

Reference

- Al Haadir, S., & Panuwatwanich, K. (2011). Critical success factors for safety program implementation among construction companies in Saudi Arabia. *Procedia engineering*, 14, 148-155.
- Al-Aubaidy, N. A., Caldas, C. H., & Mulva, S. P. (2019). Assessment of underreporting factors on construction safety incidents in US construction projects. *International Journal of Construction Management*, 1-18.
- Alkhalaf, A. H. (2016). Identifying employee engagement factors in the oil and energy industry in Saudi Arabia.
- Allam, Z., & Shaik, A. (2020). A study on quality of work life amongst employees working in the Kingdom of Saudi Arabia. *Management Science Letters*, 10(6), 1287-1294.
- Basahel, A. M. (2021). Safety leadership, safety attitudes, safety knowledge and motivation toward safety-related behaviors in electrical substation construction projects. *International journal of environmental research and public health*, 18(8), 4196.
- Betts, M., Robinson, G., Burton, C., Leonard, J., & Shards, A. (2013). Global construction 2025 executive summary. London: *Oxford Economics & Global Construction Perspectives*.
- Edmonds, W.A. and Kennedy, T.D., (2016). *An applied guide to research designs: Quantitative, qualitative, and mixed methods*. Sage Publications.
- Eldor, L., & Harpaz, I. (2016). A process model of employee engagement: The learning climate and its relationship with extra-role performance behaviors. *Journal of Organizational Behavior*, 37(2), 213-235.
- Farrukh, M., Kalimuthuan, R., & Farrukh, S. (2019). Impact of job satisfaction and mutual trust on employee loyalty in Saudi hospitality industry: A mediating analysis of leader support. *Int. J. Bus. Psychol*, 1, 30-52.

- Fortunato III, B. R., Hallowell, M. R., Behm, M., & Dewlaney, K. (2012). Identification of safety risks for high-performance sustainable construction projects. *Journal of Construction Engineering and Management*, 138(4), 499-508.
- Gregory, R. and Muntermann, J., (2011). Theorizing in design science research: inductive versus deductive approaches.
- Karakhan, A. A., & Gambatese, J. A. (2017). Identification, quantification, and classification of potential safety risk for sustainable construction in the United States. *Journal of Construction Engineering and Management*, 143(7), 04017018.
- Lowe, G. (2012). How employee engagement matters for hospital performance. *Healthcare quarterly*, 15(2), 29-39.
- Matta, C. (2015). Interpretivism and Causal Explanations: A Case from Educational Research. *Philosophy of the social sciences*, 45(6), 543-567.
- Mosly, I. (2015). Safety performance in the construction industry of Saudi Arabia. *International Journal of Construction Engineering and Management*, 4(6), 238-247.
- Muñoz-La Rivera, F., Mora-Serrano, J., Valero, I., & Oñate, E. (2021). Methodological-technological framework for Construction 4.0. *Archives of Computational Methods in Engineering*, 28(2), 689-711.
- Nguyen, T. H. N., & Kretschmann, J. (2013). *The risk management system in German hard coal companies and the transference to Southeast Asia* (Doctoral dissertation, Hochschulbibliothek der Rheinisch-Westfälischen Technischen Hochschule Aachen).
- Nichols, T. W., & Erakovich, R. (2013). Authentic leadership and implicit theory: a normative form of leadership?. *Leadership & Organization Development Journal*.
- Osborne, S., & Hammoud, M. S. (2017). Effective employee engagement in the workplace. *International Journal of Applied Management and Technology*, 16(1), 4.

- Panuwatwanich, K., Al-Haadir, S., & Stewart, R. A. (2017). Influence of safety motivation and climate on safety behaviour and outcomes: evidence from the Saudi Arabian construction industry. *International journal of occupational safety and ergonomics*, 23(1), 60-75.
- Panuwatwanich, K., Al-Haadir, S., & Stewart, R. A. (2017). Influence of safety motivation and climate on safety behaviour and outcomes: evidence from the Saudi Arabian construction industry. *International journal of occupational safety and ergonomics*, 23(1), 60-75.
- Rivera, M. L., Mora-Serrano, J., & Oñate, E. (2021). Factors influencing safety on construction projects (fSCPs): types and categories. *International journal of environmental research and public health*, 18(20), 10884.
- Soiferman, L.K., (2010). Compare and Contrast Inductive and Deductive Research Approaches. *Online Submission*.
- Souba, W. W. (2011). Philosophy, Ethics, and Humanities in Medicine. *Philosophy, Ethics, and Humanities in Medicine*, 6, 5.
- Sousa, V., Almeida, N. M., & Dias, L. A. (2014). Risk-based management of occupational safety and health in the construction industry–Part 1: Background knowledge. *Safety science*, 66, 75-86.
- Sweis, R. J., Al-Mansour, A., Tarawneh, M., & Al-Dweik, G. (2013). The impact of total quality management practices on employee empowerment in the healthcare sector in Saudi Arabia: a study of King Khalid Hospital. *International Journal of Productivity and Quality Management*, 12(3), 271-286.