REFERENCES

Abdul Rahim Zumrah, (2015), " <u>Training, Job Satisfaction, POS and Service Quality: The Case of Malaysia</u>" World Journal of Management Vol. 6. No. 2. September 2015 Issueue. Pp. 74 – 91

Abdel Rahman A. Abdel Rahman, , Abdallah M. Elamin and M. G. Aboelmaged, (2012), "<u>Job Satisfaction among Expatriate and National Employees in an Arabian Gulf Context</u>", International Journal of Business Research and Development ISSUEN 1929-0977 | Vol. 1 No. 1, pp. 1-16 (2012)

Abhishek Mittal, 2011, "<u>Employee Engagement vs. Employee Satisfaction</u>", Oregon Primary care Association, 2011

Abubakr M. Suliman Hanan Al Obaidli, (2011),"<u>Organizational Climate and Turnover in Islamic Banking in the UAE</u>", International Journal of Islamic and Middle Eastern Finance and Management, Vol. 4 Issue 4 pp. 308 -324

Adwoa Boadua Yirenkyi-Fianko & Nicholas Chileshe,(2012), "<u>Job Satisfaction Of Professionals within the Ghanaian Construction Industry</u>" researchgate.net/publication/265601743

Alhadhrami, Abdelrahman Zaid Mohamed Baqrain. 2013. "<u>UAE Work Environment Examining the Influences of Culture, Gender and Sector on Managerial Leadership Competencies, Job Satisfaction and Organizational Commitment</u>". Ph.D. Curtin University, Curtin Business School

Al-Raisi, A.A.N. (2011<u>) "E-Performance Assessment System in Governmental Organizations in the United Arab Emirates."</u> Unpublished Thesis. Coventry: Coventry University.

Alizee B. Avril Vincent P. Magnini, (2007),"A Holistic Approach to Expatriate Success", International Journal of Contemporary Hospitality Management, Vol. 19 Issue 1 pp. 53 - 64

Amogh Talan, (2014), "CSR and Employee's Organizational Commitment: A Study Of Indian Financial Industry", International Journal Of Research In Computer Application & Management Volume No. 4 (2014), Issueue No. 03 (March)

Angela Baron, (2012),"What do Engagement Measures Really Mean?", Strategic HR Review, Vol. 12 Issue 1 pp. 21 - 25

Aon Hewitt, (2014), "Trends in Middle East Employee Engagement", Employee Engagement | Talent Practice 2014

Aysit Tansel, Saziye Gazioglu, (2013), "Management-Employee Relations, Firm Size and Job Satisfaction", IZA discussion paper 2013

Bakr Ahmad Alserhan Ingo Forstenlechner Ahmad Al-Nakeeb, (2009), "Employees' Attitudes towards Diversity in a Non-Western Context", Employee Relations, Vol. 32 Issue 1 pp. 42 - 55

Barry Halm. "Employee Engagement: A Prescription for Organizational Transformation" in Organization Development in Healthcare: Conversations on Research and Strategies. Published online: 08 Mar 2015; 77-96

Benjamin Artz, (2010), "Fringe Benefits and Job Satisfaction", International Journal of Manpower, Vol. 31 Issue 6 pp. 626 - 644

Beverly Little & Philip Little, (2006), "Employee Engagement: Conceptual Issueues", Journal of Organizational Culture, Communications and Conflict, Volume 10, No. 1.

Calvin Reynolds, 1997, " Expatriate Compensation in Historical Perspective", Journal of World Business I 32(2) / 1997

Caren Nelson, 2004, " UAE National Women at Work in the Private Sector: Conditions and Constraints" Centre for Labor Market Research & Information (CLMRI)

Carolyn Stringer Jeni Didham Paul Theivananthampillai, (2011), "Motivation, Pay Satisfaction, and Job Satisfaction of Front-line Employees", Qualitative Research in Accounting & Management, Vol. 8 Issue 2 pp. 161 - 179

Carolyn Wiley, (1997),"What Motivates Employees according to over 40 years of Motivation Surveys", International Journal of Manpower, Vol. 18 Issue 3 pp. 263 - 280

