

REFERENCES

- Agarwal, S., & Adjrackor, T. (2016). Impact of teamwork on organizational productivity in some selected basic schools in the Accra metropolitan assembly. *European Journal of Business, Economics and Accountancy*, 4(6), 40–52.
- Aggarwal, I. (2013). Cognitive style diversity in teams. Doctoral Dissertation. Carnegie Mellon University. Paper 258 (pp. 134).
- Ahmadi, A., Rezaei, S., & Farhadi, R. M. (2015). Investigate the relationship between understand of organizational culture and emotional intelligence with creativity of primary school teachers of Shoushtar city. *Mediterranean Journal of Social Sciences*, 6, 318–325.
- Ahmed, M., AbdulJameed, V., Omar, M., & Yasin, A. (2016). Examining the influence of team work factors on team performance for software development in telecommunication industry. *Journal of Telecommunication, Electronic and Computer Engineering*, 8(8), 121–124.
- Alebiosu, O. (2013). *Software architecture in object oriented programming*. Research Project Report, Department of Computing and Information Sciences (p. 14). Kansas State University, Manhattan, KS.
- Amabile, T. M. (1988). A model of creativity and innovation in organizations. In B. M. Staw & L. L. Cummings (Eds.). *Research in organizational behaviour* (Vol. 10, pp. 123–167). Greenwich, CT: JAI Press.
- Amabile, T. M. (1993). *Creativity in context*. Boulder, CO: Westview Press.
- Amabile, T. (1997). Motivating creativity in organizations. *California Management Review*, 40, 39–58.
- Amabile, T. M., Conti, R., Coon, H., Lazenby, J., & Herron, M. (1996). Assessing the work environment for creativity. *Academy of Management Journal*, 39, 1154–1184.

- Amabile, T. M., Schatzel, E. A., Moneta, G. B., & Kramer, S. J. (2004). Leader behaviours and the work environment for creativity: Perceived leader support. *The Leadership Quarterly*, 15(1), 5–32.
- Antwi, S. K., & Hamza, K. (2015). Qualitative and quantitative research paradigms in business research: A philosophical reflection. *European Journal of Business and Management*, 7(3), 215–225.
- Appu, A. V., Sia, S. K., & Sahoo, B. C. (2015). Creativity at work place: Proposing some contributors. *International Journal of Innovative Research and Development*, 4(5), 177–183.
- Asheref, I. (2008). Performance, challenges and opportunities of Indian software export. *Journal of Theoretical and Applied Information Technology*, 4(11), 1088–1106.
- Babbie, E., Wagner, W. E., & Zaino, J. (2015). *Adventures in social research: Data analysis using IBM® SPSS® statistics* (9th ed.). London: SAGE Publications.
- Baryniene, J., & Dauknyte, B. (2011). Creativity as the main factor for organizations' success: Theoretical approach. *European Integration Studies*, 9, 235–243.
- Beers, P. J. (2005). Negotiating common ground: Tools for multidisciplinary teams. unpublished doctoral thesis, Open University, Heerlen.
- Berthold, J., & Sunhillo, D. M. (2015). Stimulating team creativity: The influence of swift-trust on the team creativity process. *Journal of Sustainability Management*, 3, 19–28. The Clute Institute.
- Bhatnagar, S. (2006). India's software industry. In V. Chandra (Ed.), *Technology, adaption and exports: How some developing countries got it right* (pp. 95–124). Washington, DC: World Bank.
- Buchanan, L. B. (1998). *The impact of big five personality characteristics on group cohesion and creative task performance*. Doctoral Dissertation in Psychology. (pp. 158). Faculty of the Virginia Polytechnic Institute and State University, Blacksburg, VA.
- Buckingham, A., & Saunders, P. (2004). *The survey methods workbook: From design to analysis*. Cambridge: Polity Press.
- Budijanto R. R. (2013). Thinking styles, teamwork quality and performance. Doctoral dissertation. (p. 258). University of Canberra. Bruce ACT 2617, Australia.

Cardinal, R. N. & Aitken, M. R. F. (2013). *ANOVA for the behavioral sciences researcher*. New York, NY: Routledge.

Chamakiotis, P., Dekoninck, E. A., & Panteli, N. (2010). Creativity in virtual design teams. International Design Conference – Design 2010, Proceedings, Design Organization and Management, Emerald, UK (pp. 1035–1044).

Chiravuri, A., & Ambrose, P. (2007). Exploring the role of self-efficacy, playfulness, and creative self-efficacy in information systems development. *Issues in Information Systems*, 8(2), 200–207.

