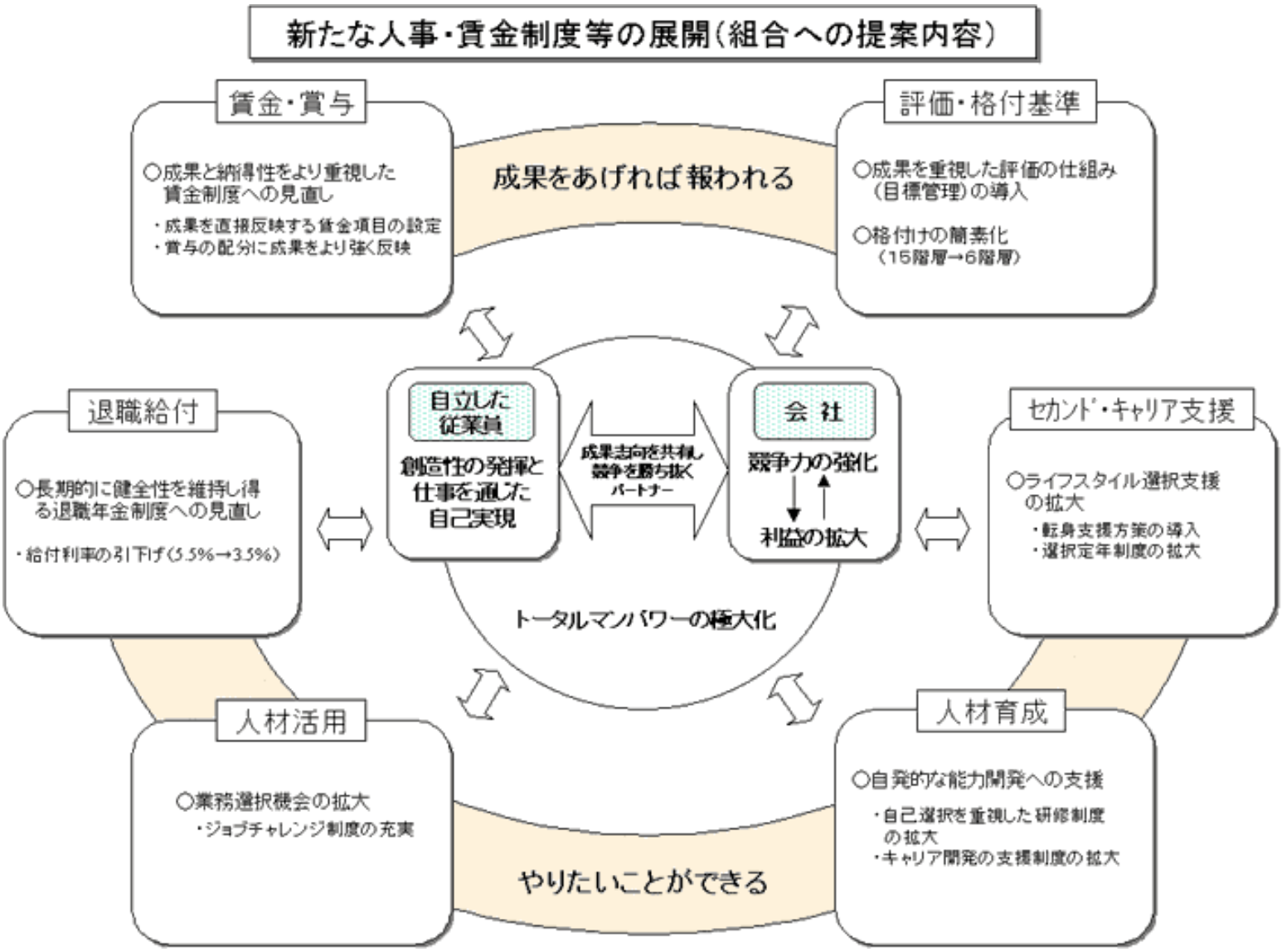新たな人事・賃金制度等の展開