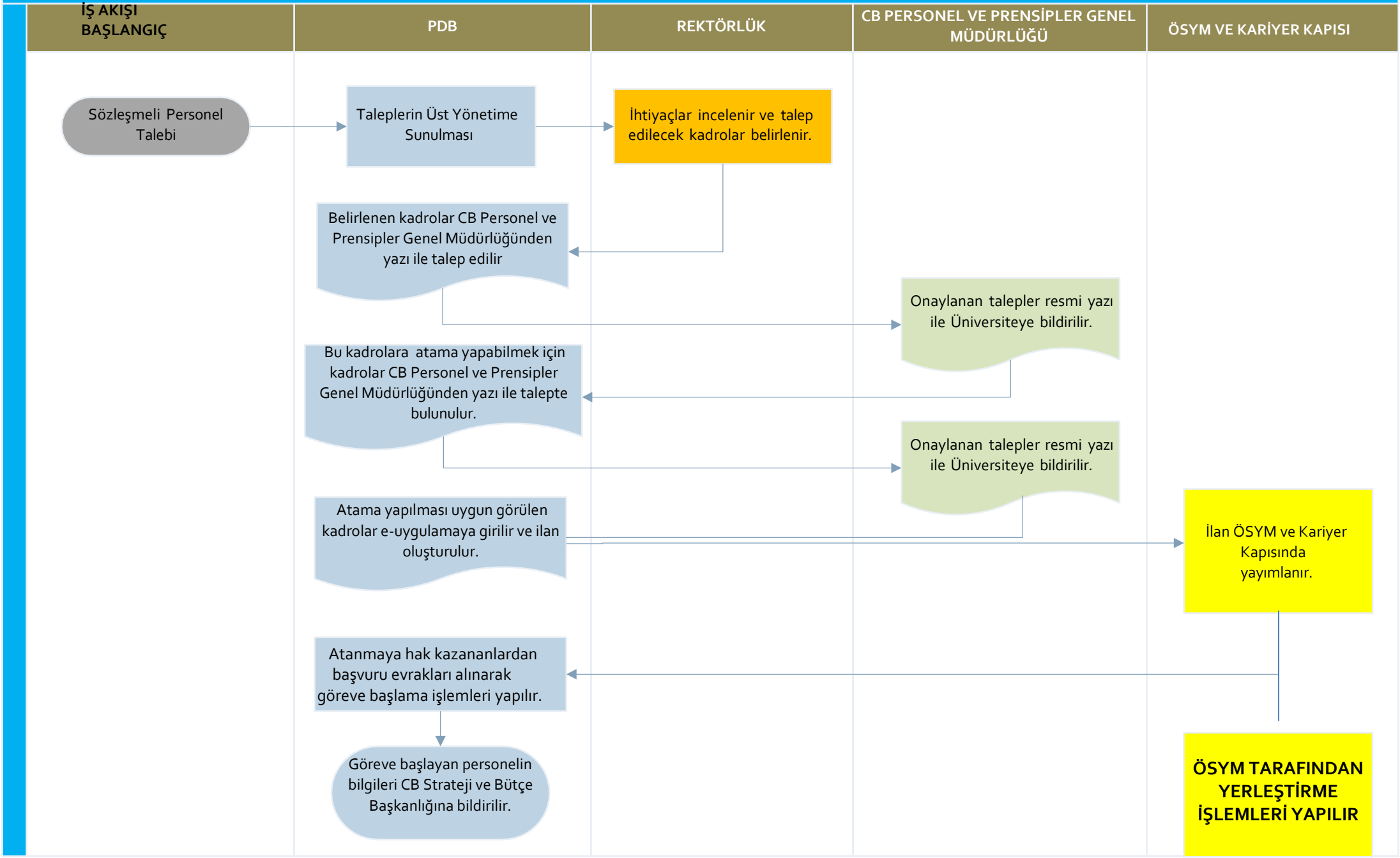SÖZLEŞMELİ İDARİ PERSONEL ALIMI KADRO SÜRECİ