Towards Small Business Excellence: The Role of Talent Management, Organizational Culture and Synergized Innovative Climate, Synergized Innovative Climate

Title	Towards Small Business Excellence: The Role of Talent Management, Organizational Culture and Synergized Innovative Climate, Synergized Innovative Climate
Abstract	
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Journal Name	Advance, 2021
Publish Year	2021
Citation	(not set)
Url	https://scholar.google.com/scholar?q=+intitle:"Towards Small Business Excellence: The Role of Talent Management, Organizational Culture and Synergized Innovative Climate, Synergized Innovative Climate"
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