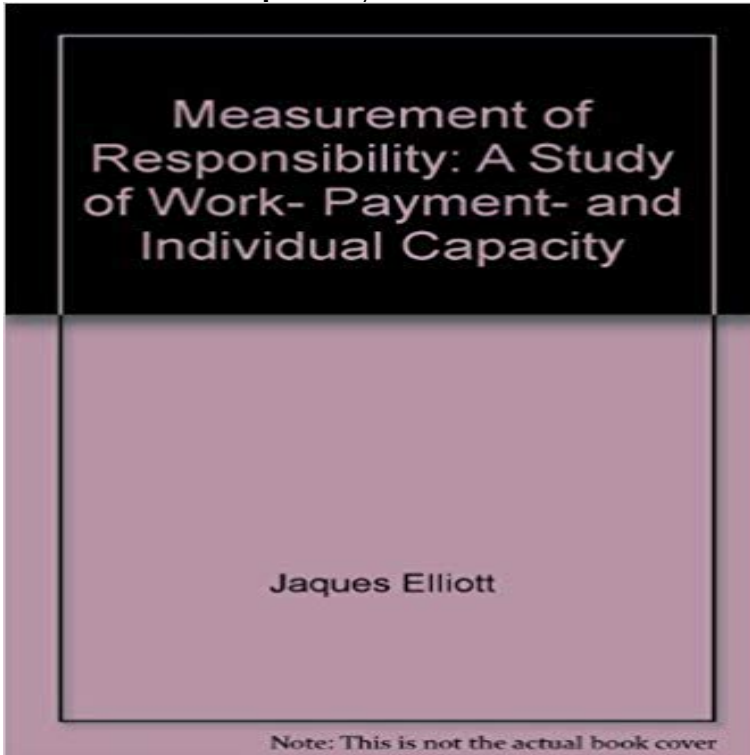


Measurement of responsibility: A study of work, payment, and individual capacity



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