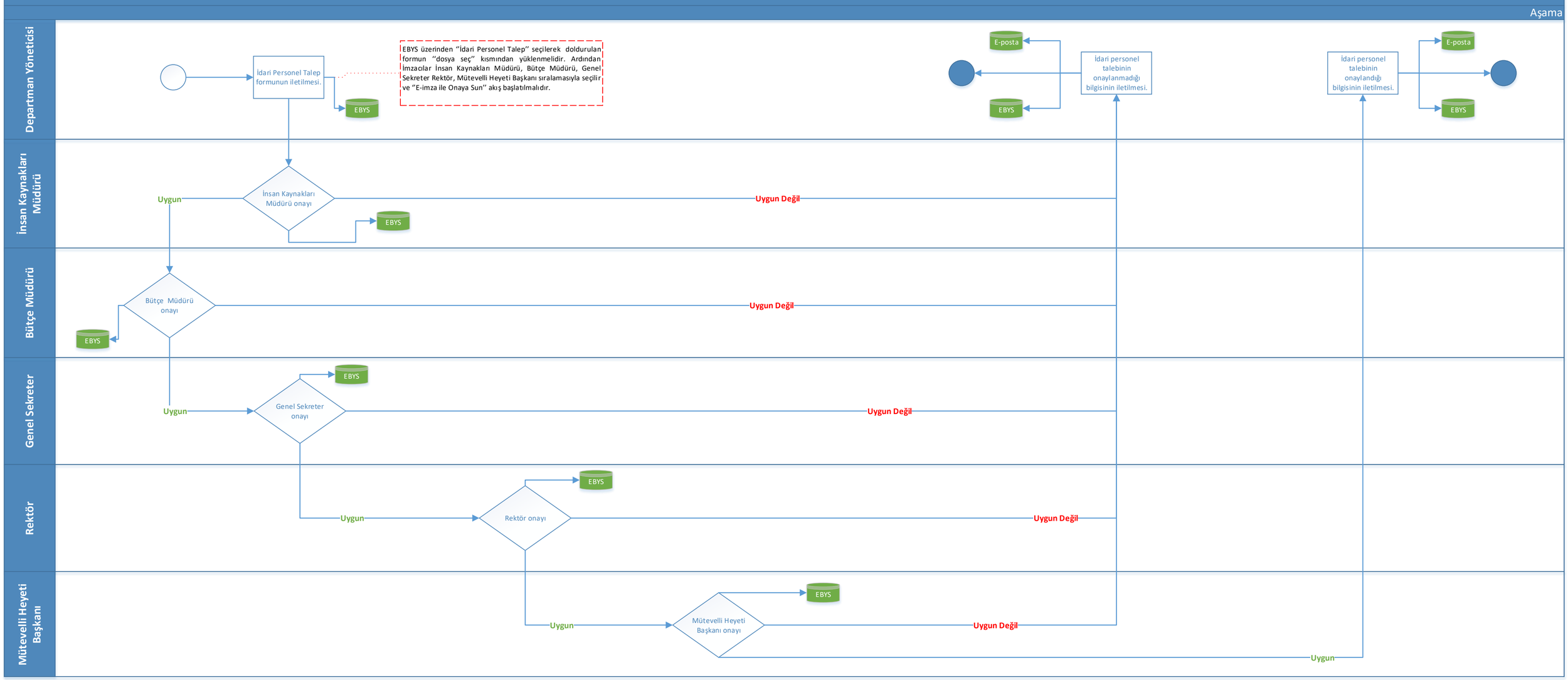İA.İKM.008.İDARİ PERSONEL TALEP SÜRECİ İŞ AKIŞI