Cedwyn Fernandes and Raed Awamleh, (2006),"Impact of Organizational Justice in an Expatriate Work Environment", Management Research News, Vol. 29 Issue 11 pp. 701 - 712

Chan Ka Wai, 2015, " An Exploration of Cross Cultural Adjustment and Job Satisfaction among Primary School Native Speaking English Teachers in Hong Kong" Durham University thesis

Dr. Abhilasha Singh, (2012), "Job Satisfaction Among the Expatriates in the UAE", International Journal of Business and Social Research (IJBSR), Volume - 2, No.-5, October 2012

Dr Richard McBain, (2007),"The Practice of Engagement: Research into Current Employee Engagement Practice", Strategic HR Review, Vol. 6 Issue 6 pp. 16 - 19

Darwish A. Yousef, (1998), "Satisfaction With Job Security as a Predictor of Organizational Commitment and Job Performance in a Multicultural Environment", International Journal of Manpower, Vol. 19 Issue 3 pp. 184 - 194

Daulatram B. Lund, 2003, "Organization Culture and Job Satisfaction", Journal of Business and Industrial Marketing, Vol. 18, 2003, pp 219 - 236

David J Karras, (1997), "Statistical Methodology: II Reliability and Validity Assessment in Study Design - Part B", Academic Emergency Medicine, Feb 1997, Vol 4/ No 2

Elisa J. Grant-Vallone, Ellen A. Ensher , (2001), "An Examination of Work and Personal Life Conflict, Organizational Support, and Employee Health among International Expatriates", International Journal of Intercultural Relations 25 (2001) 261–278

Elspeth Guild (1998) "Competence, Discretion and Third Country Nationals: The European Union's Legal Struggle with Migration", Journal of Ethnic and Migration Studies, 24:4, 613-625, DOI: 10.1080/1369183X.1998.9976656

"Employee Satisfaction vs. Employee Engagement: Are They the Same Thing? An ADP White Paper", ADP Research Institute, 2012

Fabian Jintae Froese, Vesa Peltokorpi, (2010), "Cultural Distance and Expatriate Job Satisfaction," International Journal of Intercultural Relations 35 (2011) 49–60

Glenn D. Israel,(1992) "Determining Sample Size", Publication of University of Florida

Horinuki Koji, (2014), "Controversies over Labour Naturalisation Policy and its Dilemmas: 40 Years of Emiratization in the United Arab Emirates", Kyoto Bulletin of Islamic Area Studies, 4-1&2 (March 2011), pp. 41–61

Hwee Ling Lim, (2012), "Managing Young Professional Talent in the UAE: Work Motivators and Gender Differences", International Journal of Economy, Management and Social Sciences., Vol(3), No (12), December, 2014. pp. 874-882

Hwee Ling Lim, 2013, " Work Motivators of Saudi and Emirati Generation Y: A Pilot Study" International Journal of Economy, Management and Social Sciences, 2(5), May2013, pp: 185-194

Ingo Forstenlechner, (2010) "Expats And Citizens: Managing Diverse Teams in The Middle East", Team Performance Management: An International Journal, Vol. 16 Issue 5/6, pp. 237 - 241

Ingo Forstenlechner, (2009),"Workforce Localization in Emerging Gulf Economies: The Need To Fine-Tune HRM", Personnel Review, Vol. 39, Issue 1 pp. 135 - 152

Jacob Eskildsen Kai Kristensen Henrik Gjesing Antvor, (2010), "The Relationship between Job Satisfaction and National Culture", The TQM Journal, Vol. 22, Issue 4, pp. 369 - 378

Jaime Bonache, (2005),"Job Satisfaction among Expatriates, Repatriates and Domestic Employees", Personnel Review, Vol. 34 Issue 1, pp. 110 - 124

Jan Selmer, Jakob Lauring, (2009), "Cultural Similarity and Adjustment Of Expatriate Academics," International Journal of Intercultural Relations 33 (2009) 429–436

Jan Selmer Jakob Lauring, (2012),"Reasons to Expatriate and Work Outcomes Of Self-Initiated Expatriates", Personnel Review, Vol. 41, Issue 5, pp. 665 - 684

