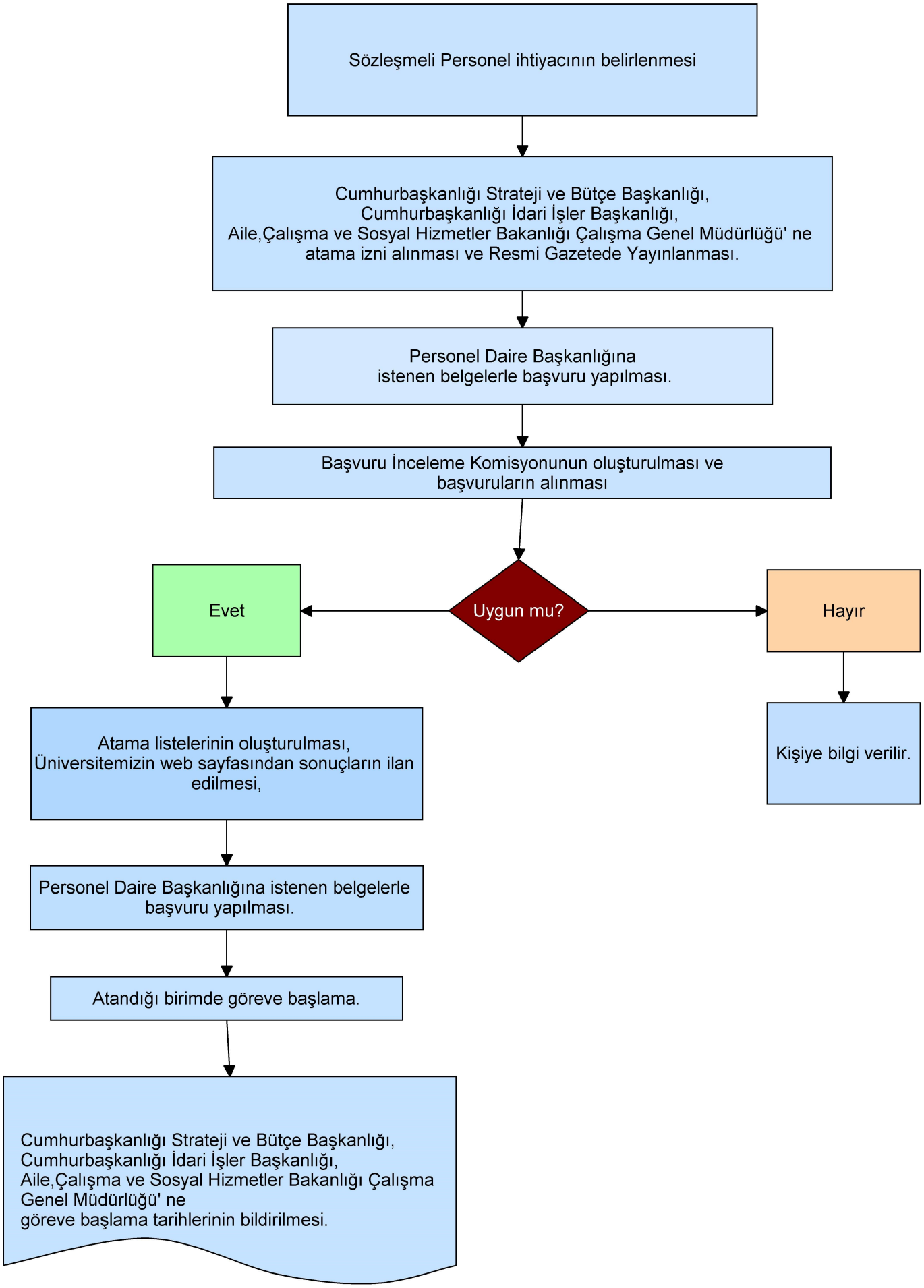4/B SÖZLEŞMELİ PERSONEL ATAMA İŞLEMLERİ İŞ AKIŞ SÜRECİ