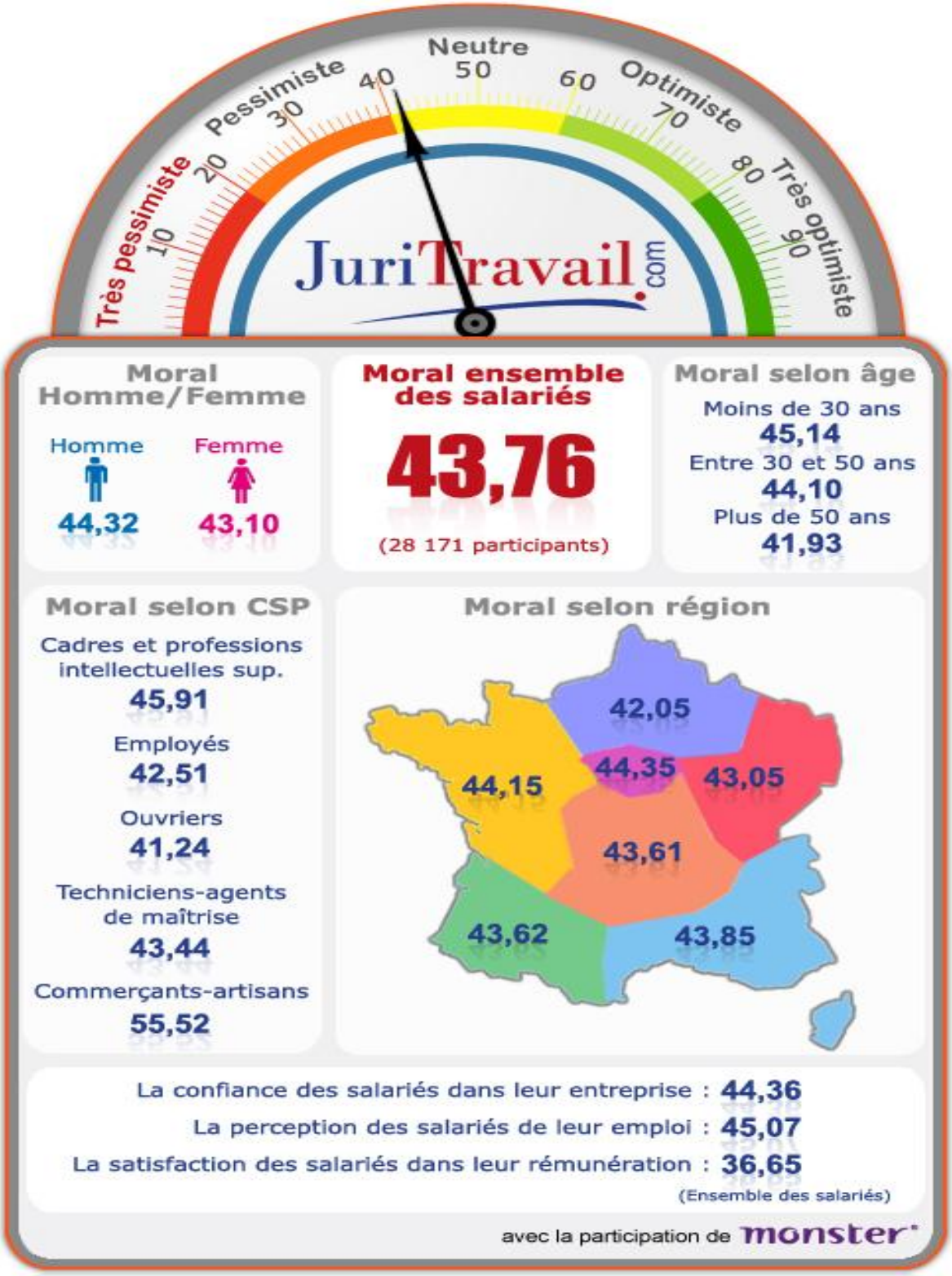Indicateur du Moral des Salariés :