

**Division of labor and coordination, intra-organizational career and salary fairness : study in Estonian university libraries**  
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**Intra-organizational career in Estonian University libraries : a necessity and a possibility?**  
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**Kont, Kate-Riin; Jantson, Signe** International Conference on Education and New Developments 2013 : 1-3 June, Lisbon, Portugal : book of proceedings 2013 / p. 287-291