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Conclusion: The UWES Survey Measured CRNAs As Having Average To High Levels Of Workplace Engagement. However, The IWS Survey Results Showed That Michigan CRNA's Experience Job Dissatisfaction. The IWS Survey Driver Components Contributing To CRNA Job Satisfaction Were; Professional Status, Autonom Y And Interactions. 3th, 2024

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(Robbins & Judge, 2015). The Cognitive Element Is An Explanation Or Belief Component, While The Affective Focuses On Emotions And Feelings (Robbins & Judge, 2015). The Behavioral Element Focuses On Meeting An Objective To Behave In A Particular Manner (Robbins & Judge, 2015). 2th, 2024

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