Chong, E. (2007). Role balance and team development: A study of team role characteristics underlying high and low performing teams. *Journal of Behavioural and Applied Management*, 8(3), 202–217.

Clark, R., & Adler, E. S. (2010). *How it's done: An invitation to social research*. Stamford, CT: Cengage Learning.

CMMI. (2015). CMMI institute published appraisal results. Retrieved from <https://sas.cmmiinstitute.com/pars/pars.aspx>. Accessed on May 26, 2016.

Cooper, R. D., & Schindler, S. P. (2014). *Business research methods*. Boston, MA: Irwin McGraw Hill.

Creswell, J. W. (2014). *Research design qualitative, quantitative, and mixed methods approaches* (4th ed.). Thousand Oaks, CA: SAGE Publications.

Csikszentmihalyi, M. (1988). Society, culture, and person: A systems view of creativity. In R. J. Sternberg (Ed.), *The nature of creativity: Contemporary psychological perspectives* (pp. 325–339). New York, NY: Cambridge University Press.

Czekster, R. M., Fernandes, P., Sales, A., & Webber, T. (2010). Analytical modeling of software development teams in globally distributed projects. In S. Vodama (Ed.), *Proceedings of the 5th International Conference on Global Software Engineering (ICGSE'10)*, Springer, Germany (pp. 287–296). IEEE Computer Society.

Dackert, I. (2016). Creativity in teams: The impact of team members' affective well-being and diversity. *Open Journal of Social Sciences*, 4, 19–28.

Dadson, S. J. (2017). *Statistics analysis of geographical data: An introduction*. Chichester: John Wiley & Sons.

Denis, D. J. (2015). *Applied univariate, bivariate, and multivariate statistics*. New York, NY: John Wiley & Sons.

- Dustin, E. (2002). *Effective software testing: 50 specific ways to improve your testing*. Boston, MA: Addison-Wesley Professional.
- Ekstrom, C. T., & Sorensen, H. (2014). *Introduction to statistical data analysis for the life sciences* (2nd ed.). Hoboken, NJ: CRC Press.
- Ekvall, G. (1971). *Creativity at the place of work: A study of suggestors and suggestion systems in the Swedish mechanical industry*. Reklamligt, Malmö: The Swedish Council for Personnel Administration.
- Ekvall, G. (1996). Organizational climate for creativity and innovation. *European Journal of Work and Organizational Psychology*, 5, 105–123.
- Erdil, K., Finn, E., Keating, K., Meattle, J., Park, S., & Yoon, D. (2003). Software maintenance as part of the software life cycle. Comp 180: Software Engineering project (p. 49). Department of Computer Science. Tufts University.
- Espinosa, J. A. (2002). Shared mental models and coordination in large-scale, distributed software development. Doctoral Dissertation. Carnegie Mellon University, Pittsburgh, PA.
- Faraj, S., & Sproull, L. (2000). Coordinating expertise in software development teams. *Management Science*, 46(12), 1554–1568.
- Farida, R. (2007). *Organizational creativity and psychological well-being: Contextual aspects creativity and psychological well-being from an open systems perspective*. doctoral thesis in Psychology. (p. 127). Lund University, Lund.
- Fay, D., Shipton, H., West, M., & Patterson, M. (2015). Teamwork and organizational innovation: The moderating role of the HRM context. *Creativity and Innovation Management*, 24(1), 1–17.
- Fung, H.-P. (2013). Relationships among team trust, team cohesion, team satisfaction, team effectiveness and project performance as perceived by project managers in Malaysia. *Economic, Finance and Management Outlooks*, 34, 138–151.
- George, D., & Mallery, P. (2003). *SPSS for windows step by step: A simple guide and reference, 11.0 update* (4th ed.). Boston, MA: Allyn & Bacon.
- George, J. M., & Zhou, J. (2001). When openness to experience and conscientiousness are related to creative behaviour: An interactional approach. *Journal of Applied Psychology*, 86, 513–524. doi:[10.1037/0021-9010.86.3.513](https://doi.org/10.1037/0021-9010.86.3.513)

