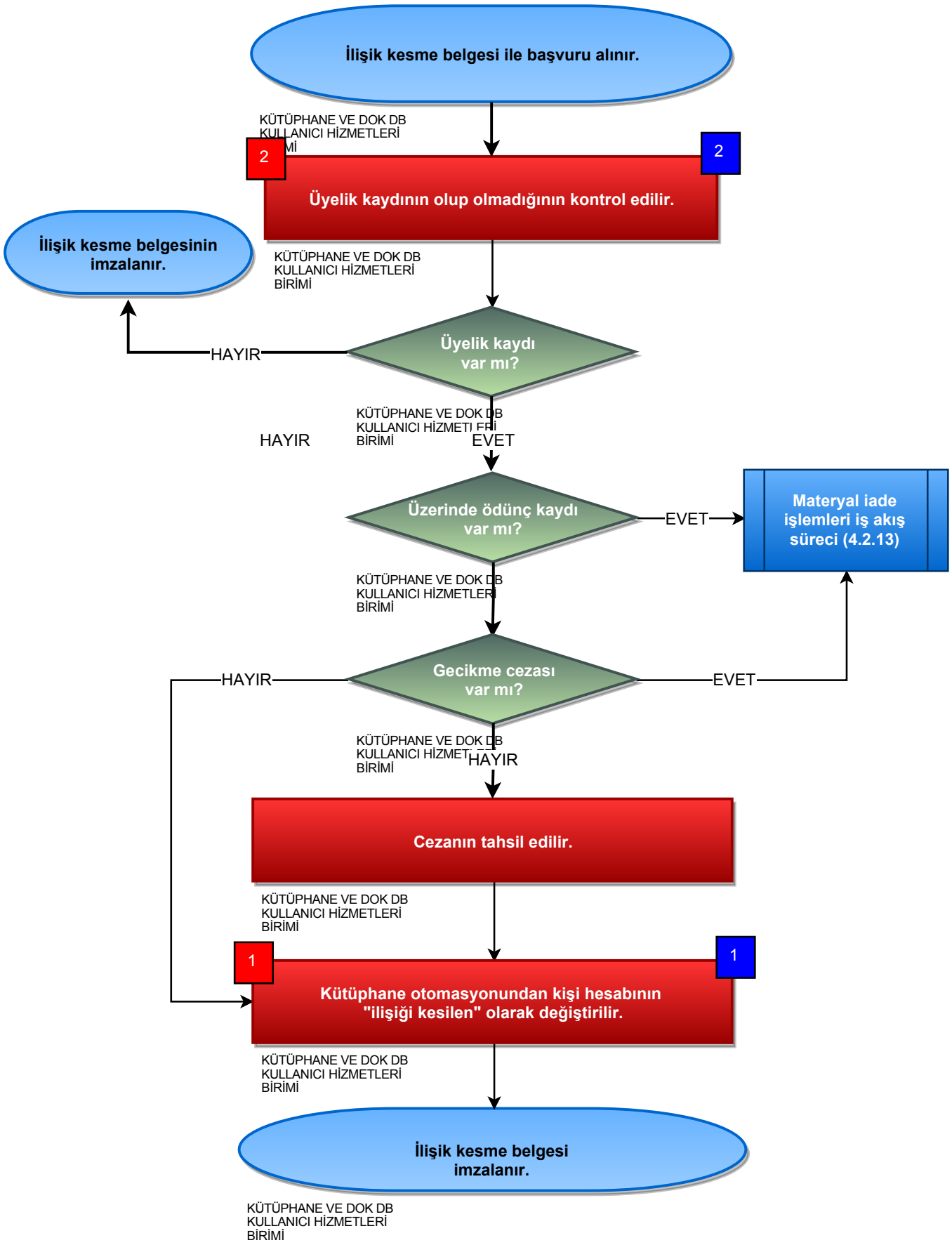Personel İlişik Kesme İşlemleri İş İş Akış Süreci