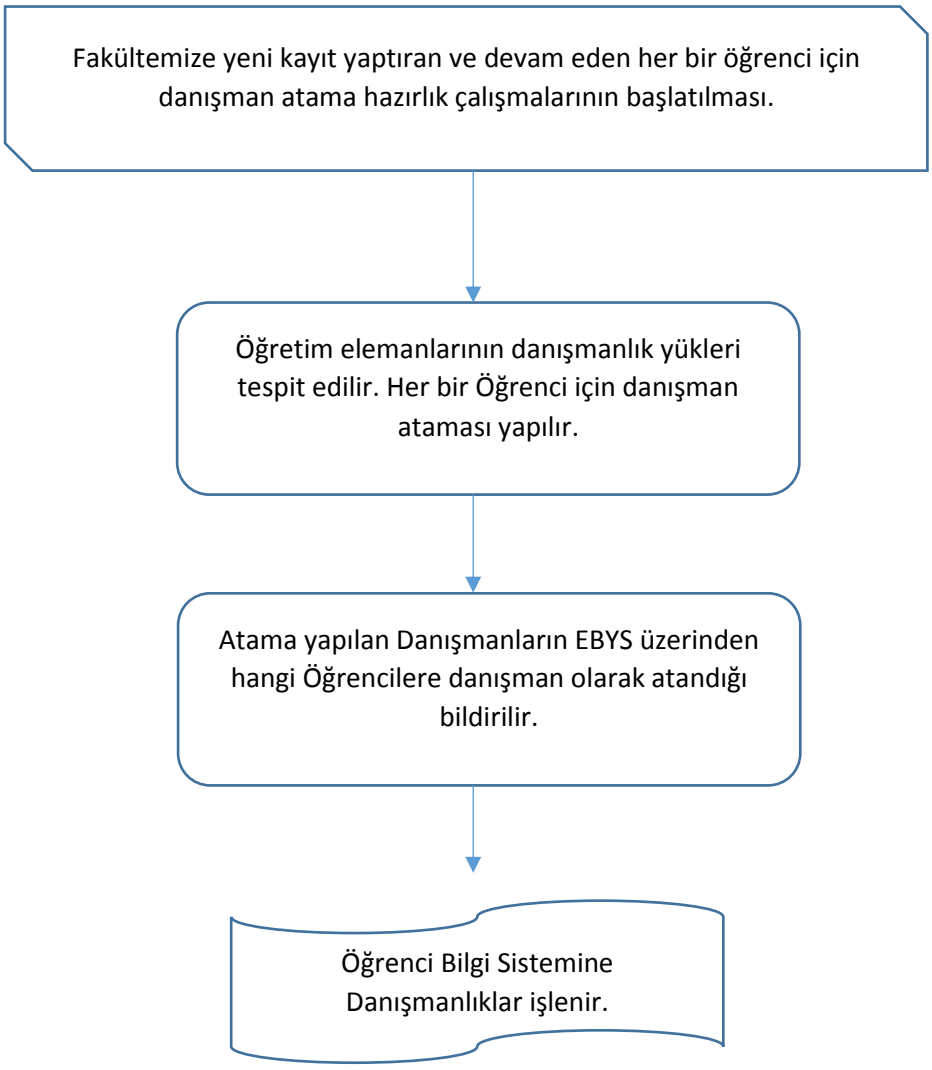DANIŞMAN ATAMA SÜRESİ İŞ AKIŞ ŞEMASI