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| By adding this to monetary incentive, small and mid-size companies can increase employee satisfaction by offering “ trust, friendly nature, compliance , not only this, but also testing their ability by giving tough work and also showing personal evolution”.(Archambeault et al.., 2009,para. 3). |



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| Archambeault et al..(2009) noted in Table 2 ,” open communication with co-workers and clear mindset are as effective in job satisfaction than salary satisfaction”.(para, 8). |



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| **Reference** 1 |