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## Publications

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### **The Effect of The Non-Physical Work Environment and Job Insecurity on The Performance of Outsourcing Employee Business Support Through The Motivation as Intervening Variable at Pt. Telekomunikasi Selular Branch Medan**

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Buku referensi

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## **Pengembangan Ekowisata Mangrove dan Perencanaan Minapolitan Tahan Bencana di Kabupaten Serdang Bedagai Provsu**

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