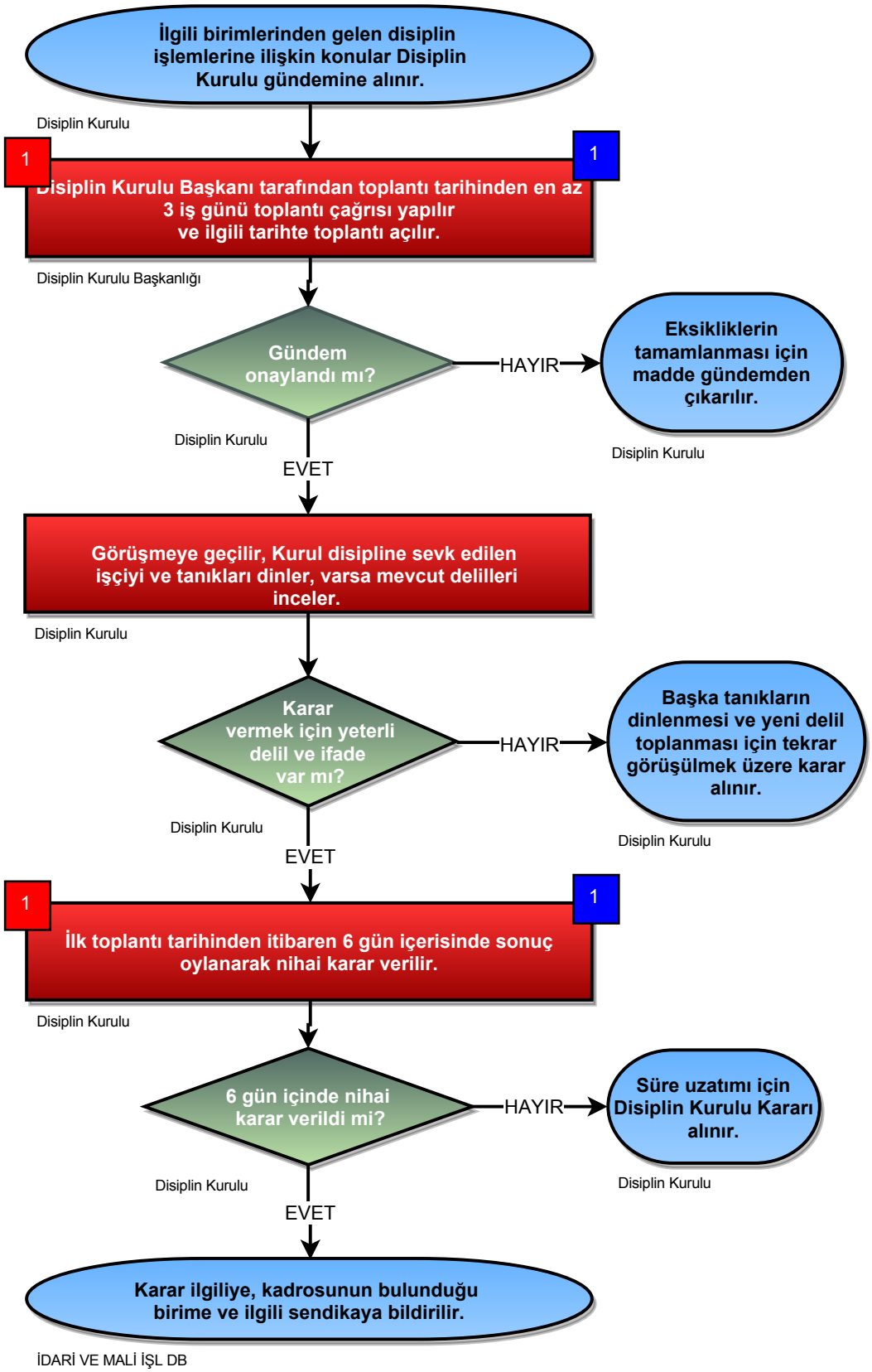İşçi Disiplin Soruşturma İş Akış Süreci