Jasna Auer Antoncic Bostjan Antoncic, (2011), "Employee Satisfaction, Entrepreneurship and Firm Growth: A Model", Industrial Management & Data Systems, Vol. 111, Issue 4, pp. 589 - 607

Jerry D. Rogers Kenneth E. Clow Toby J. Kash, (1994), "Increasing Job Satisfaction of Service Personnel", Journal of Services Marketing, Vol. 8, Issue 1, pp. 14 - 26

Joan Llobet, M. Angels Fito Universitat Oberta de Catalunya, (2013), "Contingent Workforce, Organisational Commitment and Job Satisfaction: Review, Discussion and Research Agenda" IC, 2013 – 9(4): 1068-1079– Online ISSUEN: 1697-9818 – Print ISSUEN: 2014-3214

John Sutherland , (2013), "Employment Status and Job Satisfaction", Evidence-based HRM: a Global Forum for Empirical Scholarship, Vol. 1, Issue 2, pp. 187 - 216

John O. Okpara, Jean D. Kabongo, 2011, " Cross-Cultural Training and Expatriate Adjustment: A Study of Western Expatriates in Nigeria" Journal of World Business 46 (2011), pp. 22–30

Kerry Gail Lewis, (1997), "Breakdown - A Psychological Contract For Expatriates", European Business Review, Vol. 97, Issue 6, pp. 279 - 293

Kasim Randeree Abdul Ghaffar Chaudhry, (2012), "Leadership – Style, Satisfaction and Commitment", Engineering, Construction and Architectural Management, Vol. 19, Issue 1, pp. 61 - 85

Kees Groenendijk, Elspeth Guild and Robin Barzilay, 2000, " The Legal Status of Third Country Nationals who are Long-Term Residents in a Member State of the European Union" Council of Europe in the Community Relations Series, Strasbourg, August 2000.

Kermit W. Kuehn and Yousuf Al-Busaidi, (2002), "A Comparison Of Organizational Commitment Between National and Expatriate Employees in Public and Private Sector Organizations" Journal of International Business Research, Volume 1, (21-34)

Kevin Schoepp Ingo Forstenlechner, (2010),"The Role of Family Considerations in an Expatriate Majority Environment", Team Performance Management: An International Journal, Vol. 16, Issue 5/6, pp. 309 - 323

Khawaja Jehanzeb, Anwar Rasheed & Mazen F. Rasheed (2013), "Organizational Commitment and Turnover Intentions: Impact of Employee's Training in Private Sector of Saudi Arabia" International Journal of Business and Management; Vol. 8, No. 8; 2013 ISSUEN 1833-3850, E-ISSUEN 1833-8119

Kimmo Riusala Vesa Suutari, (2000), "Expatriation and Careers: Perspectives of Expatriates and Spouses", Career Development International, Vol. 5, Issue 2, pp. 81 - 90

Ku Azizah Ku Daud, Rosalie Holian, and Jiaying Zhang, (2014), "Job Satisfaction and Organizational Commitment in the Public Sector: A Study of a Closed Government Agency", International Journal of Innovation, Management and Technology, Vol. 5, No. 5

Kwok Leung, Yongxin Zhu, Cungen Ge, 2009, "Compensation Disparity between Locals and Expatriates: Moderating The Effects of Perceived Injustice in Foreign Multinationals in China", Journal of World Business 44 (2009) 85–93

Kwok Leung, Zhongming Wang & Alice H.Y. Hon, 2011, "Moderating Effects on the Compensation Gap Between Locals and Expatriates in China: A Multi-Level Analysis" Journal of International Management 17 (2011) 54–67

Lambert, L., Pasha-Zaidi, N., Passmore, H.-A., & York Al-Karam, C. (2015), "Developing an Indigenous Positive Psychology in the United Arab Emirates," Middle East Journal of Positive Psychology, 1(1), 1-23

M. Brad Shuck Tonette S. Rocco Carlos A. Albornoz, (2011), "Exploring Employee Engagement-from The Employee Perspective: Implications for HRD", Journal of European Industrial Training, Vol. 35 Issue 4 pp. 300 - 325

Maria Karanika-Murray Nikita Duncan Halley M. Pontes Mark D. Griffiths , (2015),"Organizational Identification, Work Engagement, and Job Satisfaction", Journal of Managerial Psychology, Vol. 30, Issue 8, pp. 1019 - 1033

