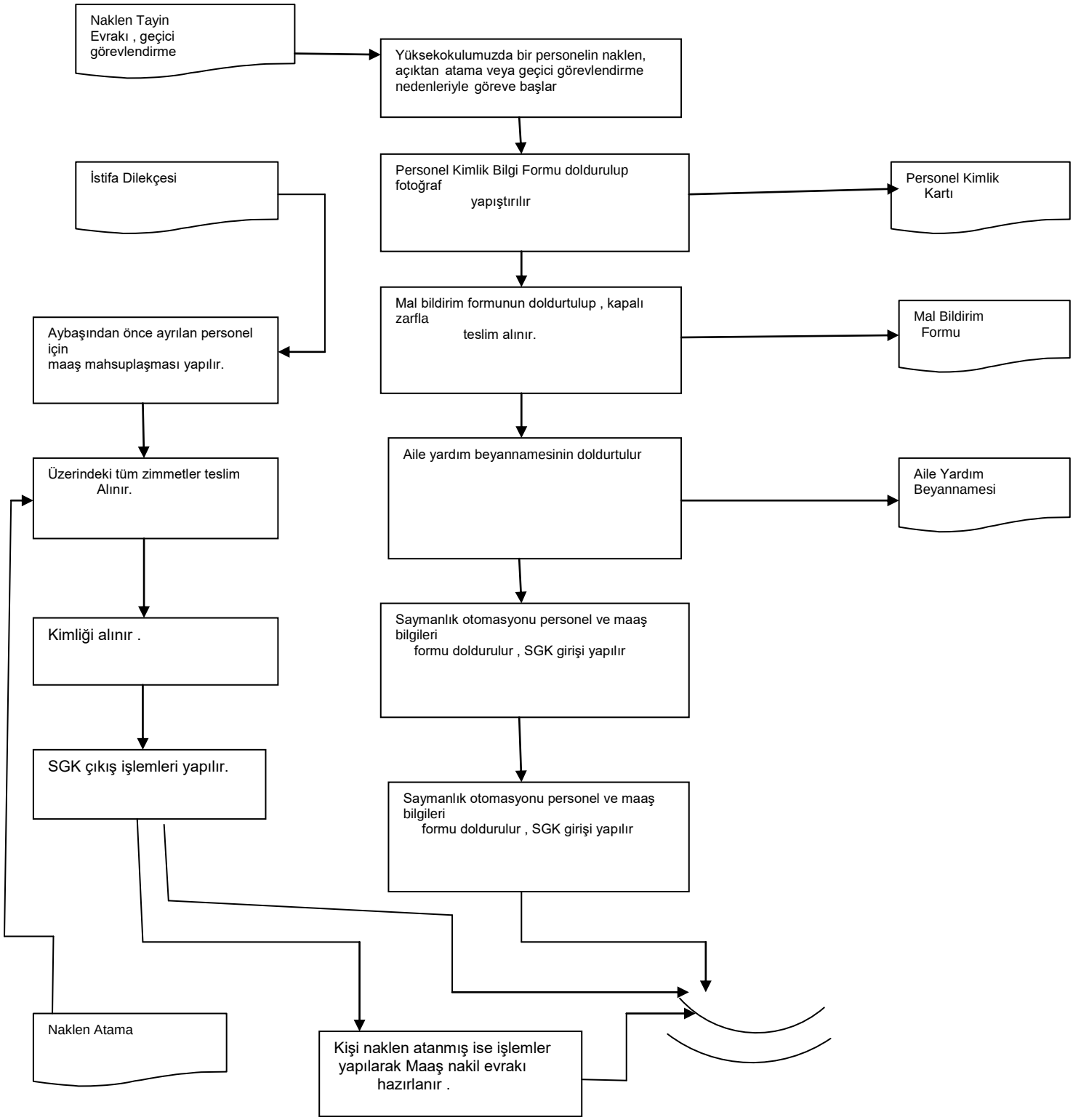İDARİ PERSONEL NAKLEN ATAMA VE İSTİFA İŞ AKIŞ DETAY SÜRECİ