

**The deterrent effects of punishments for noncompliance and rewards for compliance: a comparison of hospital employees in Japan and the United States**

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Deviant behavior

2016; 37(9):1077-1094

**ARTICLE IDENTIFIERS**

DOI: 10.1080/01639625.2016.1169742

PMID: unavailable

PMCID: not available

**JOURNAL IDENTIFIERS**

LCCN: not available

pISSN: 0163-9625

eISSN: 1521-0456

OCLC ID: 04540788

CONS ID: not available

US National Library of Medicine ID: 8008081

This article was identified from a query of the SafetyLit database.