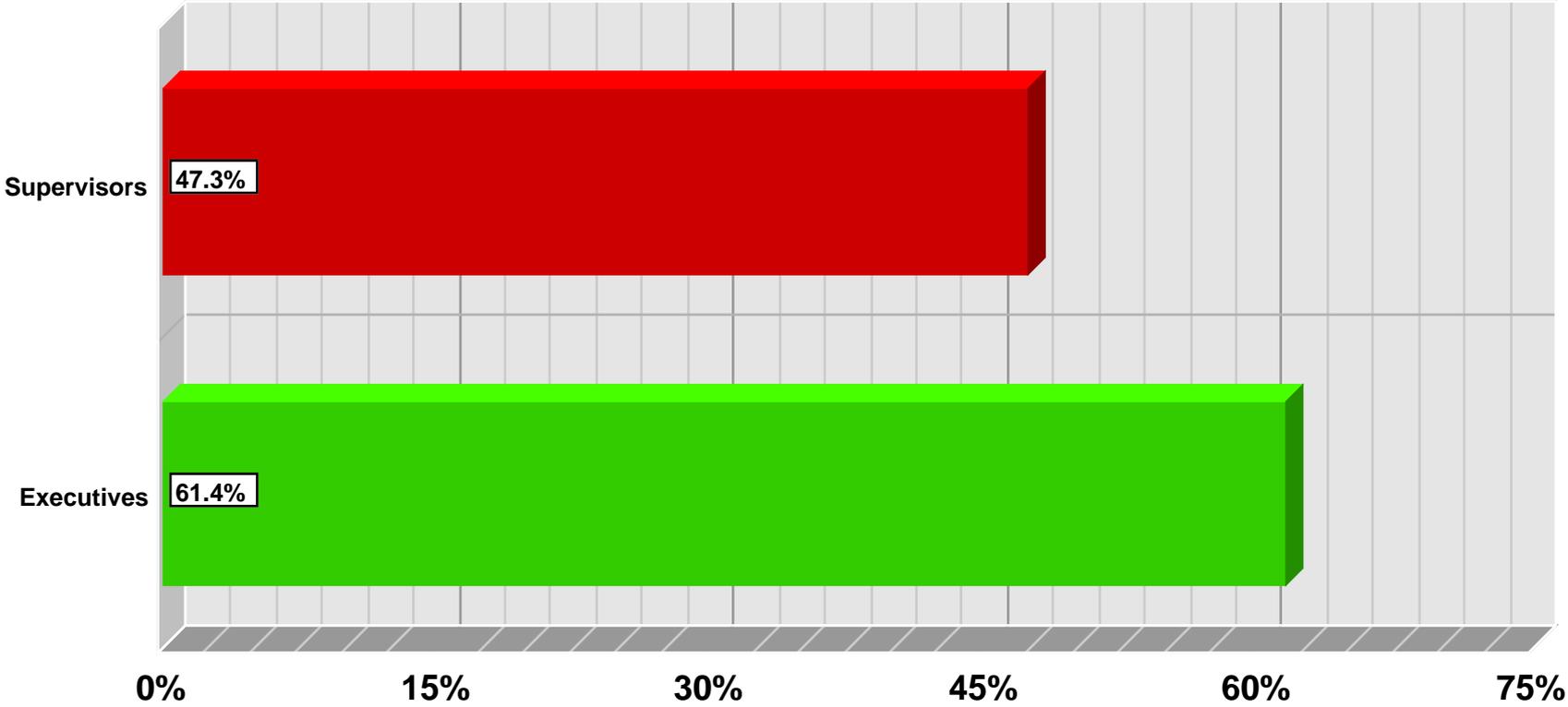


(21) Employees have a feeling of personal empowerment and ownership of work processes.



■ Significantly High Comparison ■ Neutral Comparison ■ Significantly Low Comparison