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		<i>performed. The findings stipulate that employee satisfaction is influenced by internal product, collaborative culture and organisational structure. Therefore, meaningful training and development coupled with coaching support, ensuring the right fit between the employee's skills, personality and the job, clearly defined KPIs and the inclusion of career advancement plans, are necessary to enhance employee commitment to their employer. Finally, management should consider a clan type culture which encourages teamwork and involvement and decentralised organisational structures that promote integration between departments.</i>			
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