$\frac{ \text{UNDERSTANDING THE RELATIONSHIP BETWEEN UNION INSTRUMENTALITY}{ \text{AND UNION COMMITMENT}}$

Title	UNDERSTANDING THE RELATIONSHIP BETWEEN UNION INSTRUMENTALITY AND UNION COMMITMENT
Abstract	
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Journal Name	3RD INTERNATIONAL BLACK SEA MODERN SCIENTIFIC RESEARCH CONGRESS, 2023
Publish Year	2023
Citation	(not set)
Url	https://scholar.google.com/scholar?q=+intitle:"UNDERSTANDING THE RELATIONSHIP BETWEEN UNION INSTRUMENTALITY AND UNION COMMITMENT"
Author	Dr ADE IRMA ANGGRAENI, M.Si