- Ghanbari, S., & Eskandari, A. (2013). Organizational climate, job motivation and organizational citizenship behaviour. *International Journal of Management Perspective*, 1(3), 1–14.
- Gittell, J. H., Seidner, R., & Wimbush, J. (2010). A relational model of how high-performance work systems work. *Organization Science*, 21, 490–506.
- Gopal, J., Bakhri, S., & Bhakri, A. (2015). *Indian economy: Performance & policies*, For University of Delhi (2nd ed.). New Delhi: Vikas Publishing.
- Gray, D. E. (2016). *Doing research in the business world*. London: SAGE Publications.
- Guilford, J. P. (1950). Creativity. *American Psychologist*, 5(9), 444–454.
- Gupta, V. K., Huang, R., & Niranjana, S. (2010). A longitudinal examination of the relationship between team leadership and performance. *Journal of Leadership & Organizational Studies*, 17(4), 335–350.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate data analysis* (7th ed.). Upper Saddle River, NJ: Prentice-Hall.
- Hambrick, D. C., & Fukutomi, G. D. S. (1991). The seasons of a CEO's tenure. *Academy of Management Review*, 16(4), 719–742.
- Han, G., & Harms, P. D. (2010). Team identification, trust, and conflict: A mediation model. *International Journal of Conflict Management*, 21(1), 20–43.
- Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. (2002). Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. *The Academy of Management Journal*, 45, 1029–1045.
- Hassal, S. L. (2009). The relationship between communication and team performance: Testing moderators and identifying communication profiles in established work teams. Doctoral dissertation. (p. 270). School of Management. Queensland University of Technology, Brisbane. Australia.
- Hay, C. (2007). Does ontology trump epistemology? Notes on the directional dependence of ontology and epistemology in political analysis. *Politics*, 27(2), 115–118.
- Heffernan, N., Harney, B., Cafferkey, K., & Dundon, T. (2009). Exploring the relationship between HRM, creativity climate and organisational performance: Evidence from Ireland. Paper presented to the Academy of Management Conference, Chicago, Illinois, 7th–11th August.

- Hegde, R. (2013). Developing A software tool to enhance the creativity during software development using the results from the literature review. (pp. 66). Masters Paper in Computer Science, North Dakota State University of Agriculture and Applied Science.
- Hellman, T., & Thiele, V. (2009). *Incentives and innovation*. New York, NY: University of British Columbia, Sauder School of Business.
- Henderson, A. D., Miller, D., & Hambrick, D. C. (2006). How quickly do CEOs become obsolete? Industry dynamism, CEO tenure, and company performance. *Strategic Management Journal*, 27(5), 447–460.
- Henning, E., Van Rensburg, W., & Smit, B. (2004). Theoretical frameworks. In E. Henning, W. Van Rensburg, & B. Smit (Eds.), *Finding your way in qualitative research*. Pretoria: Van Schaik Publishers.
- Hirst, G. (2009). Effects of membership change on open discussion and team performance: The moderating role of team tenure. *European Journal of Work & Organizational Psychology*, 18, 231–249.
- Hoegl, (2003, February). Goal setting and team performance in innovative projects. *Small Group Research*, 34(1). doi:[10.1177/1046496402239575](https://doi.org/10.1177/1046496402239575)
- Hoegl, M. (2005). Smaller teams—Better teamwork: How to keep project teams small. *Business Horizons*, 48(3), 209–214.
- Hoegl, M., & Gemuenden, H. G. (2001). Teamwork quality and the success of innovative projects: A theoretical concept and empirical evidence. *Organization Science*, 12(4), 435–449.
- Hoegl, M., & Parboteeah, K. P. (2007). Creativity in innovative projects—How teamwork matters? *Journal of Engineering and Technology Management*, 24, 148–166. doi:[10.1016/j.jengtecman.2007.01.008](https://doi.org/10.1016/j.jengtecman.2007.01.008)
- Hoegl, M., Parboteeah, K. P., & Gemuenden, H. G. (2003). When teamwork really matters: Task innovativeness as a moderator of the teamwork—Performance relationship in software development projects. *Journal of Engineering and Technology Management*, 20, 281–302.
- Hoegl, M., Weinkauff, K., & Gemuenden, H. G. (2004). Inter-team coordination, project commitment, and teamwork in multiteam R&D projects: A longitudinal study. *Organization Science*, 15(1), 38–55.
- Hoogendoorn, S., Oosterbeek, H., & Van Praag, M. (2013). The impact of gender diversity on the performance of business teams: Evidence from a field experiment. *Management Science*, 59(7), 1514–1528.

