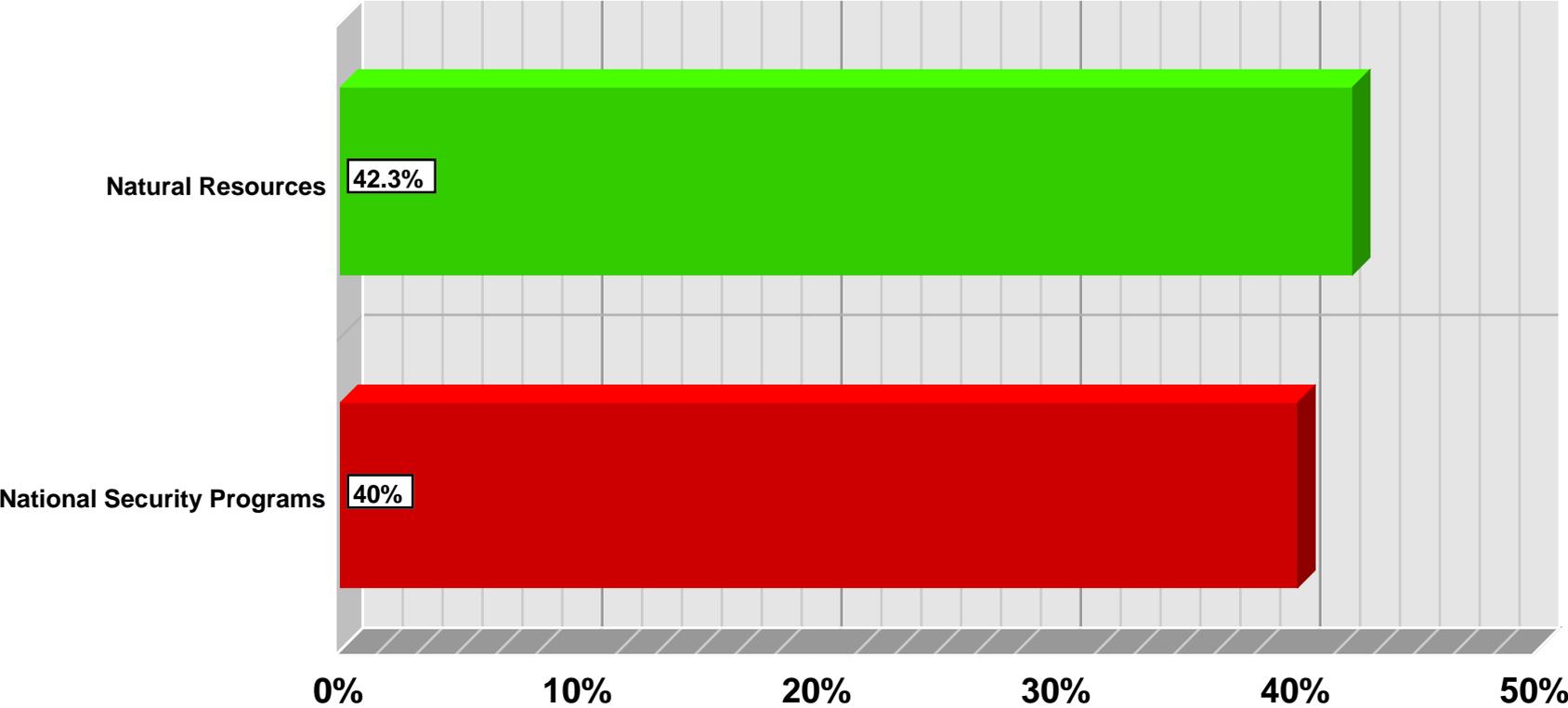


# (21) Employees have a feeling of personal empowerment and ownership of work processes.



■ Significantly High Comparison

■ Neutral Comparison

■ Significantly Low Comparison