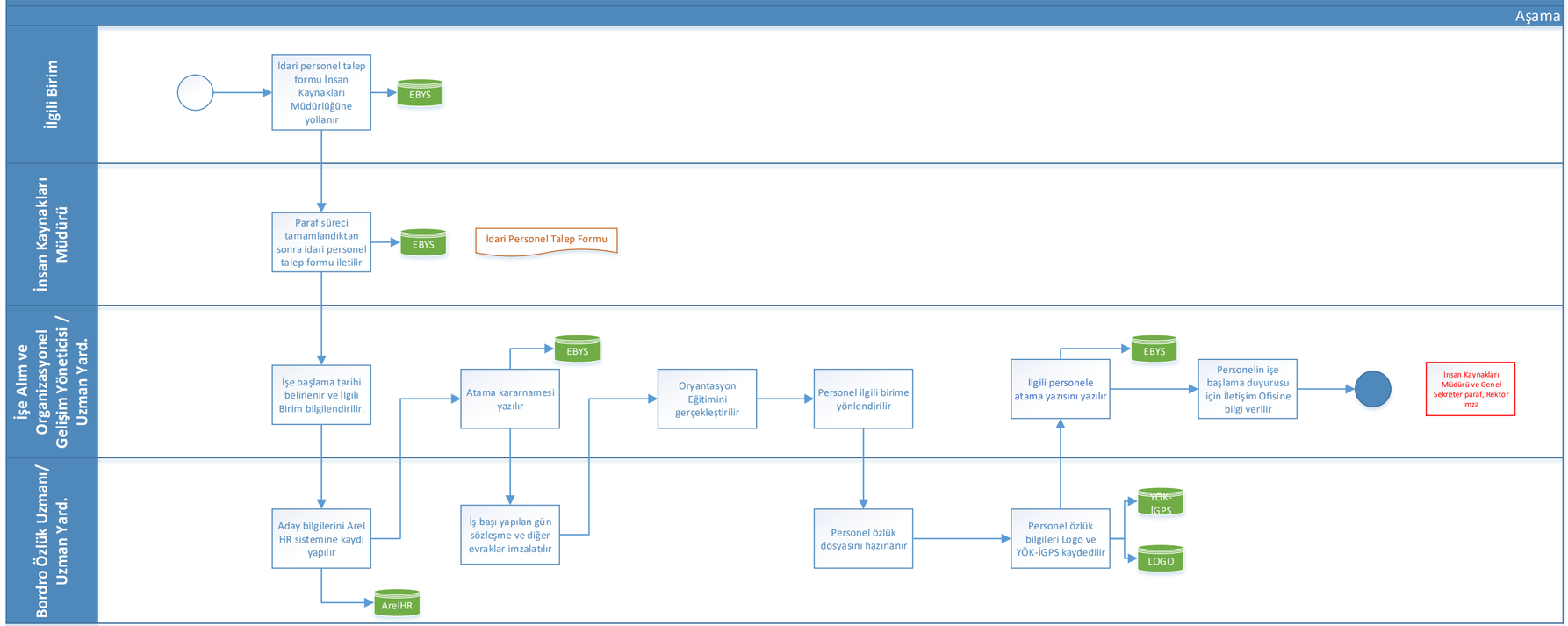İA.İKM.001.İDARİ PERSONEL İŞE BAŞLATMA SÜRECİ İŞ AKIŞ ŞEMASI