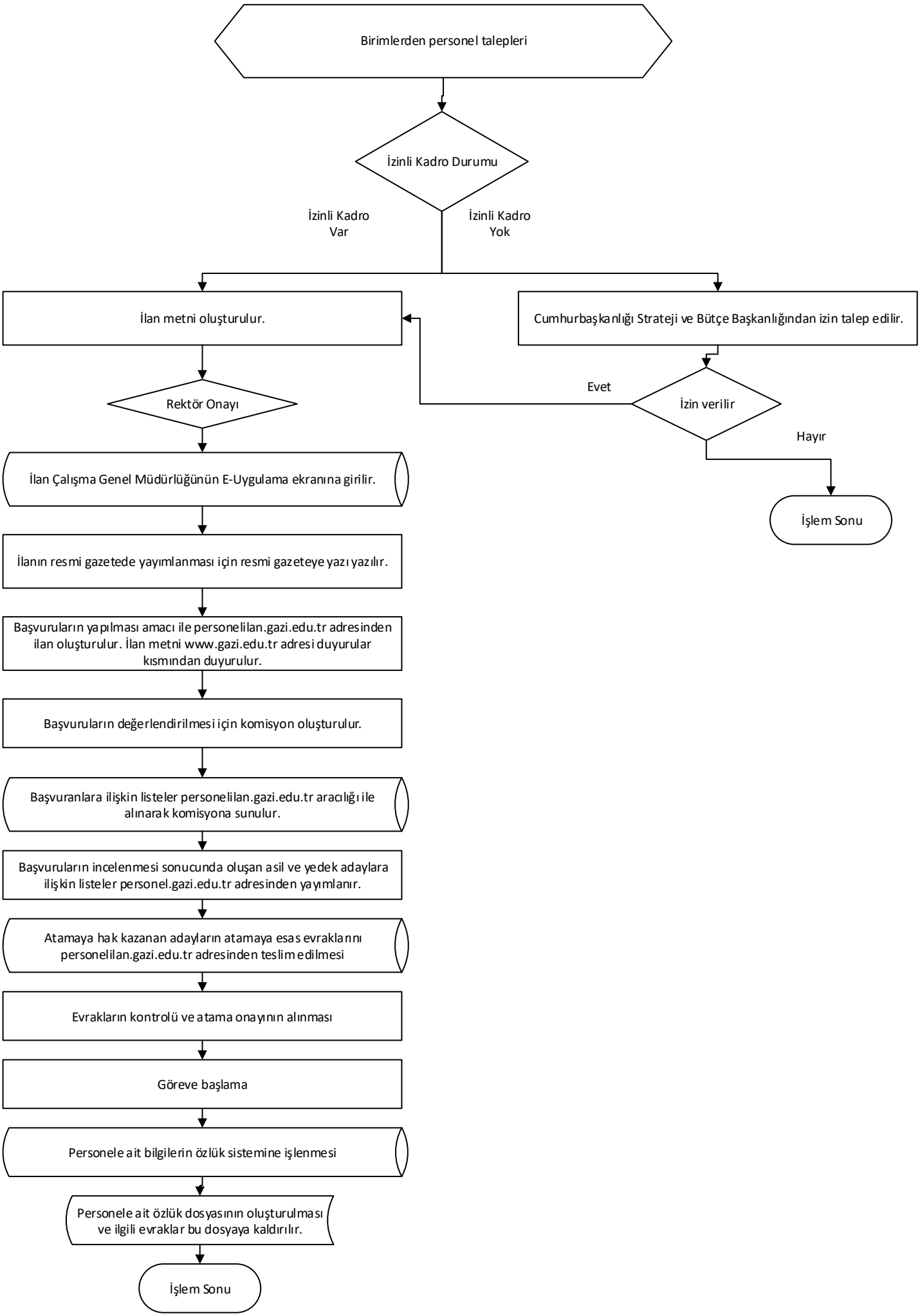SÖZLEŞMELİ PERSONEL ALIM SÜRECİ İŞ AKIŞ SÜRECİ