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The basic theory of this research is the Herzberg's two factor theory, concretely motivational and hygienic factors. Another goal is to see

which of the two factors of Herzberg theory have more impact in raising the productivity of the employees in the retail industry.

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Herzberg's Two-Factor Theory 3 Herzberg published the two-factor theory of work motivation in 1959. The theory was highly controversial at the time it was published, claims to be the most replicated study in this area, and provided the foundation for numerous other theories and frameworks in human resource development (Herzberg, 1987).

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