- Hoogendoorn, S., & Praag, M. V. (2012). *Ethnic diversity and team performance: A field experiment, experiment*. IZA Discussion Paper 6731.
- Hosmer, D. W., Jr, Lemeshow, S. A., & Sturdivant, R. X. (2013). *Applied logistic regression* (3rd ed.). Hoboken, NJ: Wiley.
- IANs. (2015). Oracle's second largest workforce is in India. Retrieved from <http://economictimes.india.times.com./industry/tech/software/oracles-second-largest-workforce-is-in-india/articleshow/48099126.cms>. Accessed on November 8, 2016.
- Indianbusiness. (2016). IT and ITeS, media reports, press information bureau (PIB), department of industrial policy and promotion (DIPP) statistics, department of information and technology. Retrieved from http://indianbusiness.nic.in/newdesign/index.php?param=industryservices_landing/395/3. Accessed on November 16, 2016.
- Isaksen, S. G., & Akkemans, H. J. (2011). Creative climate: A leadership lever for innovation. *Third Quarter*, 45(3), 161–187.
- Jain, M. A. (2010). Impact of TQM on employees' job satisfaction in Indian software industry. International Conference on e-Education, e-Business, e-Management and e-Learning, IEEE Xplore, Computer Society.
- Jason Chia-Hsien, W., & Ting-Peng, L. (2012). Teamwork quality and service innovation performance of virtual teams. PACIS 2012 Proceedings. Paper 186.
- Jehn, K. A., Northcraft, G. B., & Neale, M. A. (1999). Why differences make a difference: A field study of diversity, conflict, and performance in workgroups. *Administrative Science Quarterly*, 44(4), 741–763.
- Jia, L., Shaw, J. D., Tsui, A. S., & Park, T. (2014). A social–structural perspective on employee–Organization relationships and team creativity. *Academy of Management Journal*, 57, 869–891.
- Joseph, D. R., & Selvaraj, P. C. (2015). The effects of work force diversity on employee performance in Singapore organizations. *International Journal of Business Administration*, 6(2), 17–29.
- Judeh, M. (2011). An examination of the effect of employee involvement on teamwork effectiveness: An empirical study. *International Journal of Business and Management*, 6(9), 202.
- Karlsson, J. (2013). The role of HRM in innovation process. Master thesis in Strategic Human Resource Management and Labour Relations. Faculty of Social Sciences. University of Gothenburg (pp. 62).

- Khanifar, H, et al. (2012). The study of the relationship between organizational trust and organization creativity (case study in purge national company and distribution of petroleum products in Kermanshah – Iran). *Journal of Basic and Applied Scientific Research*, 2, 2694–2700.
- Khorshidi, S., Abdoli, F., & Khorshidi, S. (2013). Identify factors affecting organizational creativity: A literature review. *International Research Journal of Applied and Basic Sciences*, 4(5), 1214–1220.
- Kim, Y., Min, B., & Cha, J. (1999). The roles of R&D team leaders in Korea: A contingent approach. *R&D Management*, 29, 153–165.
- Klein, A. (2015). Creativity meets performance how does performance management foster team creativity. Proceedings of the 8th conference on performance measurement and management control, Nice, France, Sep 30-Oct 2, 2015 (pp. 1–12).
- Kratzer, J., Leenders, R. Th. A. J., & Engelen, Jo M. L. Van. (2004). A delicate managerial challenge: How cooperation and integration affect the performance of NPD teams. *Team Performance Management*, 10(1/2), 20–25.
- Kraut, R., Fussell, S., Lerch, E., & Espinosa, A. (2005). Coordination in teams: Evidence from a simulated management game. Human-Computer Interaction Institute. Paper 102.
- Lal, I. B., Pathak, V., & Kumar, S. K. (2015). A study of job satisfaction in software industry—Myths and realities. *International Journal of Emerging Research in Management & Technology*, 4(5), 43–49.
- Lam, T. K. (2012). *The influence of team trust, potency and leadership on the intent to share knowledge and team creativity*. DBA thesis, Southern Cross University, Lismore, NSW.
- Leech, N. L., Barrett, K. C., & Morgan, G. A. (2005). *SPSS for intermediate statistics: Use and interpretation*. Mahwah, NJ: Lawrence Erlbaum.
- Leigh, K., Huber, A., & Tremblay, K. (2013). Fostering Individual and organizational creativity in design. *Journal of Systemics, Cybernetics and Informatics*, 11, 64–69.
- Leonard, J. S., Levine, D. I., & Joshi, A. (2004). Do birds of a feather shop together? The effects on performance of employees' similarity with one another and with customers. *Journal of Organizational Behaviour*, 25, 731–754.

