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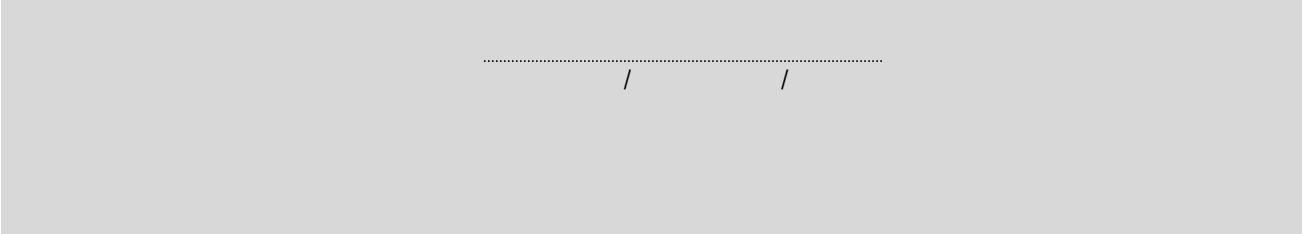
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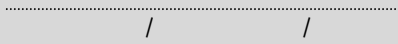
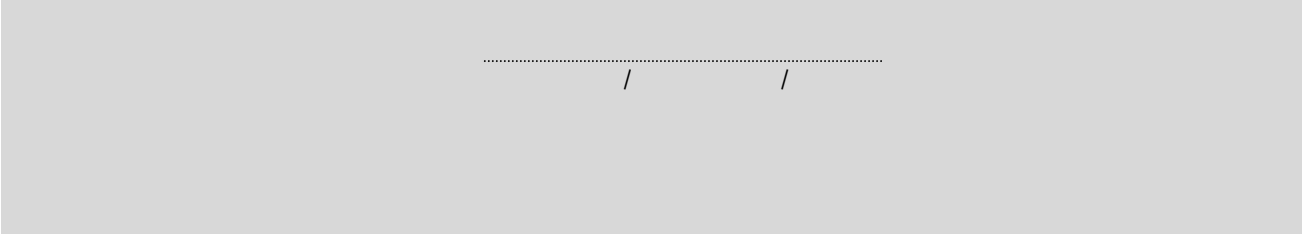
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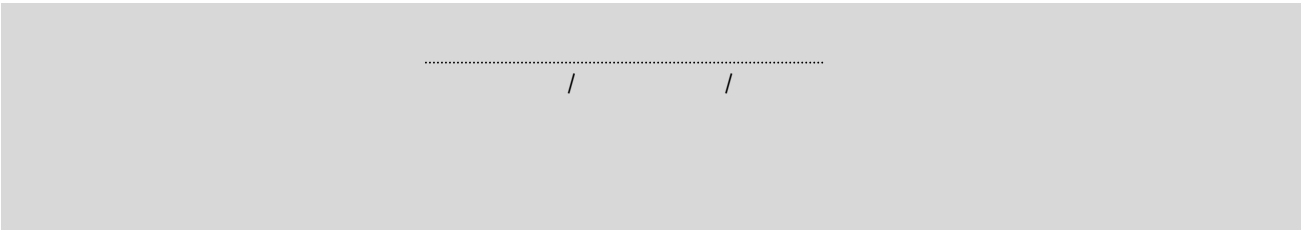
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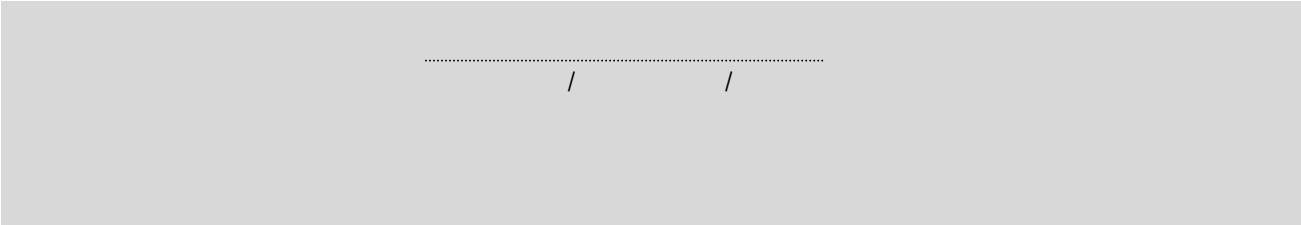