Marja Tahvanainen, (2000), "Expatriate Performance Management: The Case of Nokia Telecommunications," Human Resource Management, Summer/Fall 2000, Vol. 39, Nos. 2 & 3, pp. 267–275

Mark A. Tietjen Robert M. Myers, (1998), "Motivation and Job Satisfaction", Management Decision, Vol. 36, Issue 4, pp. 226 - 231

Mark C. Bolino and Daniel C. Feldman, 2000, "Increasing the Skill Utilization of Expatriates", Human Resource Management, Winter 2000, Vol. 39, No. 4, pp. 367–379

Mark Neal, (2010), "When Arab-Expatriate Relations Work Well", Team Performance Management: An International Journal, Vol. 16, Issue 5/6, pp. 242 - 266

Mary L. McHugh, (2012), "Interrater Reliability: The Kappa Statistic", Biochemia Medica, Oct 22(3):276-282, 2012

Meredith Downes Anisya S. Thomas Rodger B. Singley, (2002),"Predicting Expatriate Job Satisfaction: The Role of Firm Internationalization", Career Development International, Vol. 7, Issue 1, pp. 24 - 36

Michael Townsend, Errol Sundelowitz, Karel Stanz, (2007), "Are They Really Satisfied? An Exploration of Issueues Around Employee Satisfaction Assessment Strategies," SA Journal of Human Resource Management, 2007, 5 (1), 28-34

Mohsen Tavakol, Reg Dennick, (2011) "Making Sense of Cronbach Alpha", International Journal of Medical Education, 2:53-55, 2011

Mucahit Celik.,(2011), "A Theoretical Approach to Job Satisfaction", Polish Journal of Management Studies, Vol. 4, 2011

Muhammad Ehsan Malik, Rizwan Qaiser Danish, , Yasin Munir, (2011), " Employee's Turnover Intentions: Is this HR Failure or Employee's Better Employment Opportunity?" 2011 International Conference on Innovation, Management and Service IPEDR vol.14(2011)

Musa Shallal, 2011, "Job Satisfaction among Women in the United Arab Emirates", Journal of International Women' s Studies, 12(3),114-134.

Ovidiu-Iliuta Dobre, (2013), "Employee Motivation and Organizational Performance," Review of Applied Socio-Economic Research (Volume 5, Issue 1/ 2013), pp. 53

Oscar W. DeShields Jr Ali Kara Erdener Kaynak, (2005),"Determinants of Business Student Satisfaction and Retention in Higher Education: Applying Herzberg's Two-Factor Theory", International Journal of Educational Management, Vol. 19, Issue 2, pp. 128 - 139

P.C. Wright G.D. Geroy N. Baker, (1996),"Managing Expatriates: A Systems Approach", Management Decision, Vol. 34, Issue 10, pp. 32 - 42

Patrick Townsend Joan Gebhardt, (2008), "Employee Engagement– Completely", Human Resource Management International Digest, Vol.16, Issue 3, pp. 22 - 24

Parul P Bhati & Dr. Ashok kumar M, 2013, " The Study of Employee Job Satisfaction at Amul Industry" International Journal of Research in Management Science and Technology Vol. I, Issue. II, September 2013, ISSUEN: 2321-6174

Pavitra Rajput, (2015), "Corporate Social Responsibility and Employee Commitment: A Depth Study By The Mangalayatan University Lecturer" IJMRR/April 2015/ Volume 5/Issueue 4/Article No-4/258-264

Peter F. Sorensen Matt Minahan, (2011),"Mcgregor's Legacy: The Evolution and Current Application of Theory Y Management", Journal of Management History, Vol. 17, Issue 2, pp. 178 - 192

Philip Carter, "Assess Your Creativity Aptitude and Intelligence", First Edition 2008, pp 1 to 207

Ramudu Bhanugopan Alan Fish, (2006), "An Empirical Investigation of Job Burnout among Expatriates", Personnel Review, Vol. 35, Issue 4, pp. 449 - 468

Reimara Valk Mandy Van der Velde Marloes Van Engen Betina Szkudlarek , (2015),"Warm Welcome or Rude Awakening?", Journal of Indian Business Research, Vol. 7, Issue 3, pp. 243 - 270

Roland T. Rust Greg L. Stewart Heather Miller Debbie Pielack, (1996), "The Satisfaction and Retention of Frontline Employees", International Journal of Service Industry Management, Vol. 7, Issue 5, pp. 62 - 80

Ruth A. Wienclaw, (2014), "Advanced Statistical Methods", Ebsco Information services Inc.