- Liang, T. P., Wu, C. H., Jiang, J. J., & Klein, G. (2012). The impact of value diversity on information systems development project. *International Journal of Project Management*, 30(2), 731–739.
- Lindsjorn, Y., Sjoberg, I. K., Dingsoyr, T., Bergersen, R., & Dyba, T. (2016). Team work quality and project success in software development: A survey of agile development teams. *Journal of Systems and Software*, 122, 274–286.
- Loeters, A. (2011). Ethnic Diversity and Team Performance: The Mediating role of work value diversity and the moderating role of team tenure. (p. 51). Master Thesis in Human Resource Studies. Tilburg University, Warandelaan 2, 5037 AB Tilburg, Netherlands.
- Lu, L. (2015). Building trust and cohesion in virtual teams: The developmental approach. *Journal of Organizational Effectiveness: People and Performance*, 2(1), 55–72.
- Lukić, T., Džamić, V., Knežević, G., Alčaković, S., & Bošković, V. (2014). The influence of the influence of organizational culture on business creativity, innovation and satisfaction. *Management Journal (1820–0222)*, 73, 49–57. doi:[10.7595/management.fon.2014.0027](https://doi.org/10.7595/management.fon.2014.0027)
- Mao, A., Mason, W., Suri, S., & Watts, D. J. (2016). An experimental study of team size and performance on a complex task. *PLoS ONE*, 11(4), e0153048. doi:[10.1371/journal.pone.0153048](https://doi.org/10.1371/journal.pone.0153048)
- Martins, E. C., & Terblanche, F. (2003). Building organizational culture that stimulates creativity and innovation. *European Journal of Innovation Management, Innovation*, 6(1), 64–67. doi:[10.1108/14601060310456337](https://doi.org/10.1108/14601060310456337)
- McLean, L. D. (2005). Organizational culture's influence on creativity and innovation: A review of the literature and implications for human resource development. *Advances in Developing Human Resources*, 7(2), 226–246.
- Merriam, S. (2009). *Qualitative research: A guide to design and implementation* (Revised and expanded from 'Qualitative research and case study applications in education'). Hoboken, NJ: Jossey-Bass.
- Mohapatra, S. (2015). Using integrated information system for patient benefits: A case study in India. *International Journal of Healthcare Management*, 8(4).
- Mohapatra, S. (2017). An empirical study for finding factors that would optimise productivity and quality in IT business. *International Journal of Productivity and Quality Management*, 20(2), 169–196.

- Mohapatra, S., & Jindal, A. (2010). Green IT framework for small and medium scale Indian IT services companies. *International Journal of Green Economics*, 4(3), 245–261.
- Mohapatra, S., & Mohanty, B. (2001). Defect prevention through defect prediction: A case study at Infosys. *IEEE International Conference on Software Maintenance, ICSM (2001)* (pp. 260–272).
- Mohapatra, S., & Mohanty, R. (2017a). Adopting MOOCs for affordable quality education. *Education and Information Technologies*, 22(5), 2027–2053.
- Mohapatra, S., & Mohanty, S. (2017b). Assessing the overall value of an online writing community. *Education and Information Technologies*, 22(3), 985–1003.
- Mohapatra, S., & Mohanty, S. (2017c). Improving operational efficiency in utility sector through technology intervention. *International Journal of Enterprise Network Management*, 8(4), 291–326.
- Mohapatra, S., & Mohanty, R. (2018). Making online courses free for everyone - An empirical study to determine the feasibility. *International Journal of Business Innovation and Research*, 15(4), 403–430.
- Mohapatra, S., & Murarka, S. (2016). Improving patient care in hospital in India by monitoring influential parameters. *International Journal of Healthcare Management*, 9(2), 83–101.
- Mohapatra, S., & Patnaik, A. (2011). Sustainability in HRIS implementation through effective project management. *International Journal of Project Organisation and Management*, 3(1), 78–90.
- Mohapatra, S., & Patra, D. (2017). User acceptance of web-based talent assessment platform (TAP). *International Journal of Business Excellence*, 12(4), 450–468.
- Mohapatra, S., & Raha, N. (2012). Poverty alleviation of weavers through sustainable low cost technology-based solution. *International Journal of Enterprise Network Management*, 5(3), 281–303.
- Mohapatra, S., & Roy, R., (2012). Moving to products: Entrepreneurial IT firms in India. *International Journal of Project Organisation and Management*, 4(1), 86–97.
- Mohapatra, S., & Sahu, K. (2018). Empirical research on the adoption and diffusion of e-commerce portals. *International Journal of Business Innovation and Research*, 15(2), 137–151.