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$$V_j = f\left(\sum I_{kk} V_k\right) \quad V_j \quad F_1 = f \sum (E_{ij} \cdot V_j)$$

(porter & Lawler 1986)

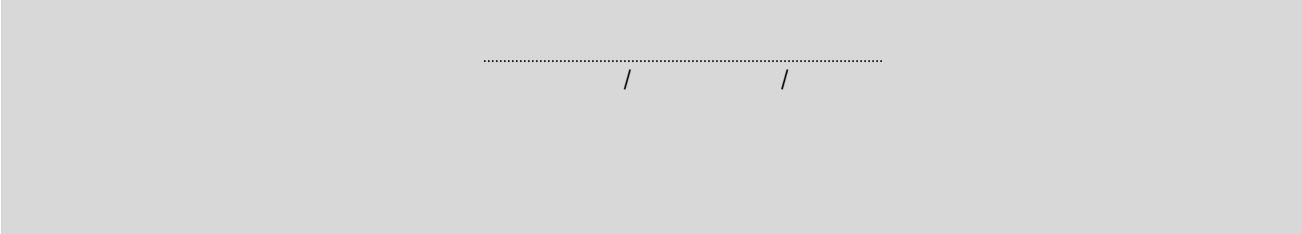
(Camel & Pritchard 1976)

$$* \left(\begin{matrix} * & * & * & * \\ =f (& & &) \end{matrix} \right)$$



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$=F_i$

$=E_{ij}$

$=V_j$

$=I_{jk}$

$=V_k$

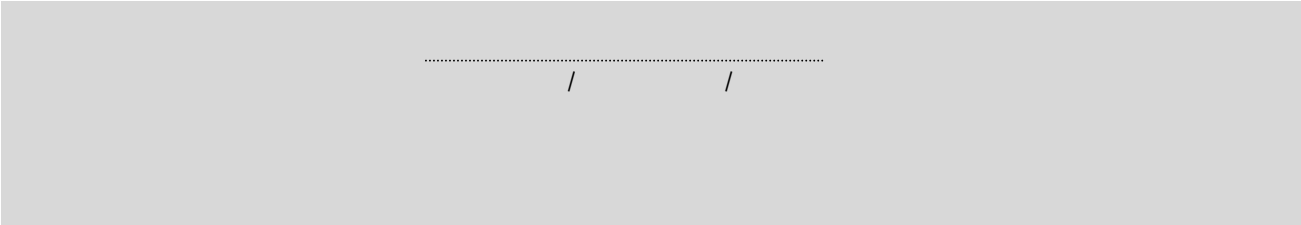
