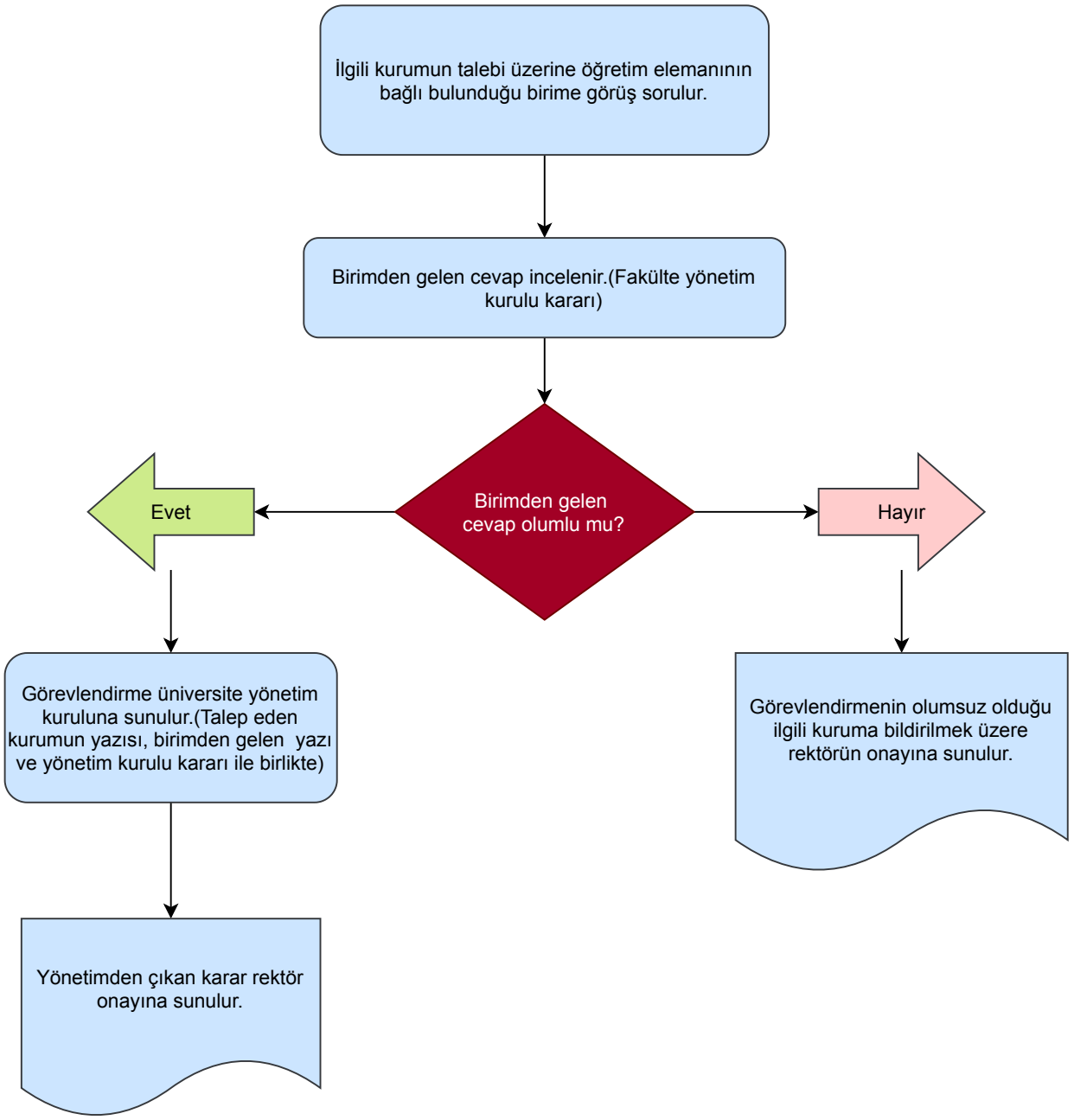38. MADDE GÖREVLENDİRME İŞLEMLERİ