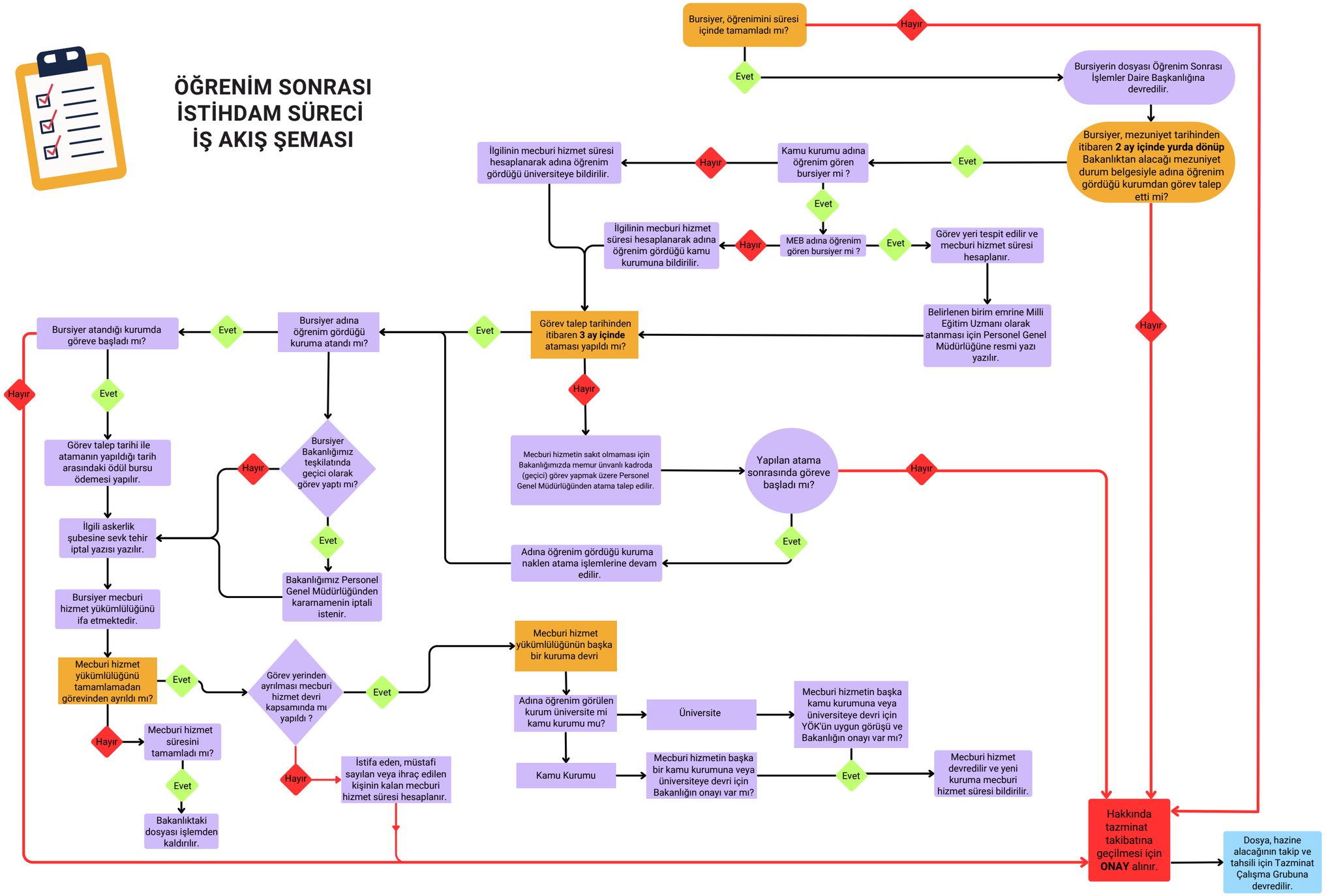ÖĞRENİM SONRASI İSTİHDAM SÜRECİ İŞ AKIŞ ŞEMASI