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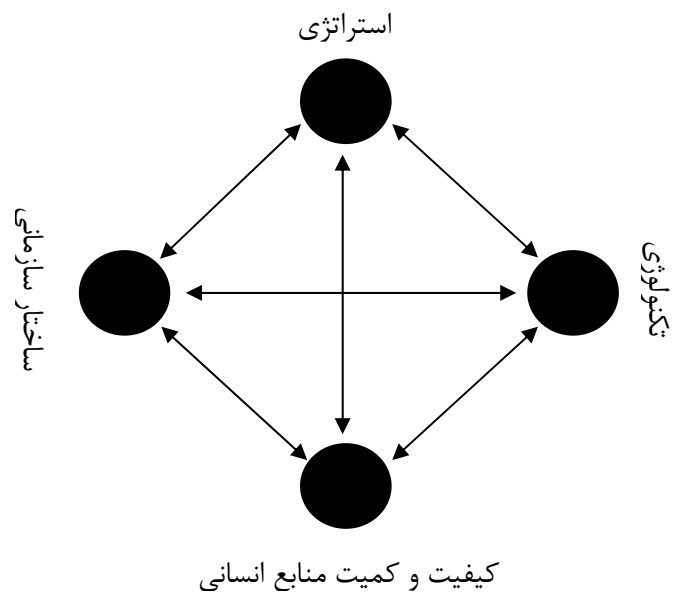
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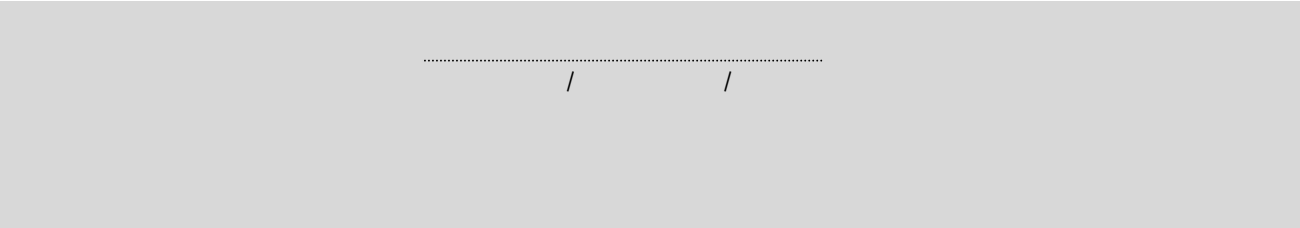


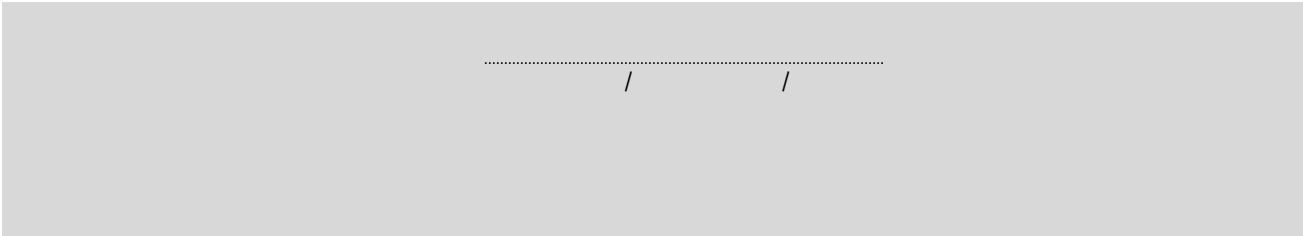
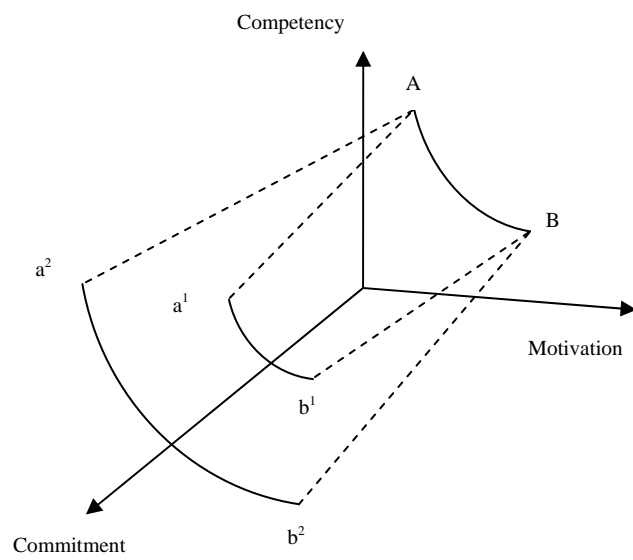
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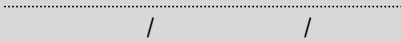
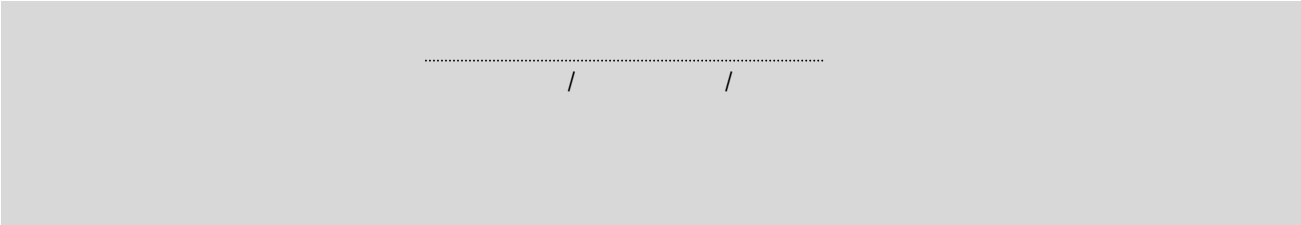
