Construction Management and Economis*, 379-392.
- Olabosipo, I. F., Ayodeji, O. O., & James, D. O. (2011). Factors Affecting the Performance of Labour in Nigerian Construction Sites. *Mediterranean Journal of Social Science*, 2(2), 251-257.
- Pallewaththa, P. K., Wijesiri, B. M., & Kumarasinghe, K. H. (2018). Implementation of General Provisions on Occupational Health, and Safety in the Factory Ordinance (No. 45 of 1942)(A Qualitative Study). *PEOPLE: International Journal of Social Sciences* 4(3), 2014-2017.
- Pate-Comell, M. E. (1990). Organizational aspects of engineering system safety: the case of offshore platforms . *Science* 250, 1210-1217.
- Pearce, D. (2003). The Social and Economic Value of Construction: The Construction Industry's Contribution to Sustainable Development, nCRISP. The Construction Industry Research and Innovation Strategy Panel.
- Pendlebury, M. C., Brace, C. L., & Gibb, A. F. (2006). *Construction Health: Site Hazards and Risks*. The Future of Sustainable Construction.
- Permana, I. E. (2007). Construction safety practices in Batam, Indonesia study). MSc diss. Malaysia: University Teknologi .
- Pheng, L. W., & Shiua, S. C. (2000). The maintenance of construction safety: Riding on ISO 9000 Quality Management Systems. *Journal of Quality in Maintenance Engineering*, 6(1), 28-44.
- Powell, P. I., Hale, M., Martin, J., & Simon, M. (1971). 2,000 Accidents. London: National Institute of Industrial Psychology.
- Priyadarshani, K., Karunasena, G., & Jayasooriya, S. (2013). Construction safety assessment framework for developing countries: a case study of Sri Lanka. *Journal of Construction in Developing Countries*, 18(1), 33-51.
- Raftery, J., Pasadilla, B., Chiang, Y. H., Hui, E. C., & Tang, B. S. (1998). Globalization and Construction Industry Development: Implications of Recent Developments in the Construction Sector in Asia. *Construction Management and Economics*, 16, 729-737.
- Ramazanoglu, C., & Holland, J. (2002). Feminist Methodology: Challenges and Chocies. London: SAGE.
- Rameezdeen, R., Pathirage, C., & Weerasooriya, S. (2003). Study of Construction Accidents in Sri Lanka. *Built Environment, vol. 4, no. 1,* 27-32.

- Rasmussen, K., Glasscock, D. J., Hansen, O. N., Carstensen, O., Jepsen, J. F., & Nielsen, K. J. (2006). Worker participation in change processes in a Danish Industry Setting. *American Journal of Industrial Medicine* 49 (9), 767-779.
- Reese, C., & Eidson, J. (2006). *Handbook of OSHA Construction Safety and Health.* 2nd Edition. USA: Taylor & Francis Group.
- Rivilis, I., Cole, D. C., Frazer, M. B., Kerr, M. S., Wells, R. P., & Ibrahim, S. (2006). Evaluation of a participatory ergonomic intervention aimed at improving musculoskeletal health. *American Journal of Industrial Medicine* 49, 801-810.
- Rubio, M. C., Menéndez, A., Rubio, J. C., & Martínez, G. (2005). Obligations and responsibilities of civil engineers for the prevention of labor risks: references to European regulations. *ournal of Professional Issues in Engineering Education and Practice*, 131(1), 70-75.
- Safa, M., Sabet, A., MacGillivray, S., Davidson, M., Kaczmarczyk, K., Haas, C. T., et al. (2015). Classification of Construction Projects . *International Journal of Civil, Environmental, Structural, Construction and Architectural Engineering Vol:9, No:6*, 625-633.
- Salminen, S. (2004). Have young workers more injuries than older ones? An international literature review. *Journal of Safety Research 35* (5), 514-521.
- Solís-Carcaño, R. G., & Franco-Poot, R. J. (2014). Construction Workers' Perceptions of Safety Practices: A Case Study in Mexico. *Journal of Building Construction and Planning Research*, 2014, 2, 1-11.
- Spicer, R. S., Miller, T. R., & Smith, G. S. (2003). Worker substance use, workplace problems and the risk of occupational injury: a matched case–control study. *Journal of Studies on Alcohol 64*, 570-578.
- Tam, C. M., Zeng, S. X., & Deng, Z. M. (2004). Identifying Elements of Poor Construction Safety Management in China. *Safety Science*, *Vol.42*(7), 569-586.
- Teo, E. L., Ling, F. Y., & Ong, D. Y. (2005). Fostering safe work behaviour in workers at construction sites. *Engineering, Construction and Architectural Management* 12 (4), 410-422.
- Terpstra, D. E., & Rozell, E. J. (1993). The relationship of staffing practices to organizational level measures of performance. *Personnel Psychology* 46 (1), 27-48.
- Vitharana, V. P., De Silva, G. J., & De Silva, S. (2015). Health Hazards, Risk and Safety Practices in Construction Sites- A Review Study. *Engineer: Journal of the Institution of Engineers, Sri Lanka, 3 (48),* 35-44.
- Walker, D. T., Peters, R. J., Hampson, K. D., & Thompson, M. J. (2001). Acheiving a responsive industrial relations environment for construction industry workers: A project alliancing case study. . *Construction Innovation*, 1(4), 211-225.

- Walton, R. E. (1985). From Control to Commitment in the Workplace. *Harvard Business Review*. 63(2), 9-10.
- Wei, C., Shu, L., Sing, L., & Wen, S. (2002). Discrepancies between Management and Labor Perceptions of Construction Site Safety. *Applied Mechanics and Materials*, 174, 2950-2956.
- Widanagamachchi, U. C. (2015). *The Labor motivation of construction industry in Sri Lanka*. Retrieved 10 07, 2020, from Digital Library: University of Mortuwa, Sri Lanka: http://dl.lib.mrt.ac.lk/handle/123/10698
- Wilson, J. J., & Koehn, E. (2000). Safety management: problems encountered and recommended solutions. *Journal of Construction Engineering and Management*, 126(1), 77-79.
- Workmen's Compensation Ordinance. (1934). Chapter 158.
- Yakubu, D. M., & Bakri, I. M. (2013). Evaluation of Safety and Health Performance on Construction Sites (Kuala Lumpur). *Journal of Management and Sustainability*. 3(2), 34-43.
- Young, T. J. (2015). *Questionnaires and Surveys*. Retrieved from Research Gate: https://www.researchgate.net/publication/316228107_Questionnaires_and_Surveys
- Zohar, D. (1980). Safety climate in industrial organizations: theoretical and applied implications. *The Journal of Applied Psychology* 65 (1), 96-102.
- Zubaidah, I., & Samad, D. S. (2012). *Safety Management System; A Developed Measurement*. In 6th International Symposium on Advances in Science and Technology (SASTech).