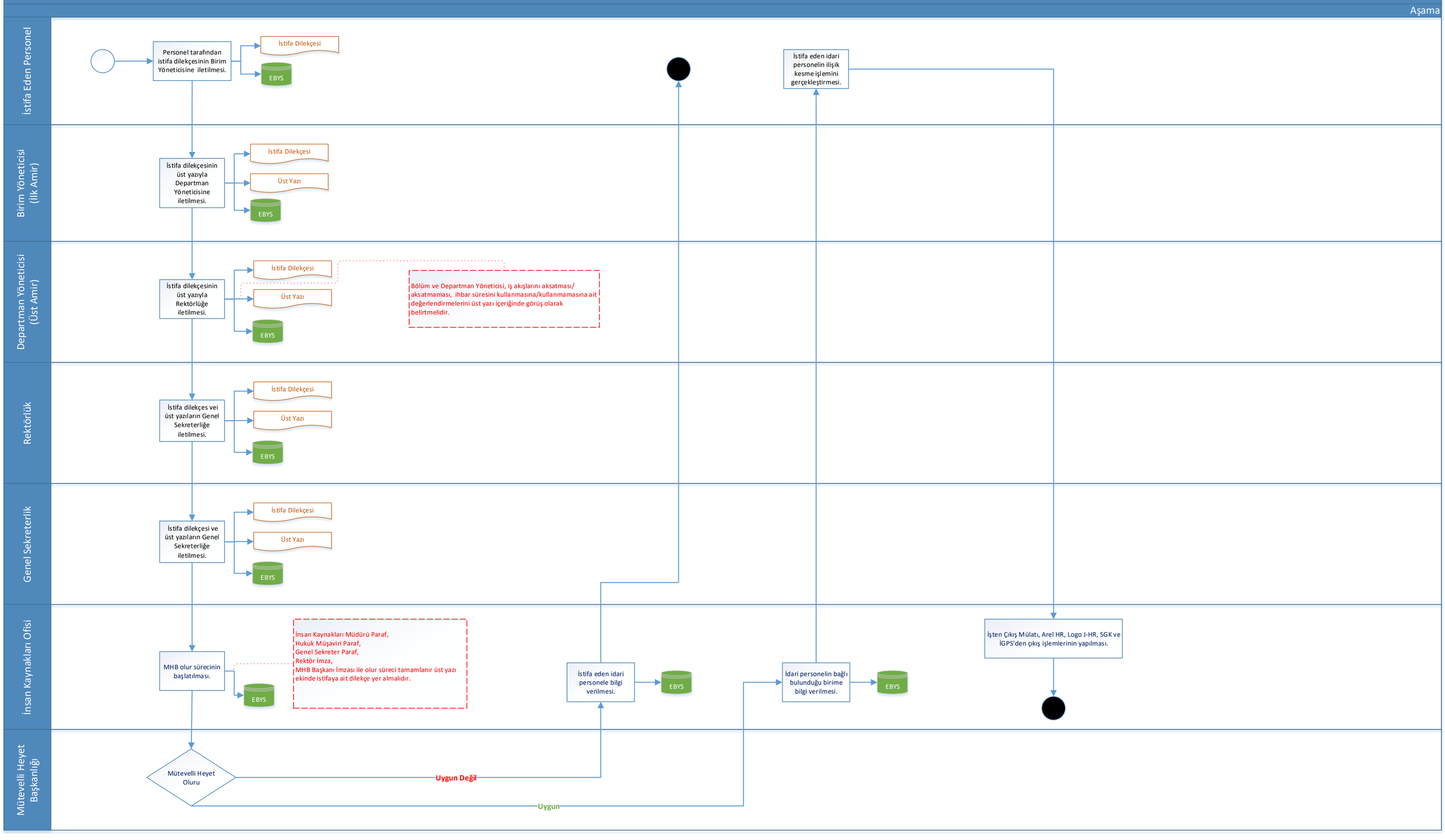İA.İKM.002.İDARİ PERSONEL İSTİFA SÜRECİ İŞ AKIŞ ŞEMASI