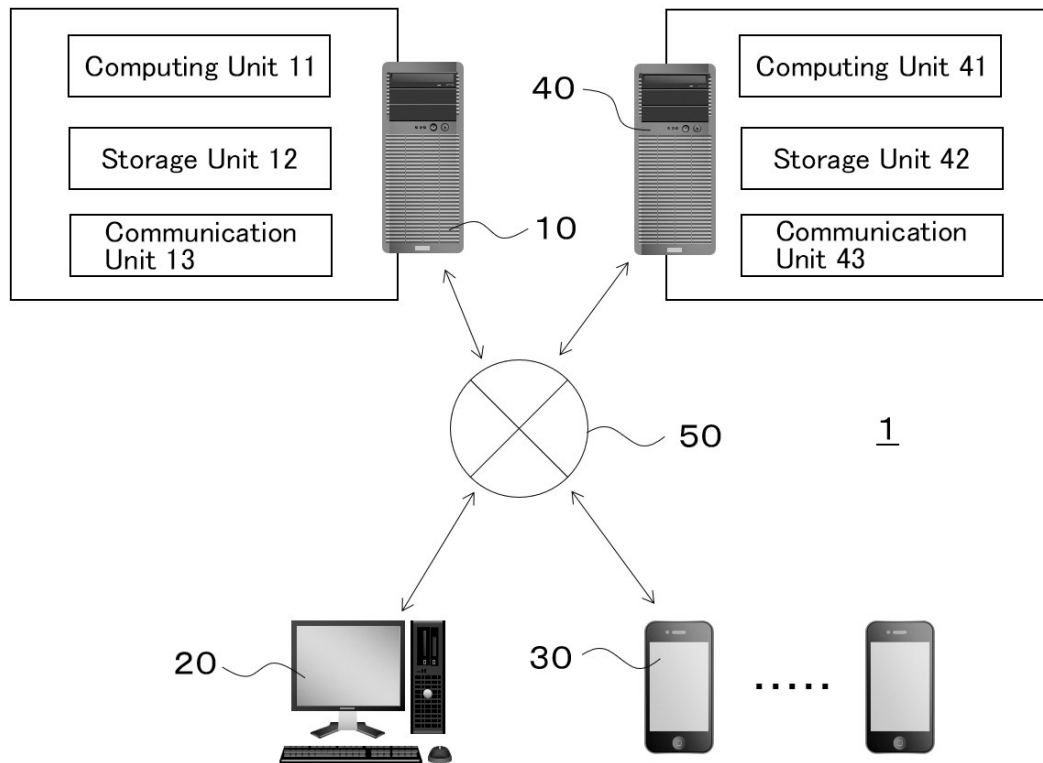
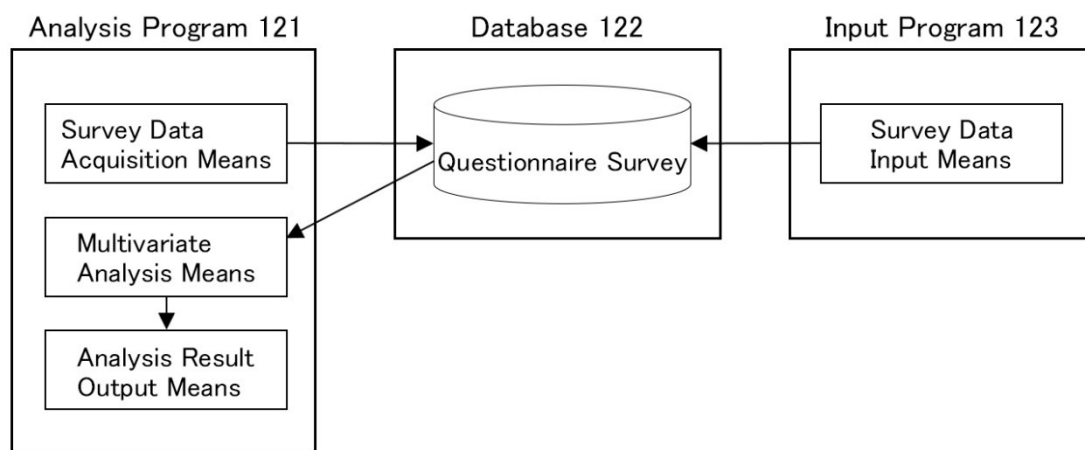


[FIG. 1]



[FIG. 2]



