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Therefore, this research study attempts to build a conceptual framework to uncover the relationship between students' choice of specialization in Human Resources Management (HRM) and the factors

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The scope of rewards and determining success criteria are really limited; presumably due to limited thinking about them. Nowadays, in the financial arena, there is a growing trend toward giving employees a choice among several forms of financial rewards. In fact, organizations need to develop multiple ladders to consider promotion and rewards.

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