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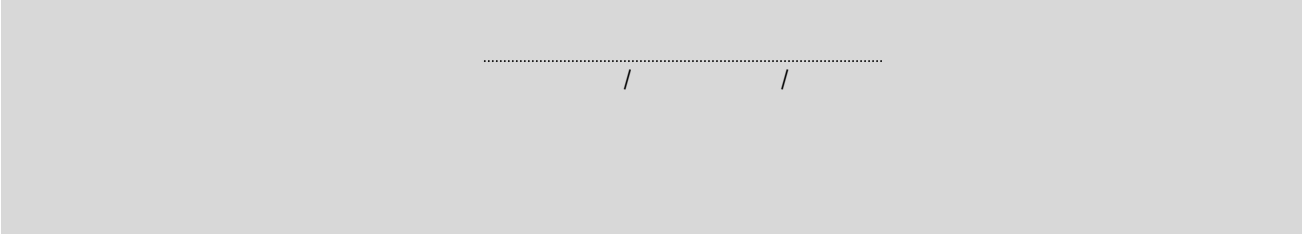
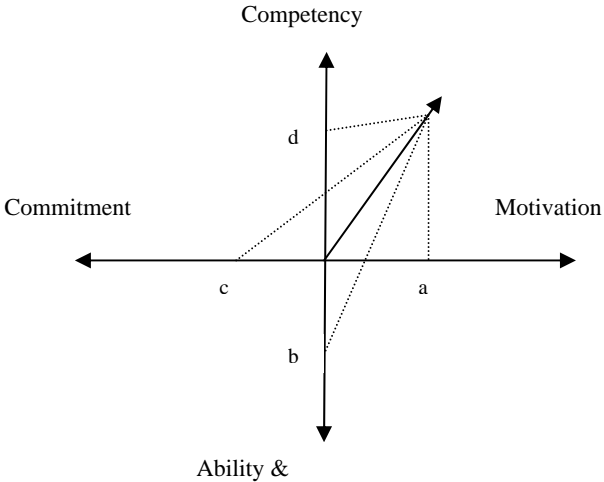


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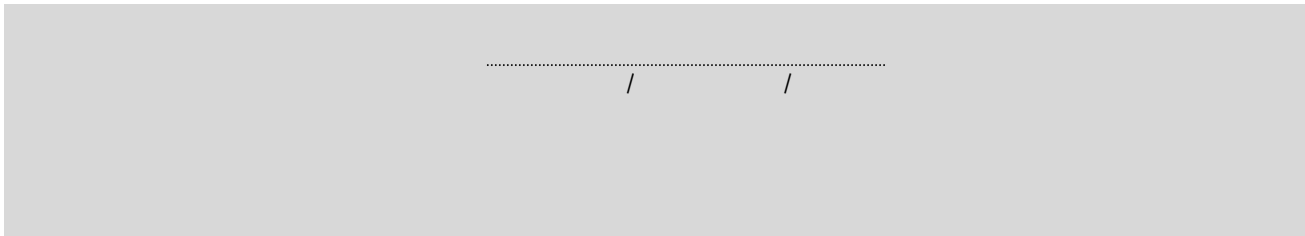
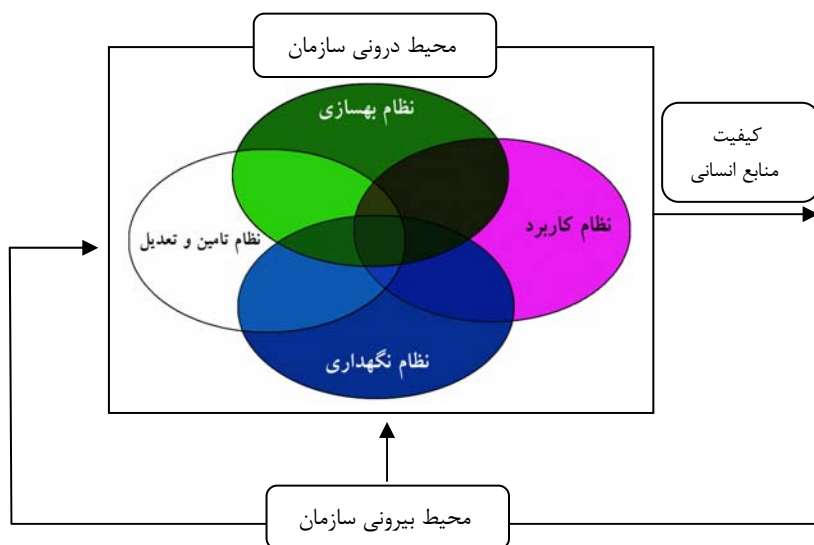
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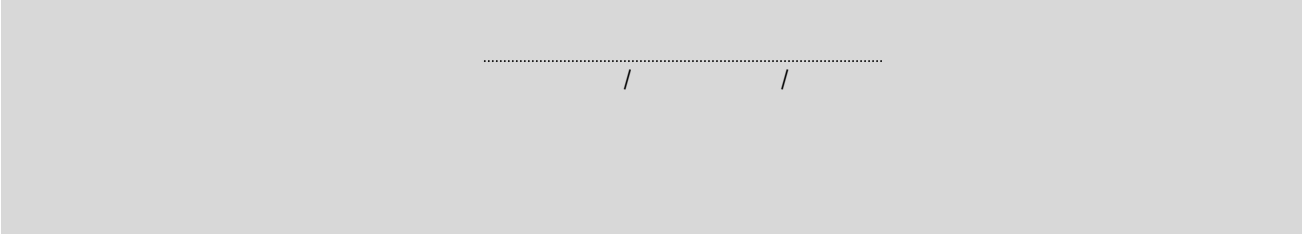
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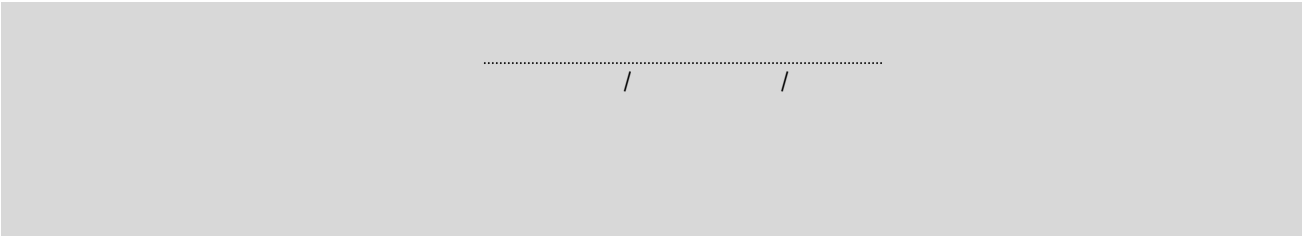