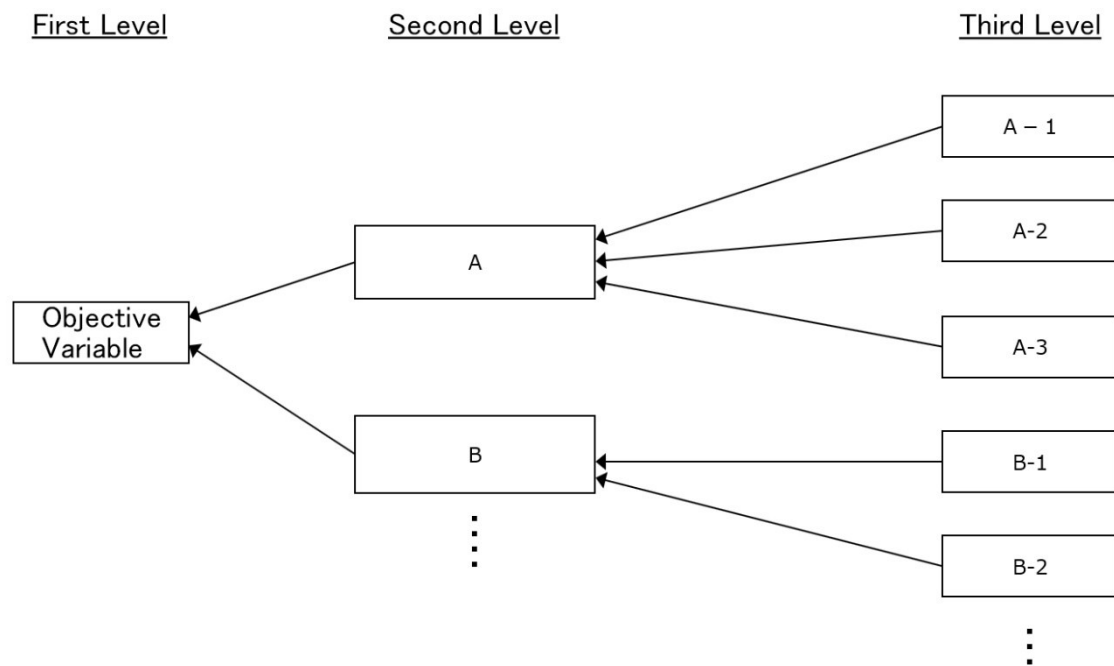
[FIG. 3]

Major Category	Subcategory	Items
First Level Question		Satisfaction Level
		Intention to Remain
Second Level Question	A	Job Content
	B	Work Environment and Systems
	C	Communication with Others
	D	Company Growth Potential and Stability
	E	Career Advancement
	F	Compensation (Cost Performance)
	G	Perceived Fit
		⋮
Third Level Question	A-1	Clarification of Goals
	A-2	Sense of Achievement
	A-3	Contribution
		⋮
	B-1	Clarification of Expectation
	B-2	Exchange of Opinions
	B-3	Work–Life Balance
		⋮

[FIG. 4]

	Lv		Major Category Details	Middle Category Details
1			Questionnaire Description	-
2	Lv1		Satisfaction Level	
3	Lv1		Intention to Remain	
4	Lv2	A	Job Content	
5	Lv3	A-1	Job Content	Clarification of Goals
6	Lv3	A-2	Job Content	Contribution
7	Lv3	A-3	Job Content	⋮
8	Lv2	B	Work Environment and Systems	
9	Lv3	B-1	Work Environment and Systems	Clarification of Expectation
10	Lv3	B-2	Work Environment and Systems	Exchange of Opinions
11	Lv3	B-3	Work Environment and Systems	⋮
12	Lv2	C	Communication with Others	
13	Lv3	C-1	Communication with Others	Mutual Improvement
14	Lv3	C-2	Communication with Others	Excellent Supervisor
15	Lv3	C-3		⋮
16	Lv2	D	Company Growth Potential and Stability	
17	Lv3	D-1	Company Growth Potential and Stability	Status
18	Lv3	D-2	Company Growth Potential and Stability	Competitiveness
19	Lv3	D-3	Company Growth Potential and Stability	⋮
20	Lv2	E	Career Advancement	
21	Lv3	E-1	Career Advancement	Growth
22	Lv3	E-2	Career Advancement	Image
23	Lv3	E-3	Career Advancement	⋮
24	Lv2	F	Compensation (Cost Performance)	
25	Lv2	G	Perceived Fit	

[FIG. 5]



