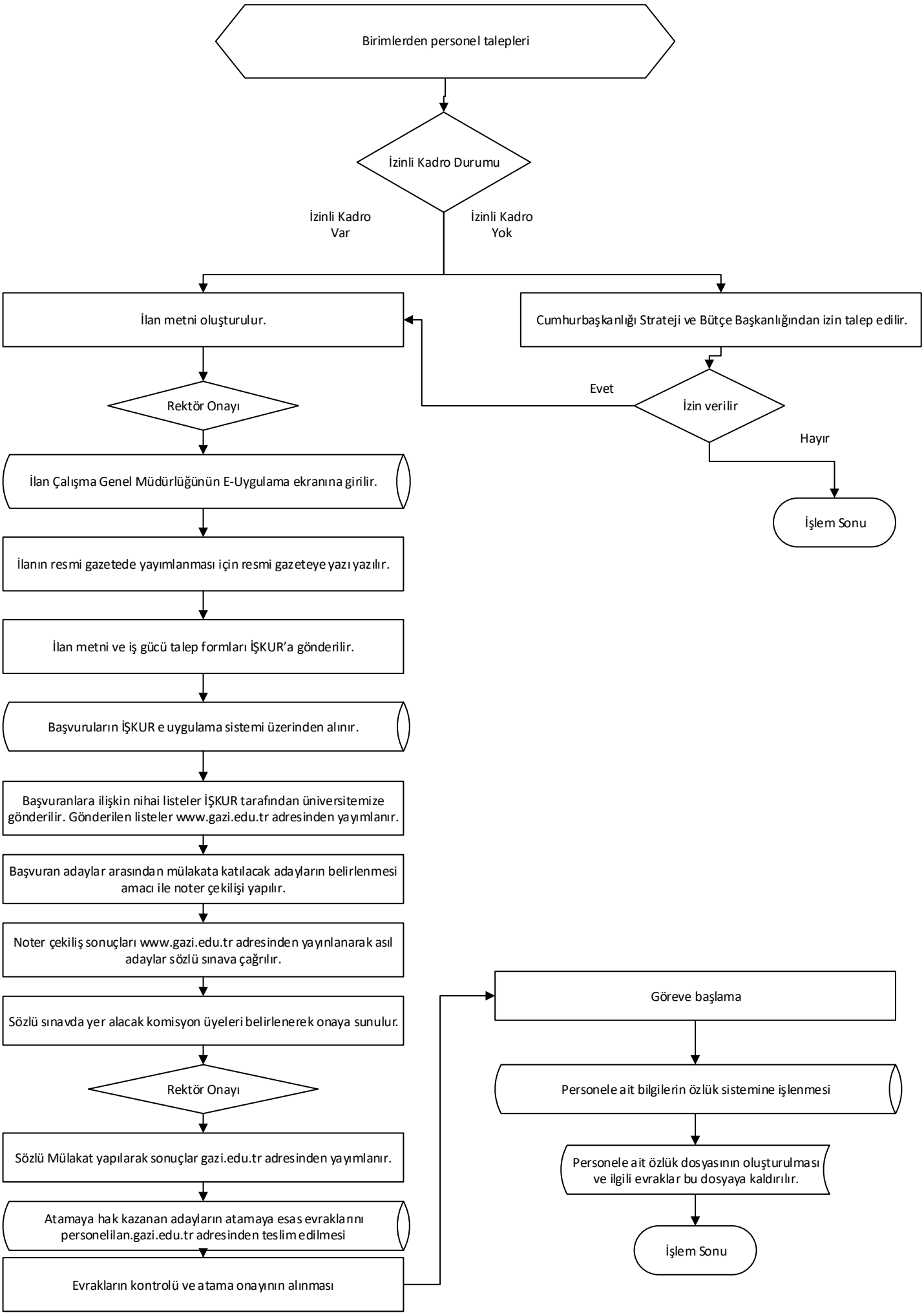SÜREKLİ İŞÇİ ALIM SÜRECİ İŞ AKIŞ SÜRECİ