Ruth A. Wienclaw, (2014), "Descriptive Statistics", Ebsco Information services Inc.

Ruth A. Wienclaw, (2014), "Mathematical Statistics", Ebsco Information services Inc.

Ruth A. Wienclaw, (2014), "Probability & Statistics", Ebsco Information services Inc.

Satu Juurikivi, 2013, "Cultural Guidance for Expatriates of Technip Offshore Finland Oy" Satakunta University of Applied Sciences, 2013

Stephan I Dugguh, Ayaga Dennis, 2014, "Job Satisfaction Theories: Tracebility to Employee Performance in Organizations", IOSR Journal of Business & Management, Vol 16, Issueue 5

Thomas A. Wright, (2006), "The Emergence of Job Satisfaction in Organizational Behavior", Journal of Management History, Vol. 12, Issue 3, pp. 262 - 277

Titus Oshagbemi, (2000), "Is Length of Service Related to the Level Of Job Satisfaction?", International Journal of Social Economics, Vol. 27, Issue 3, pp. 213 - 226

Ugur Yavas Muzaffer Bodur, (1999),"Satisfaction Among Expatriate Managers: Correlates and Consequences ", Career Development International, Vol. 4, Issue 5 pp. 261 - 269

Vani K. Borooah, (2009),"Comparing Levels of Job Satisfaction in the Countries of Western and Eastern Europe", International Journal of Manpower, Vol. 30, Issue 4, pp. 304 - 325

Vesa Peltokorpi & Fabian J. Froese, 2012, " The Impact of Expatriate Personality Traits on Cross-Cultural Adjustment: A Study with Expatriates in Japan" International Business Review 21 (2012) 734–746

William H. Macey, Benjamin Schneider, 2008, "The Meaning of Employee Engagement" Industrial and Organizational Psychology, Vol. 1, Issue 1.

Yan Shen Kathy E. Kram, (2011),"Expatriates' Developmental Networks: Network Diversity, Base, and Support Functions", Career Development International, Vol. 16, Issue 6, pp. 528 - 552

Yongsun Paik , K. Praveen Parboteeah & Wonshul Shim (2007) "The Relationship between Perceived Compensation, Organizational Commitment and Job Satisfaction: The Case Of Mexican Workers in the Korean Maquiladoras", The International Journal of Human Resource Management, 18:10, 1768-1781, DOI:10.1080/09585190701570940

Yuliya Frolova, 2014, "What Job Will Bring Satisfaction? An Analysis based on Responses of Students Studying Business in Kazakhstan" Eurasian Journal of Business   and   Management,   2(2),   2014,   25-49   DOI: 10.15604/ejbm.2014.02.02.003

Yusheng Zhang & Pussadee Polsaram, 2012, " The Effect of Organizational Culture and Organizational Justice on Employee Satisfaction and Organizational Commitment in Bangkok, Thailand" University of the Thai Chamber of Commerce

Websites

https://www.statista.com/statistics/436731/top-epc-oil-and-gas-contractors-middle
-east-revenue

http://www.arabianoilandgas.com/article-5773-worlds-10-largest-oil-and-gas-cont
ractors/2

http://www.surveysystem.com/sscale.htm

http://www.real-statistics.com/reliability/cronbachs-alpha/

http://www.aon.com/ecuador/attachments/Engagement2016.pdf

http://www.employee-engagement-index.com/

http://www.engageforsuccess.org/wp-content/uploads/2015/10/ORC-Global-
perspectives

https://q12.gallup.com/help/enus/ Answers/164495

https://www.nbrii.com/blog/crucialconnectionemployeesatisfactionemployeeenga
gement/

https://www.causecast.com/blog/satisfiedemployeesvsengagedemployees