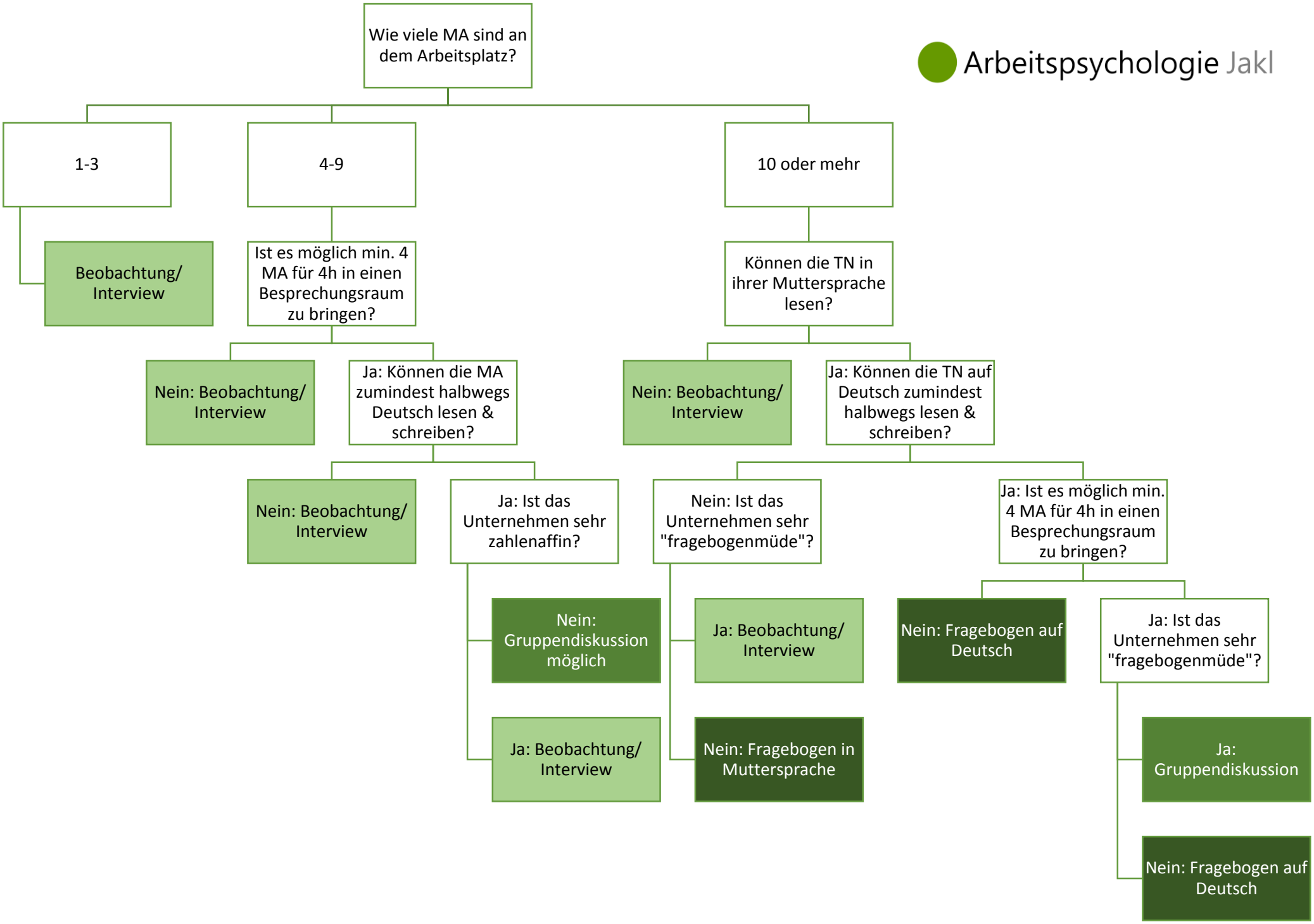Arbeitspsychologie Jakl