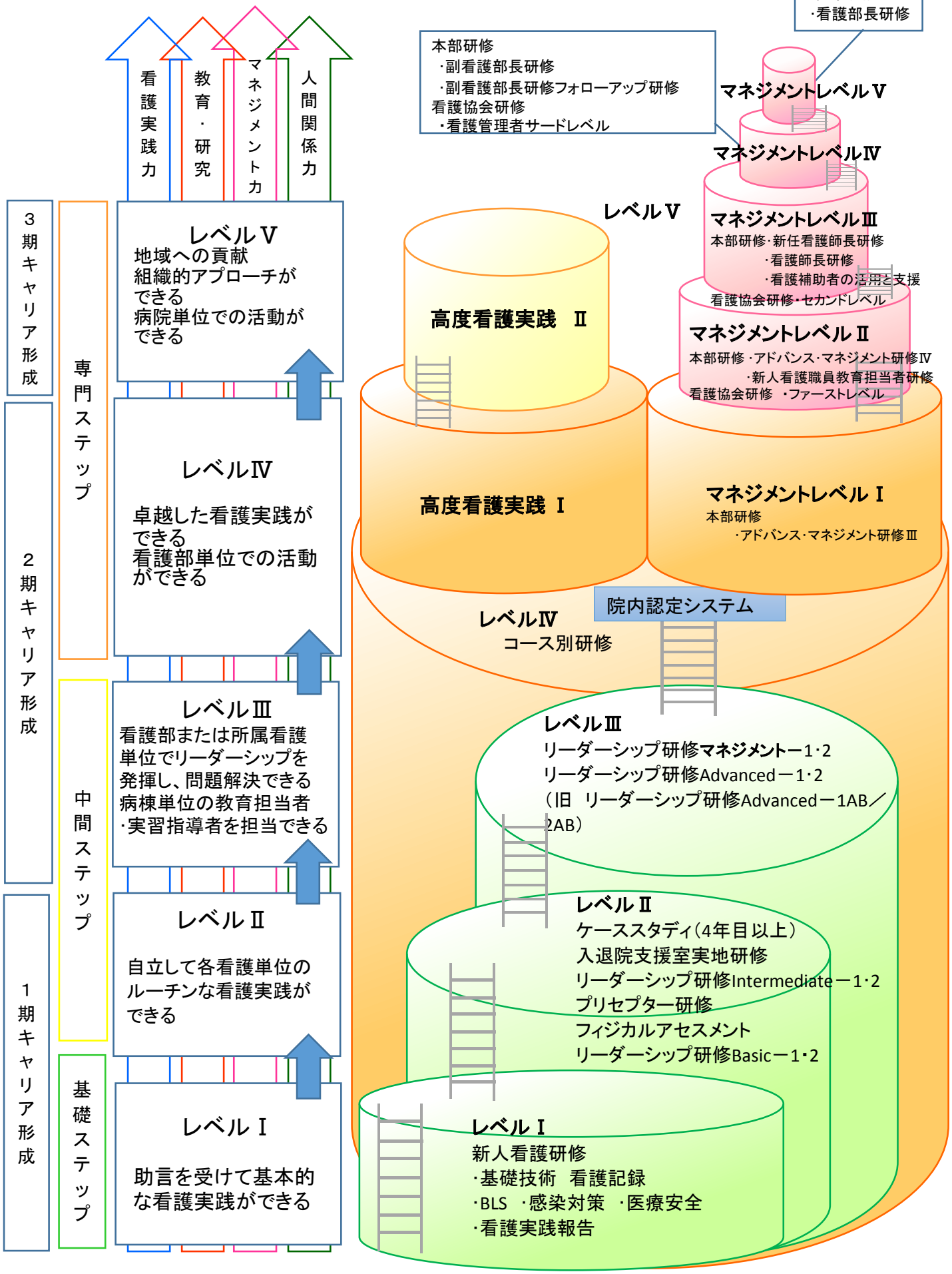山形済生病院　看護部キャリア開発システム図