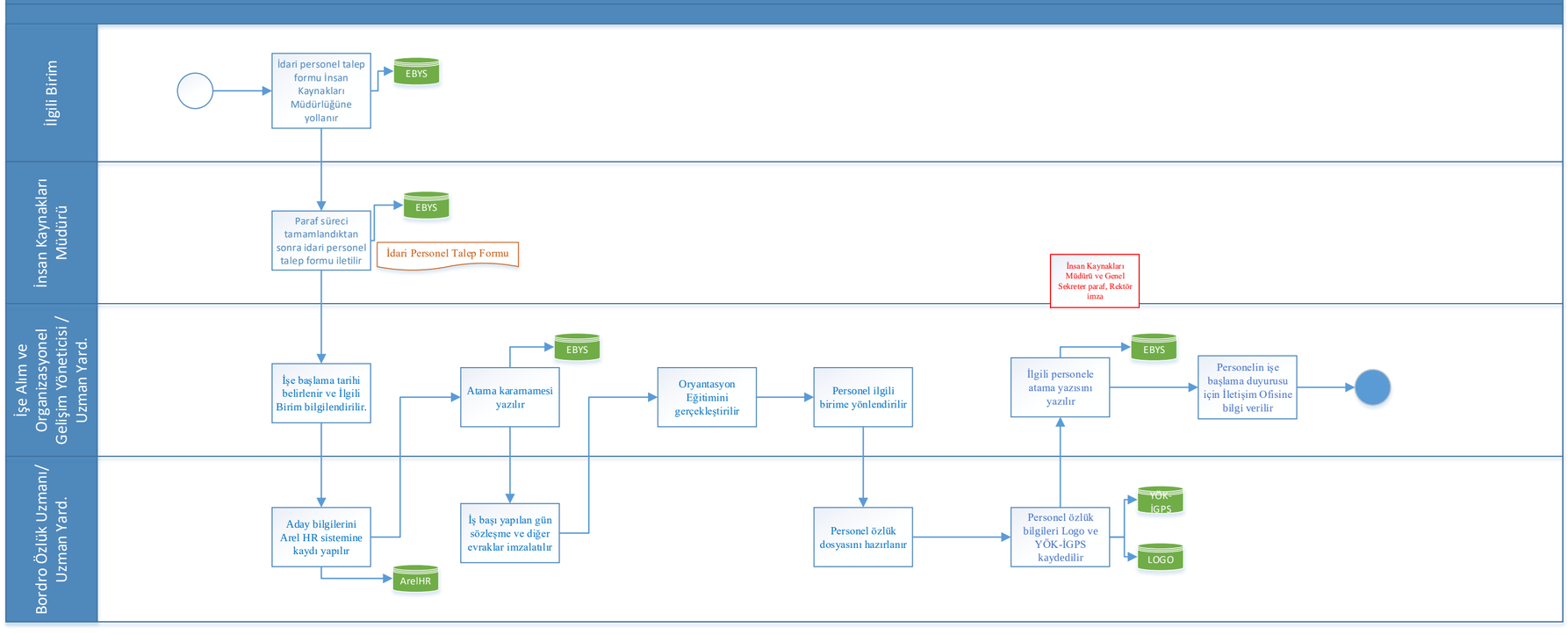İA.İKM.001.İdari Personel İşe Başlatma İş Akışı