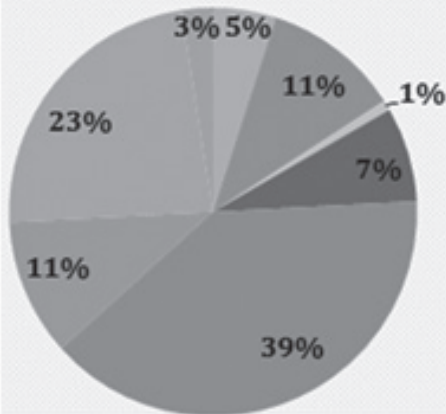**Figure 5. What Are the De-motivational Factors?**