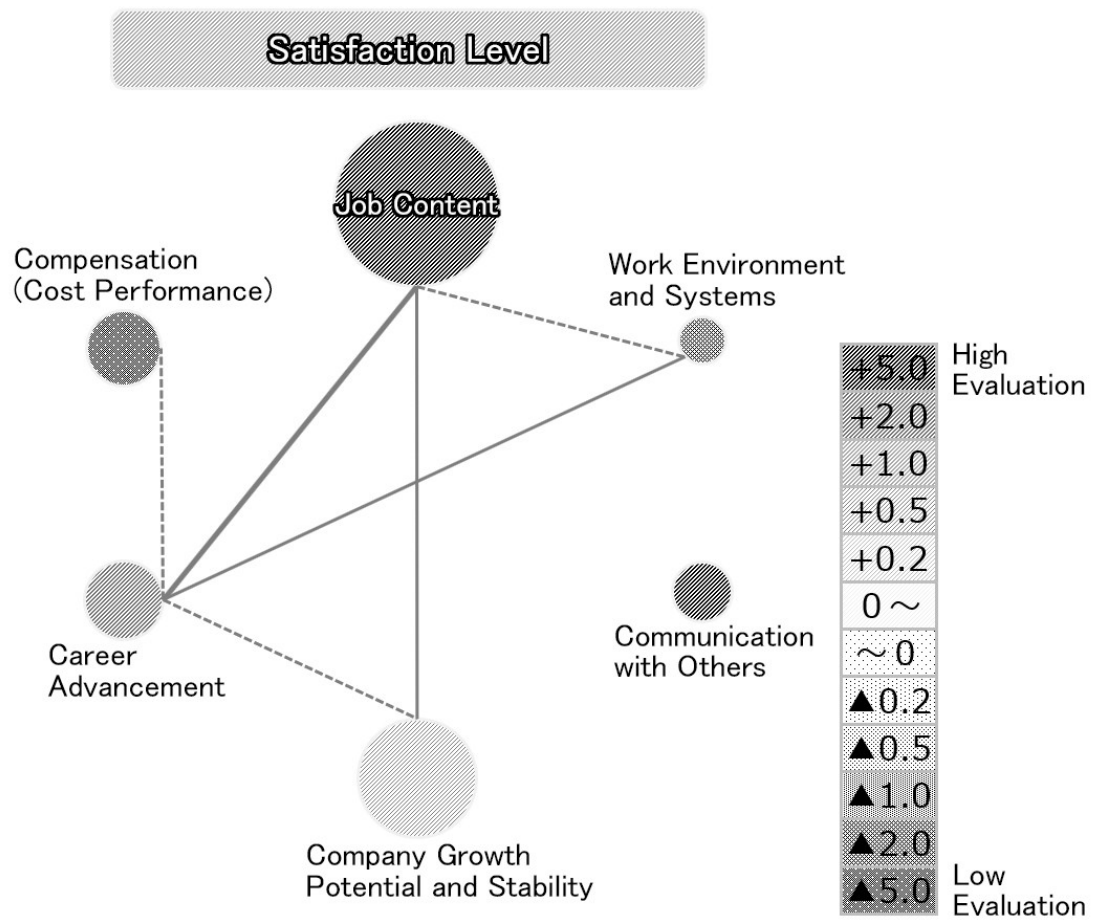
[FIG. 6]

Variable Name	Satisfaction Level	VIF	Evaluation Difference
Job Content	.460**	2.101	9.1
Work Environment and Systems	.084	1.458	-4.2
Communication with Others	-.150*	1.268	10.0
Company Growth Potential and Stability	.268**	1.460	0.4
Career Advancement	.175+	2.306	4.6
Compensation (Cost Performance)	.171*	1.375	-6.6
Determination Coefficient R^2	.703**		

[FIG. 7]

	Job Content	Work Environment and Systems	Communication with Others	Company Growth	Career Advancement	Compensation (Cost Performance)
Job Content	1.000					
Work Environment and Systems	.418 **	1.000				
Communication with Others	.343 **	.314 **	1.000			
Company Growth Potential and Stability	.510 **	.225 +	.288 *	1.000		
Career Advancement	.669 **	.507 **	.290 *	.472 **	1.000	
Compensation (Cost Performance)	.269 *	.362 **	.343 **	.290 *	.437 **	1.000

[FIG. 8]



[FIG. 9]

Variable Name	Intention to Remain	VIF	Evaluation Difference
Job Content	.368**	2.101	9.1
Work Environment and Systems	.058	1.458	-4.2
Communication with Others	-.045	1.268	10.0
Company Growth Potential and Stability	.188*	1.460	0.4
Career Advancement	.280**	2.306	4.6
Compensation (Cost Performance)	.187*	1.375	-6.6
Determination Coefficient R^2	.668**		

[FIG. 10]