- Mohapatra, S., Choudhury, A., & Ganesh, K. (2017). Framework for supporting 'business process reengineering'-based business models. *International Journal of Business Innovation and Research*, 13(4), 451–474.
- Mohapatra, S., Sabharwal, L., & Sabharwal, A. (2013). Bridge: The missing link. *Asian Case Research Journal*, 17(1), 181–198.
- Moultrie, J., & Young, A. (2009). Exploratory study of organizational creativity in creative organizations. *Creativity and Innovation Management*, 18, 299–314.
- NASSCOM. (2017). IT & ITeS industry in India. Retrieved from <http://www.ibef.org/industry/information-technology-india.aspx>. Accessed on March 1, 2017.
- Neha, V., Rangnekar, S., & Barua, M. K. (2012). Team effectiveness in Indian organizations A comparative analysis of public and private sector. *Delhi Business Review*, 13(2), 43–54.
- Neuman, W. L. (2003). *Social research methods: Qualitative and quantitative approaches* (5th ed.). Boston, MA: Pearson Education Inc..
- Nisula, A. M. (2013). Building organizational creativity – A multitheory and multilevel approach for understanding and stimulating organizational creativity. Academic dissertation. Lappeenranta: Lappeenranta University of Technology.
- Noor, H. M., & Dzulkifli, B. (2013). Assessing leadership practices, organizational climate and its effect towards innovative work behaviour in R&D. *International Journal of Social Science and Humanity*, 3(2), 129.
- Nybakk, E., & Jenssen, J. I. (2012). Innovation strategy, working climate, and financial performance in traditional manufacturing firms: An empirical analysis. *International Journal of Innovation Management*, 16(2), 26.
- Olszak, M., & Kisielnicki, J. (2016). Organizational creativity and IT-based support. *Informing Science: The International Journal of an Emerging Trans-discipline*, 19, 103–123.
- Ott, C. T., & Longnecker, M. T. (2015). *An introduction to statistical methods and data analysis* (7th ed.). Boston, MA: Cengage Learning.
- Pablos-Heredero, C., & Garcia, A. (2014). Relational coordination as an indicator of teamwork quality: Potential application to the success of e-learning at universities. (Research Gate).

- Paliszkiewicz, J. (2013). The importance of building and rebuilding trust in organizations. Proceedings of 2013 International Conference On Technology Innovation And Industrial Management, 29–31 May 2013, Phuket, Thailand pp. S1-269–278.
- Parjanen, S. (2012). Experiencing creativity in the organization: From individual creativity to collective creativity. *Interdisciplinary Journal of Information, Knowledge, and Management*, 7, 109–128.
- Park, W., Park, S., Kim, S., & Kim, C. (2012). Team learning and creativity: The roles of exploitation and team cohesiveness. *Journal of Organizational Psychology*, 12(4), 70–80.
- Phadnis, S., & John, S. (2013). Top global IT firms have more staff in India than home nations. Retrieved from <http://economictimes.indiatimes.com/tech/ites/top-global-it-firms-have-more-staff-in-india-than-homenations/articleshow/25282762.cms>. Accessed on November 8, 2016.
- Pitts, D., & Jarry, E. (2007). Ethnic diversity and organizational performance: Assessing diversity effects at the managerial and street levels. *International Public Management Journal*, 10, 233–254.
- Poling, TL., Woehr, D. J., Gorman, C. A., & Arciniega, L. M. (2006). The impact of personality and value diversity on team performance. Paper presented at the Annual Meeting for the Society for Industrial and Organizational Psychology, Dallas, TX.
- Porter, C. O. L. H., Hollenbeck, J. R., Ilgen, D. R., Ellis, A. P. J., West, B. J., & Moon, H. (2003). Backing up behaviours in teams: The role of personality and legitimacy of need. *Journal of Applied Psychology*, 88, 391–403.
- Punch, K. F., & Oancea, A. (2014). *Introduction to research methods in education* (2nd ed.). Thousand Oaks, CA: SAGE Publications.
- Putter, L. (2010). *Organizational climate and performance: The relation between organizational climate and performance and an investigation of the antecedents of organizational climate*. Graduation thesis Master of Science in Management of Technology. Delft University of Technology, Delft.
- Qureshi, R. J., Alshamat, S. B., & Sabir, F. (2014). Significance of the teamwork in agile software engineering. *Science International-Lahore*, 26(1), 117–120.
- Rhodes, M. (1961). An analysis of creativity. *The Phi Delta Kappan*, 42, 305–310.