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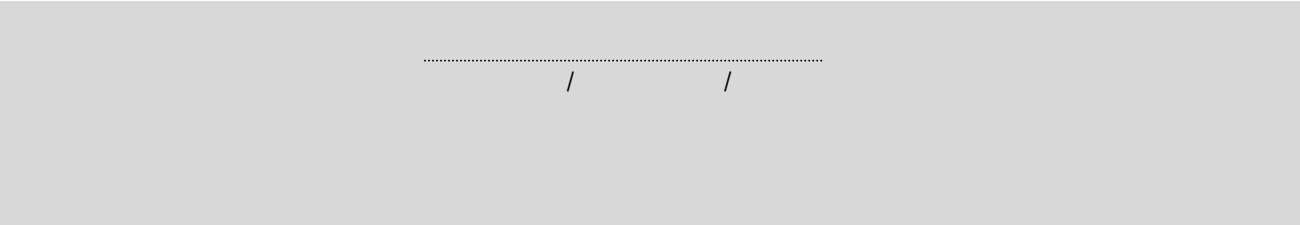
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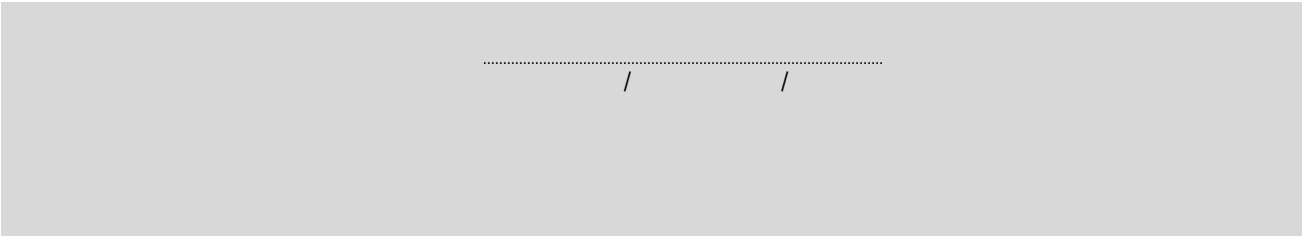
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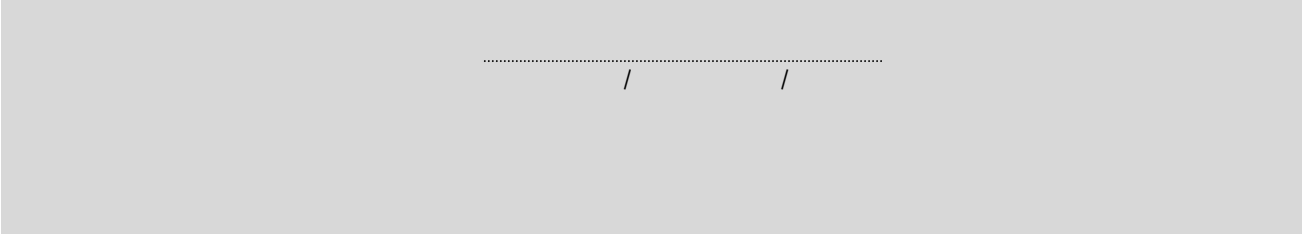
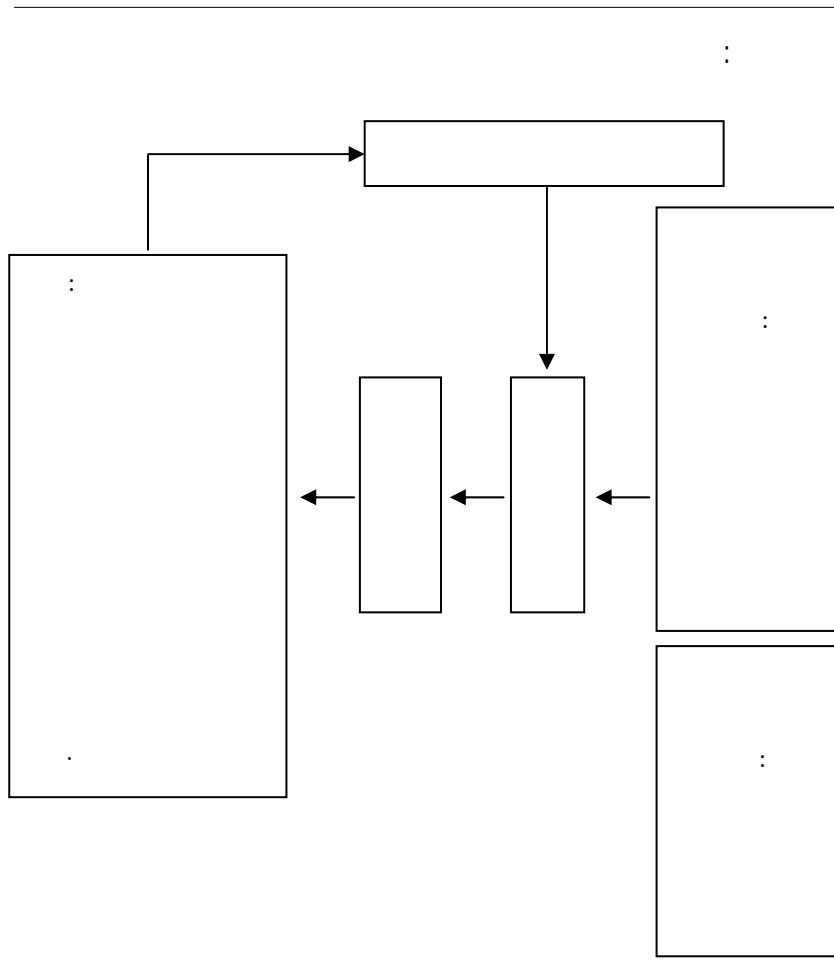
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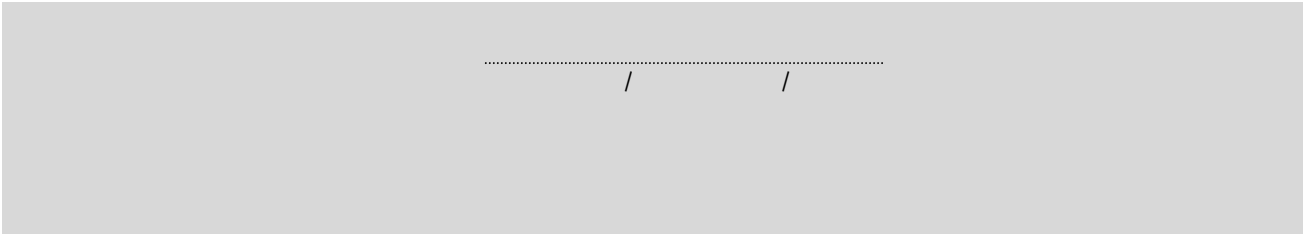
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- 9) secretan, L . H. K. Managerla L Moxie. (1993). The & proven steps to Enipowerlng Employees emd supercharging your Conlpany. Prima publshlng.
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- ¹ predict the future
 - ² Create the future
 - ³ New Reality
 - ⁴ Dynamic Stability
 - ⁵ paradigm
 - ⁶ paradigm
 - ⁷ Frame of references
 - ⁸ Mental Model
 - ⁹ Vroom



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- 10 Role perception
 - 11 Role expectation
 - 12 Required ability
 - 13 Adequate Motivation
 - 14 Intended action translated in the behavior
 - 15 outcome, Impact
 - 16 E- Business
 - 17 E- Commerc
 - 18 E- Marketing
 - 19 E- Government
 - 20 E-World
 - 21 Human Resource Development
 - 22 Talent
 - 23 competency
 - 24 commitment
 - 25 Subsystem
 - 26 output
 - 27 outcome
 - 28 Knowledge Worker
 - 29 Job rotation