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Title: Training and Intrinsic Motivation in Nonprofit and For-Profit Organizations

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Specifications for highlights:

- Include **3 to 5 highlights**.
- There should be a maximum of 85 characters, including spaces, per highlight.
- Only the core results of the paper should be covered.

We theoretically model hiring, pay, and training in nonprofit and for-profits

We present new empirical evidence of a higher incidence of training in NPs versus FPs

We interpret the new training result and other results in the context of the theory

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