- Riazi, A. M. (2016). *The Routledge encyclopedia of research methods in applied linguistics: Quantitative, qualitative, and mixed-methods research*. Milton Park; Abingdon; Oxon; New York, NY: Routledge.
- Rico, R., Hera, C. M. A., & Taberner, C. (2011). Work team effectiveness, A review of research from the last decade (1999–2009). *Psychology*, 15(1), 57–79.
- Rodrigues, A. F. C., & Velosa, A. L. O. M. (2013). Organizational trust, risk and creativity. *Review of Business Management*, 15, 545–561.
- Rodriguez, D., Sicilia, M. A., Garcia, E., & Harrison, R. (2011). Empirical findings on team size and productivity in software development. *The Journal of Systems and Software*, 85, 562–570.
- Rose, J., & Furneaux, B. (2016). Innovation drivers and output for software firms, literature review and conceptual development. *Advances in Software Engineering*, 2016, Article ID 5126069, 25. doi:[10.1155/2016/5126069](https://doi.org/10.1155/2016/5126069)
- Rosso, B. D. (2016). Expounding the relationship between playfulness and creativity in work teams: A conceptual model. *Journal of Creativity and Business Innovation*, 2, 127–143.
- Sammartino, A., O’Flynn, J., & Nicholas, S. (2002). Managing diverse work teams: A business model for diversity management, programme for the practice of diversity management. (p. 8). Australian Center for International Business.
- Sarkar, S., Mohapatra, S., & Sundarakrishnan, J. (2017). Assessing impact of technology based digital equalizer programme on improving student learning outcomes. *Education and Information Technologies*, 22(1), 195–213.
- 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), 9–16.
- Sethi, R., Smith, D. C., & Park, C. W. (2001). Cross functional product development teams, creativity and the innovativeness of new consumer products. *Journal of Marketing Research*, 38(1), 73–85.
- Sharma, R., Kansal, M., & Paliwal, P. (2012). Effective and efficient team work: Makes things happen more than anything else in organizations. *International Journal of Social Science & Interdisciplinary Research*, 1(8), 154–171.

- Sieweke, J. (2012). The influence of team familiarity and team leader tenure on team errors – A panel analysis of professional basketball teams. *SSRN Electronic Journal*, 27, 123–145. doi:10.2139/ssrn.1984746
- Stawnicza, O. (2015). Distributed team cohesion – Not an oxymoron. The impact of information and communications technologies on teamness in globally distributed IT projects. *International Journal of Information Systems and Project Management*, 3(2), 23–39.
- Subbiah, A., Navaneethakrishnan, K., & Jeyakumar, S. (2009). The Indian software industry continues to grow. Retrieved from <http://www.efymag.com/admin/issuepdf/Software%20Industry-Nov%2009.pdf>. Accessed on November 28, 2016.
- Subramaniam, R., & Nakkeeran, S. (2016). Identifying the impact of team size on team work quality (TWQ) in software teams through an empirical approach. *Asian Journal of Research in Social Sciences and Humanities*, 6(4), 151–171.
- Sudhakar, G. P. (2010). Teamwork in software organizations. *CSI Communications*, 34, 22–24.
- Sudhakar, G. P., Farooq, A., & Patnaik, S. (2012). Measuring productivity of software development teams. *Serbian Journal of Management*, 7(1), 65–75.
- Surendra, K. S., & Aneesh, V. A. (2015). Work autonomy and workplace creativity: Moderating role of task complexity. *Global Business Review*, 16(5), 772–784.
- Taylor, A. S. (2015). Transformational leadership, diversity, and creativity at work: A moderated mediation model. Dissertations and Theses. Paper 2341.
- Terre Blanche, M., Durrheim, K., & Painter, D. (Eds.). (2006). *Research in practice: Applied methods for the social sciences* (2nd ed.). Cape Town: UCT Press.
- Thompson, S. K. (2012). Adaptive cluster sampling. In S. K. Thompson (Ed.), *Sampling* (3rd ed.). Hoboken, NJ: John Wiley & Sons.
- Tsai, C.-Y., et al. (2015). Work environment and atmosphere: The role of organizational support in the creativity performance of tourism and hospitality organizations. *International Journal of Hospitality Management*, 46, 26–35.
- Usta, I., & Unsar, S. (2015). Examining perception of organizational creativity in Turkish public organizations. *International Journal of Business and Social Science*, 6(10), 37–51.

