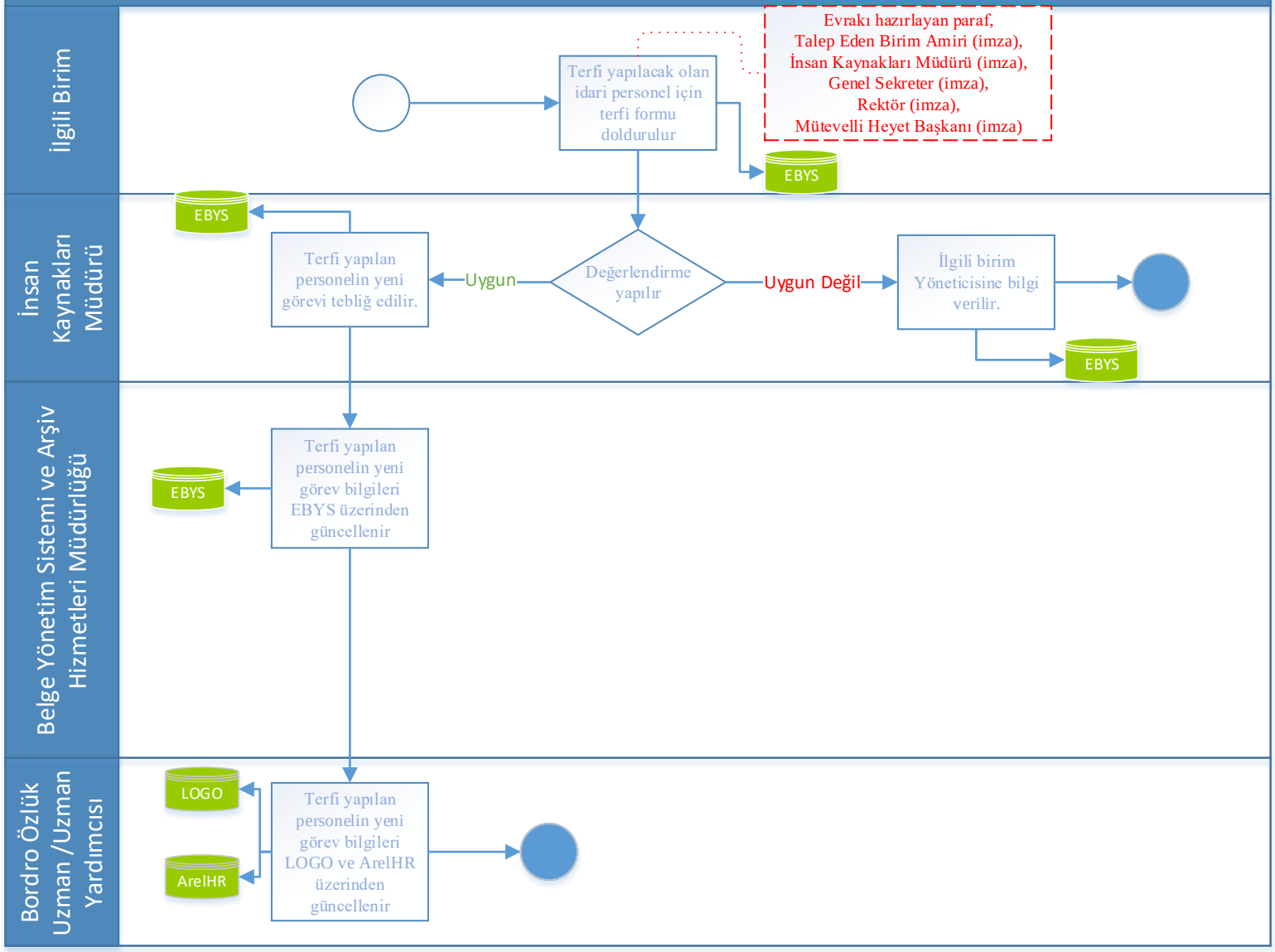İA.İKM.003.İdari Personel Terfi Süreci İş Akışı