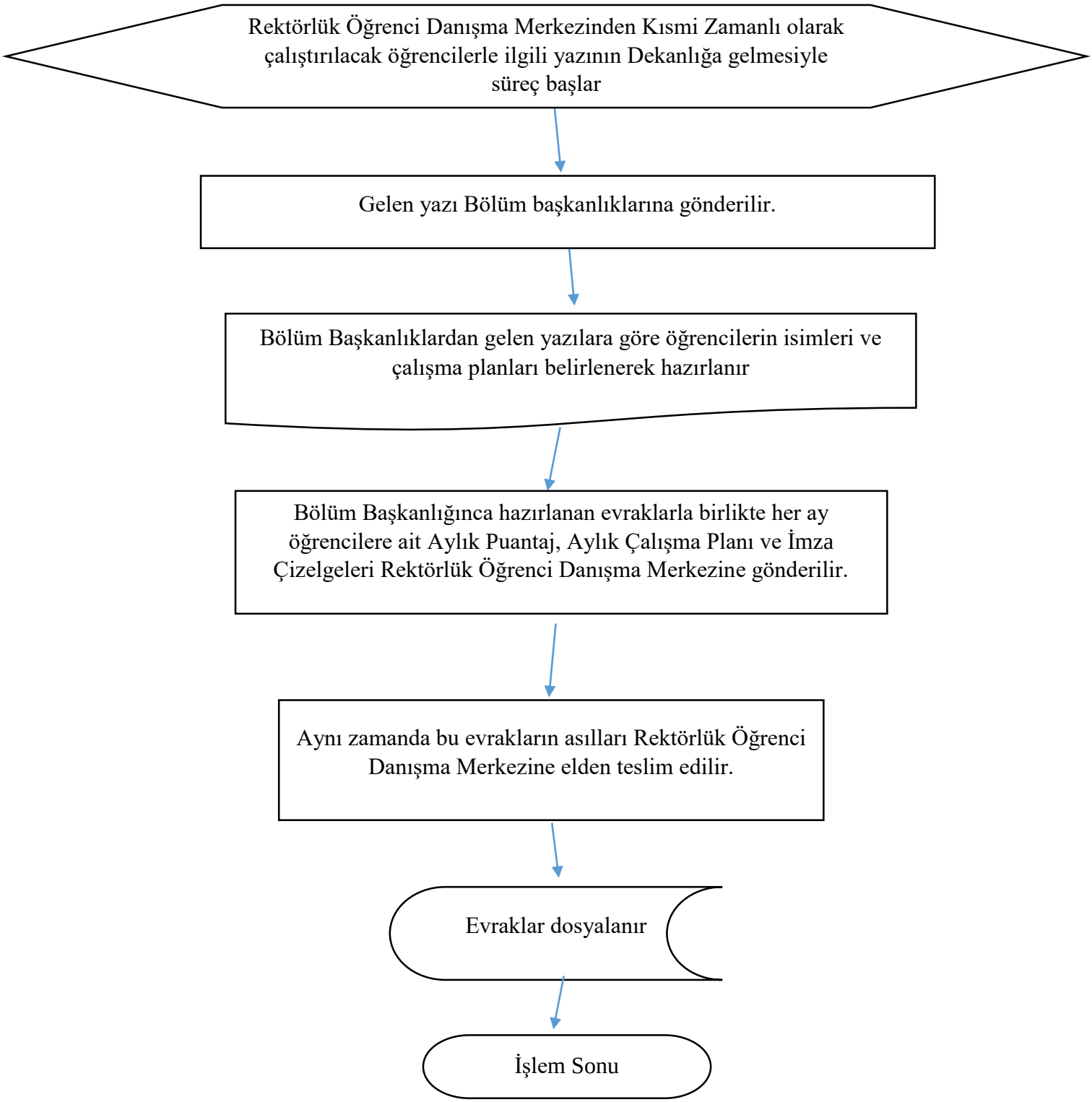KISMİ ZAMANLI ÖĞRENCİ ÇALIŞTIRMA İŞ AKIŞ SÜRECİ