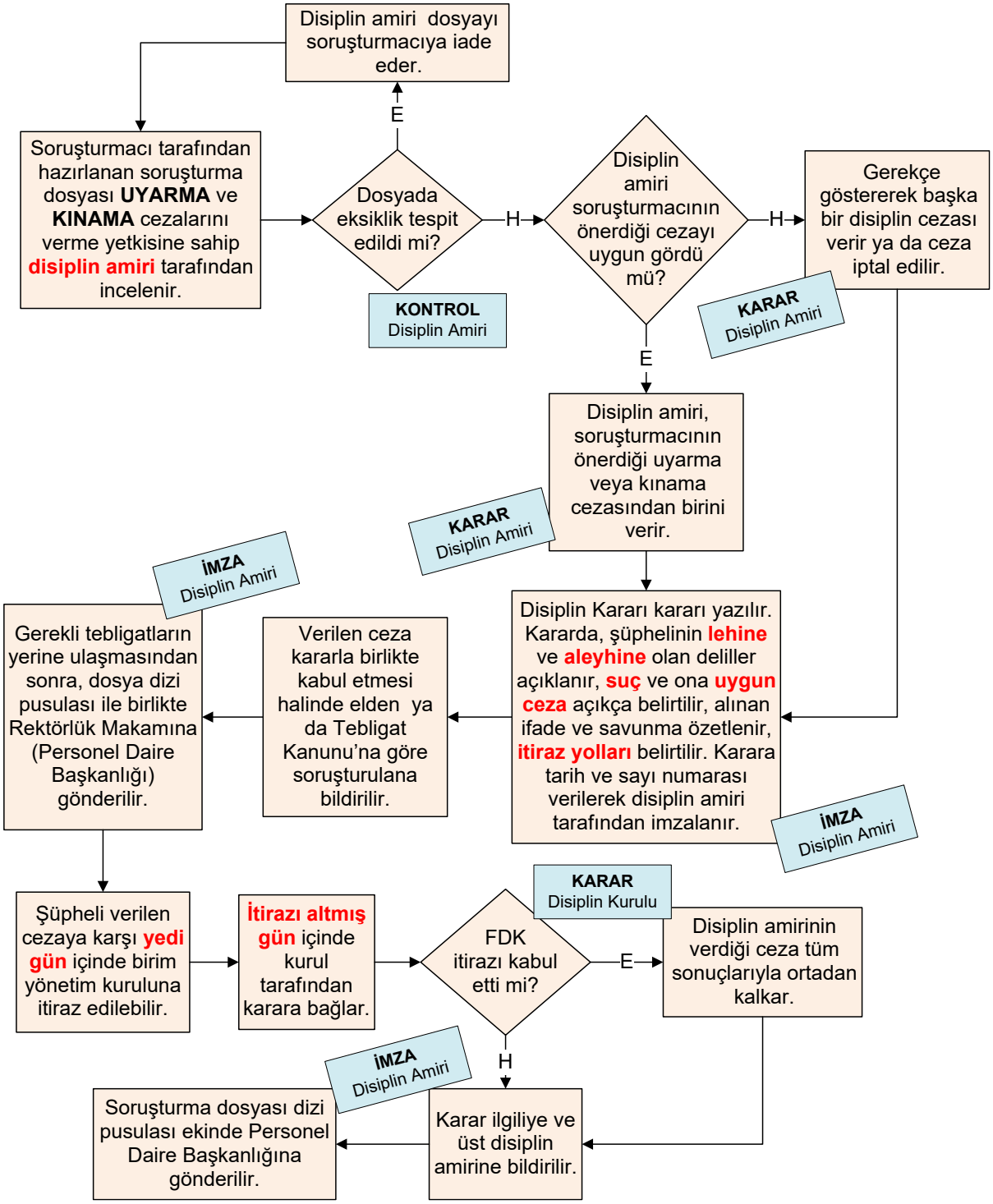PERSONEL DISIPLIN SORUŞTURMA DOSYASININ DİSİPLİN AMİRİ TARAFINDAN SONUÇLANDIRILMASI İŞ AKIŞI