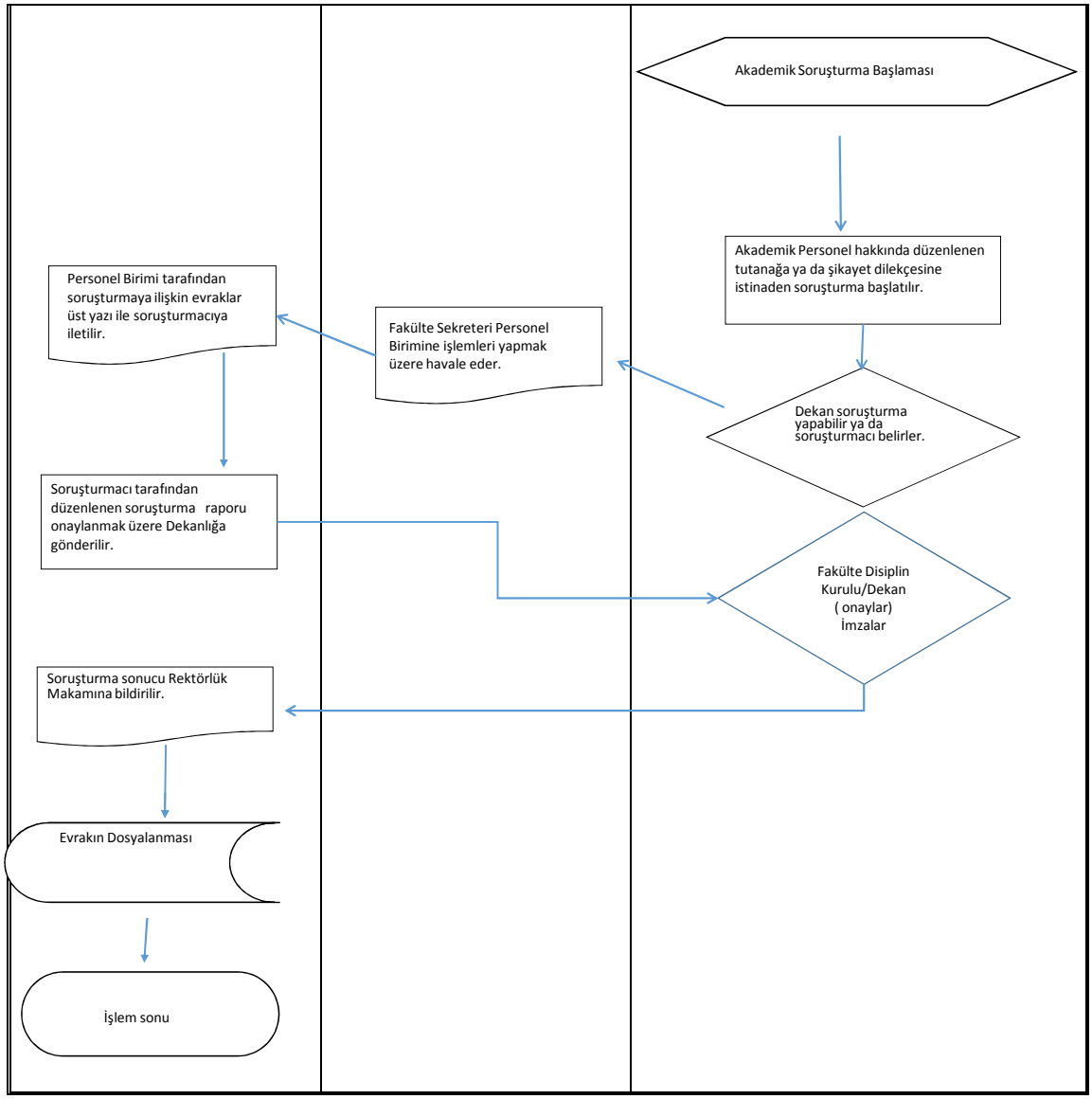İŞ AKIŞ SÜRECİ AKADEMİK PERSONEL SORUŞTURURMA