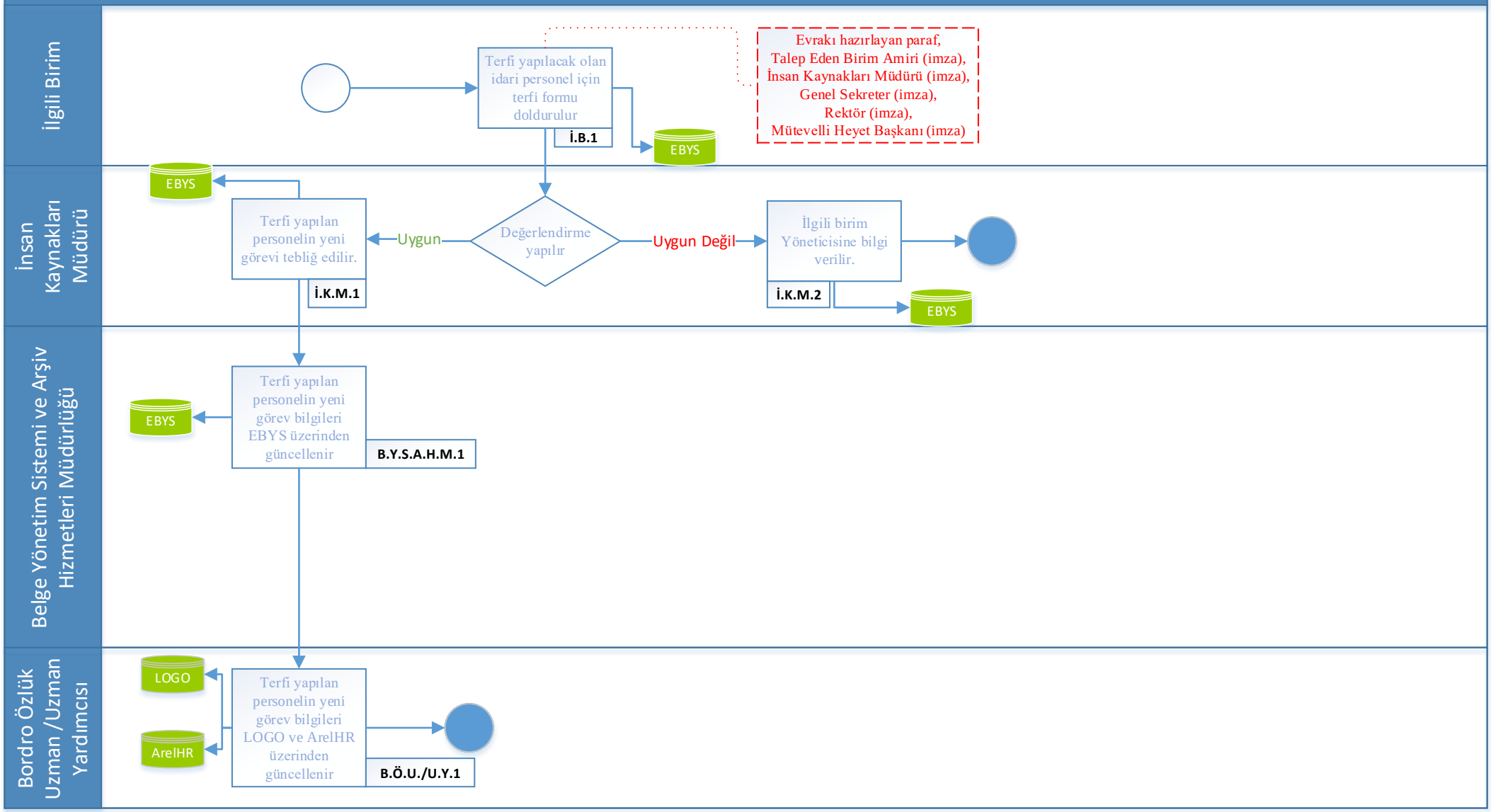İA.İKM.003.İDARİ PERSONEL TERFİ SÜRECİ İŞ AKIŞ ŞEMASI