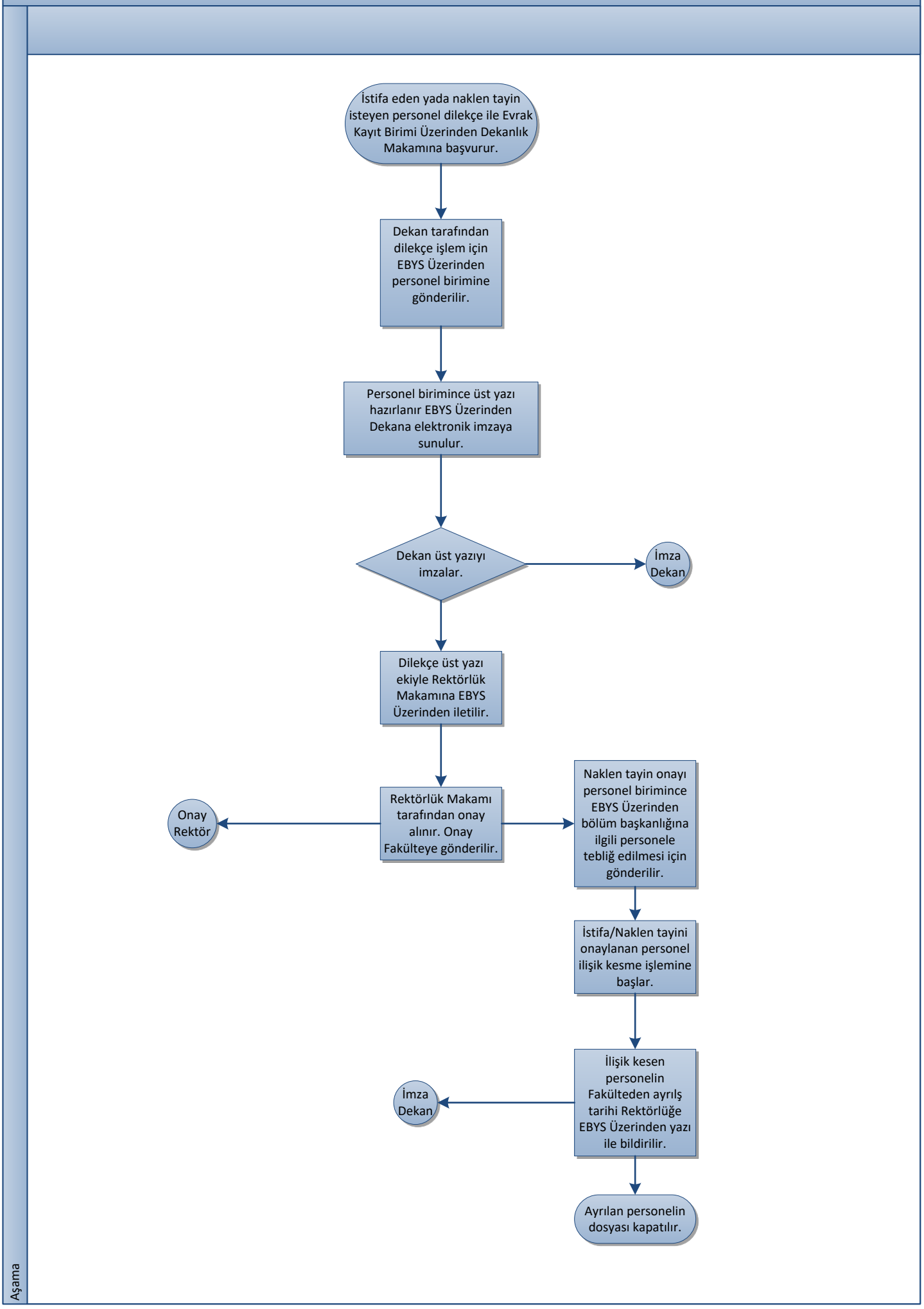İstifa/Naklen Tayin İş Akış Şeması