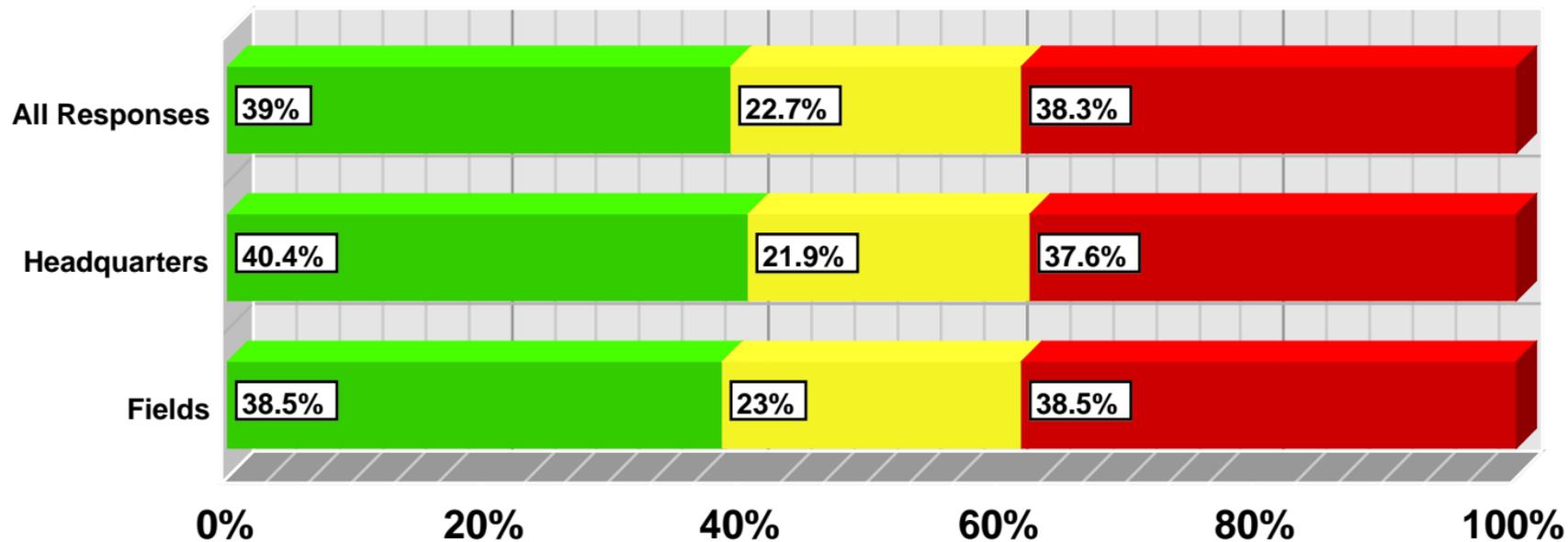


## (21) Employees have a feeling of personal empowerment and ownership of work processes.



■ Positive Responses

■ Neutral Responses

■ Negative Responses