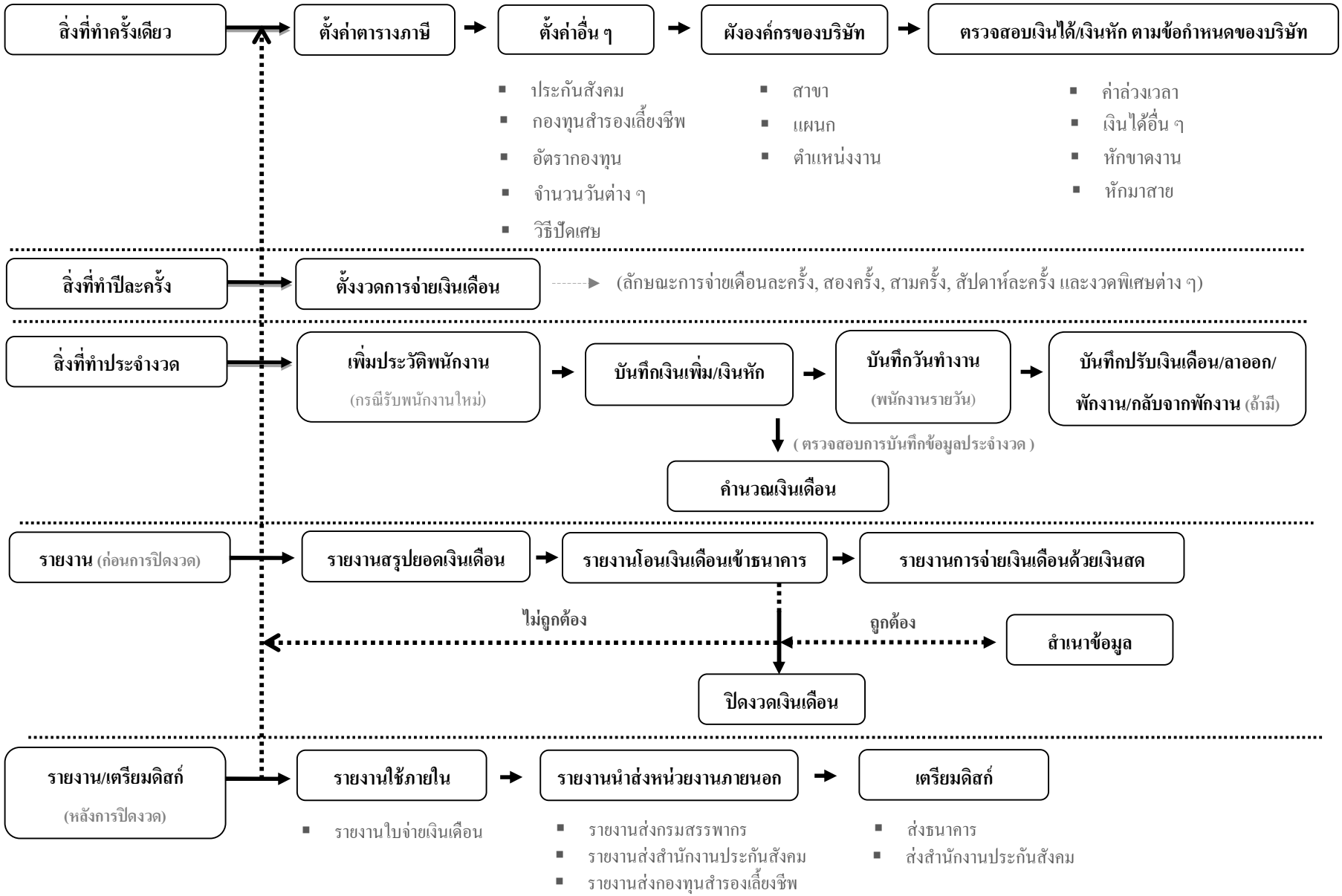โครงสร้างระบบเงินเดือน (Business Plus HRM)