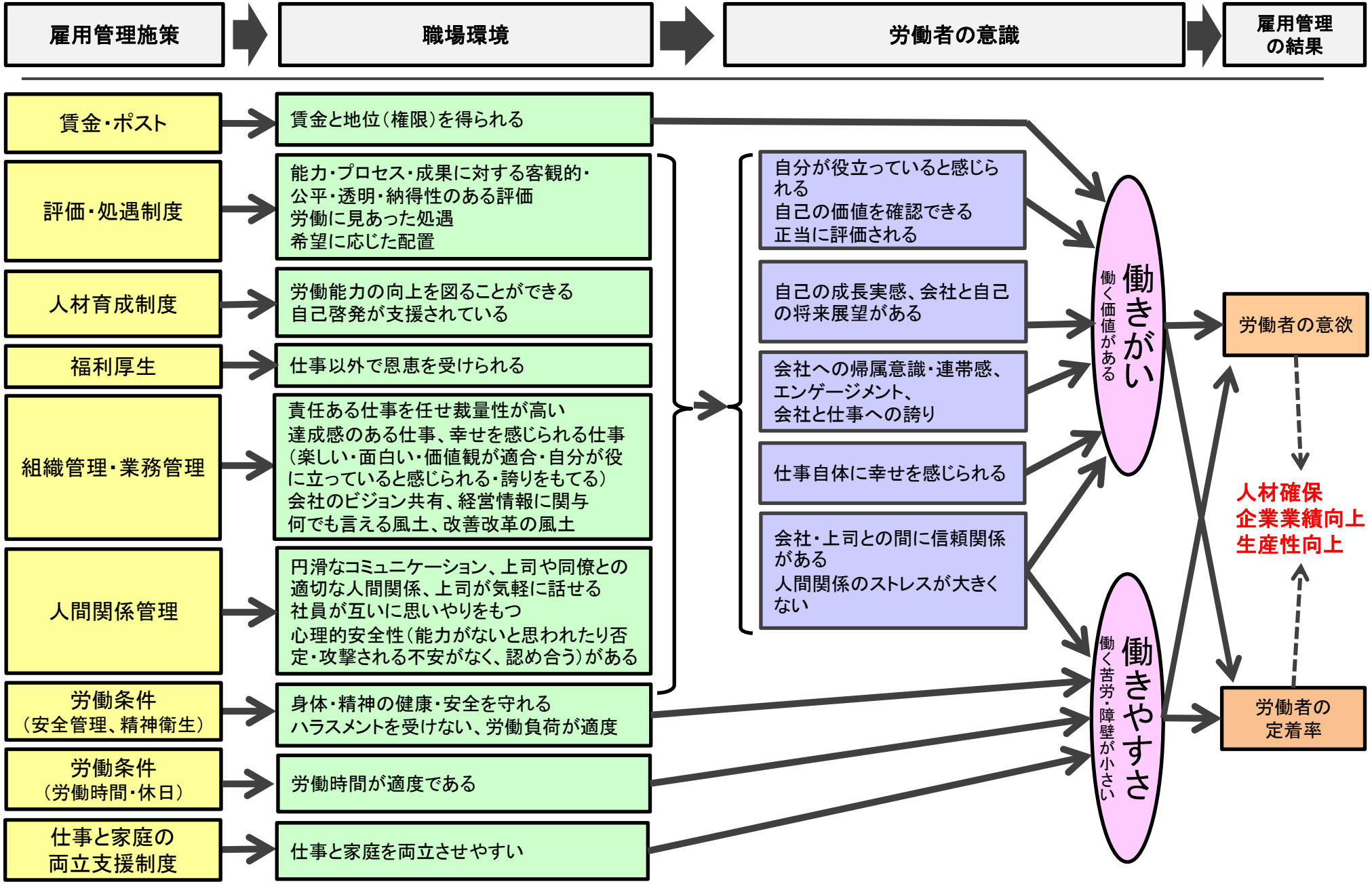働きやすさ・働きがいに関するモデル図