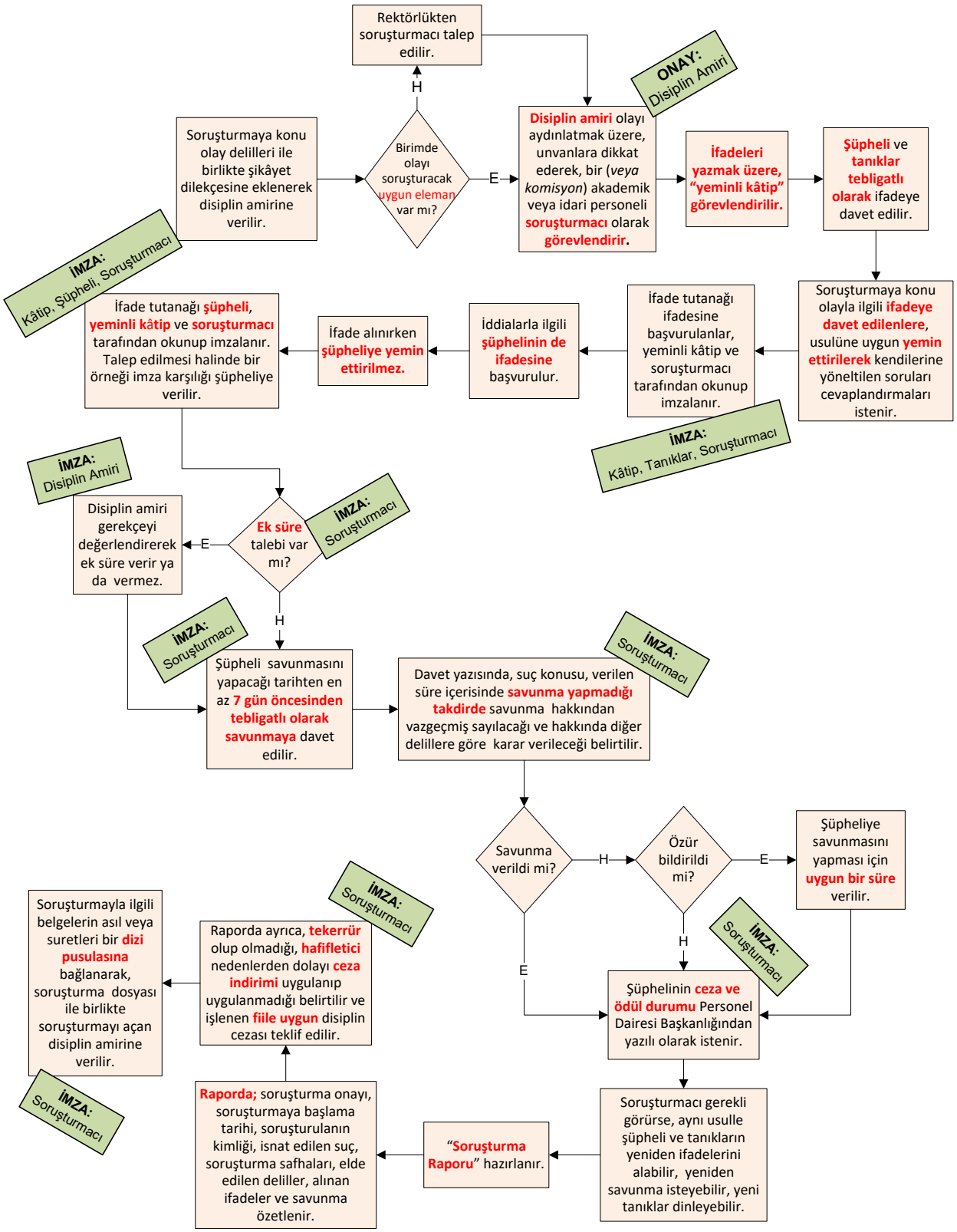PERSONEL DİSİPLİN SORUŞTURMASI İŞ AKIŞI