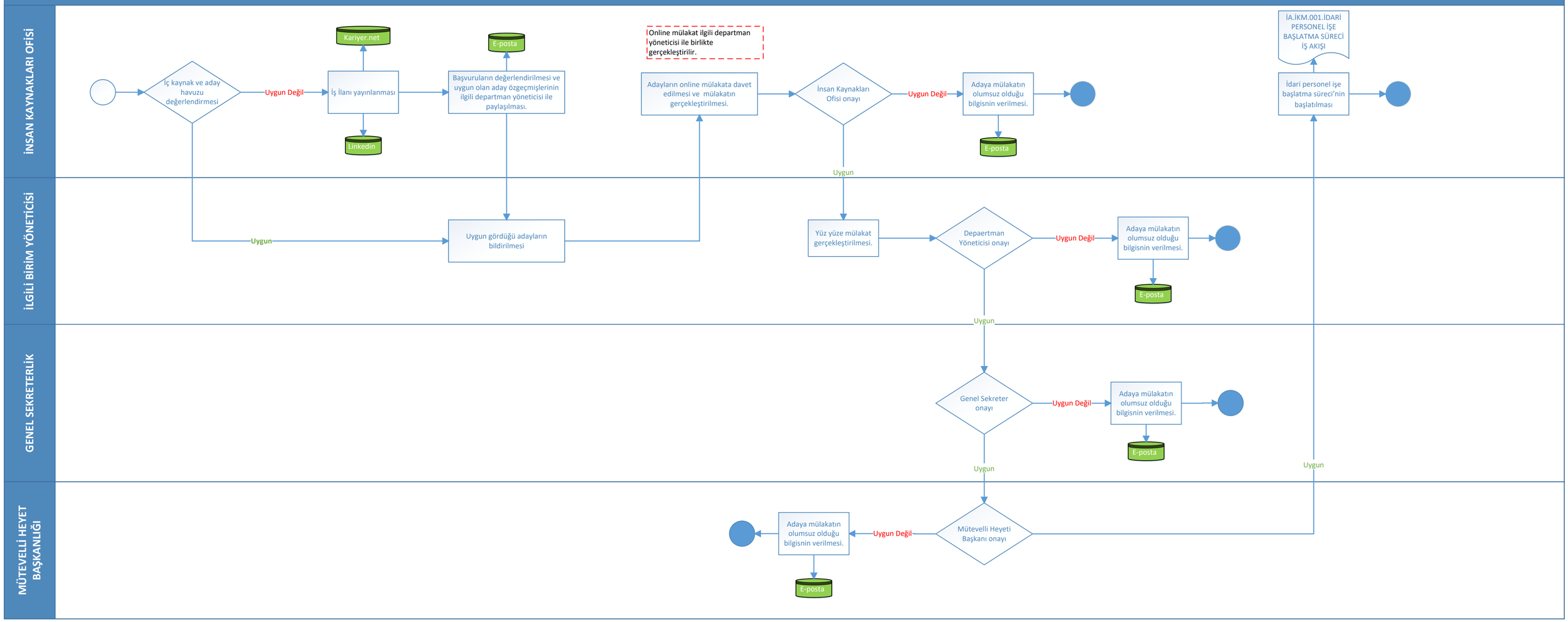İA.İKM.009.İDARİ PERSONEL İŞE ALIM SÜRECİ İŞ AKIŞI