- Viji, V. (2010). *Impact of team skills on software quality: A comparative study of software development teams in India and United States*. PhD Thesis, Dr. M.G. R. Educational and Research Institute University, Chennai.
- Vreede, T. (2012). Team creativity and innovation: The effect of team composition, social processes and cognition. In M. Michael (Ed.), *Handbook of organizational creativity*. Academic Press.
- Vreede, T. de, Boughzala, I., Vreede, G.-J. de, & Reiter-Palmon, R. (2012). A model and exploratory field study on team creativity. In S. Moda (Ed.), *Proceedings of the 45th Hawaii International Conference on System Science (HICSS) 4-7 Jan 2012*, Springer, Germany. doi:[10.1109/HICSS.2012.66](https://doi.org/10.1109/HICSS.2012.66)
- Wang, E. T. G., & Jiang, J. J. (2011). User advocacy and information system project performance. *International Journal of Project Management*, 29(2), 146–154.
- Ward, K. (2012). *Personality style at work: The secret to working with (almost) anyone*. Farnham: Gower.
- Watson, W. E., Johnson, L., & Zgourides, G. D. (2002). The influence of ethnic diversity on leadership, group process, and performance: An examination of learning teams. *International Journal of Intercultural Relations*, 26(1), 1–16.
- Weeden, M. R. (2012). Ethics and on-line research methodology. *Journal of Social Work Values and Ethics*, 9(1), 40–51.
- Weimar, E. (2013). The influence of teamwork quality on software development team performance. Master Thesis in Communication and Information Sciences. Tilburg University, Warandelaan 2, 5037 AB Tilburg, Netherlands. 68 (unpublished).
- Weimar, E., Nugroho, A., Visser, J. M. W., & Plaat, A. (2013). Towards high performance software teamwork. In S. Moda (Ed.), *EASE '13 Proceedings of the 17th international conference on evaluation and assessment in software engineering. EASE '13, Porto de Galinhas, Brazil, April 14–16, 2013*, Springer, Germany (pp. 212–215).
- Weinberg, S. L., & Abramowitz, S. K. (2016). *Statistics using IBM SPSS: An integrative approach* (3rd ed.). Cambridge: Cambridge University Press.
- Winter, P., & Cahusac, P. (2014). *Starting out in statistics: An introduction for students of human health, disease, and Psychology*. Hoboken, NJ: John Wiley & Sons.

- Woodman, R. W., Sawyer, J. E., & Griffin, R. W. (1993). Toward a theory of organizational creativity. *Academy of Management Review*, 18(2), 293–321.
- Woodman, T., Barlow, M., Bandura, C. T., MacGregor, A. L. (2013). Not all risks are equal: The risk taking inventory for high-risk sports. *Journal of Sport and Exercise Psychology*, 35(5), 479–492. doi:[10.1123/jsep.35.5.479](https://doi.org/10.1123/jsep.35.5.479)
- Yee, W. F., Pink, L. S., & Sern, M. L. C. (2014). The effect of a psychological climate for creativity on job satisfaction and work performance. *International Journal of Economics and Management*, 8, 97–116.
- Yeh, Y.-C. (2012). *The effects of contextual characteristics on team creativity: Positive, negative, or still undecided*. Working Paper No 38. Centre for East and South-East Asian Studies.
- Yilmaz, M., O'Connor, R., & Clarke, P. (2015). Software development roles: A multi-project empirical investigation. *ACM SIGSOFT Software Engineering Notes*, 40(1), 1–5.
- Zarzu, C., Scarlat, C., & Falcioğlu, P. (2013). Team composition and team performance: Achieving higher quality results in an international higher education environment. Management, Knowledge And Learning-International Conference, Croatia.
- Zhang, X., Gloor, P. A., & Grippa, F. (2013). Measuring creative performance of teams through dynamic semantic social network analysis. *International Journal of Organisational Design and Engineering*, 3(2), 165–184.
- Zheng, W. (2010). A social capital perspective of innovation from individuals to nations: Where is the empirical literature directing us? *International Journal of Management Reviews*, 12, 151–183.
- Zhou, Q., Hirst, G., & Shipton, H. (2011). Promoting creativity at work: The role of problem-solving demand. *Applied Psychology*, 61(1), 56–80. doi: [10.1111/j.1464-0597.2011.00455.x](https://doi.org/10.1111/j.1464-0597.2011.00455.x)
- Zikmund, W. G., Babin, B. J., Carr, J. C., & Griffin, M. (2013). *Business research methods*. Canada: Cengage Learning.
- Zubair, A., & Kamal, A. (2015). Work related flow, psychological capital, and creativity among employees of software houses. *Psychological Studies*, 60(3), 321–331.