

LITERATURE REVIEW

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|-------------------------|------|------|-------|
| Rewards and Recognition | 3.52 | 0.82 | 0.541 |
|-------------------------|------|------|-------|

Table 1.2 [Caption]

| Predictor Variable | B | SE | β | t |
|--------------------------|------|------|---------|------|
| Training and Development | 0.42 | 0.08 | 0.45 | 5.25 |
| Rewards and Recognition | 0.25 | 0.07 | 0.30 | 3.57 |
| Performance Appraisal | 0.19 | 0.09 | 0.21 | 2.11 |

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Optimising HRM for Job Satisfaction in Public Libraries

STATEMENTS AND DECLERATIONS

Supplementary Materials:

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XXXXXXXXXX.

Commented [M8]: If additional materials such as tables, diagrams, or appendices exist, they should be specified here.

Author Contributions:

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XXXXXXXXXX.

Commented [M9]: If multiple authors contributed, their specific roles should be acknowledged.

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Data Availability Statements: If data supports the study in this chapter, specify how it can be accessed.

Commented [M11]: Authors must declare any conflict of interest related to the publication of the chapter. E.g., "The author declares no conflict of interest."

CONFLICT OF INTEREST

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