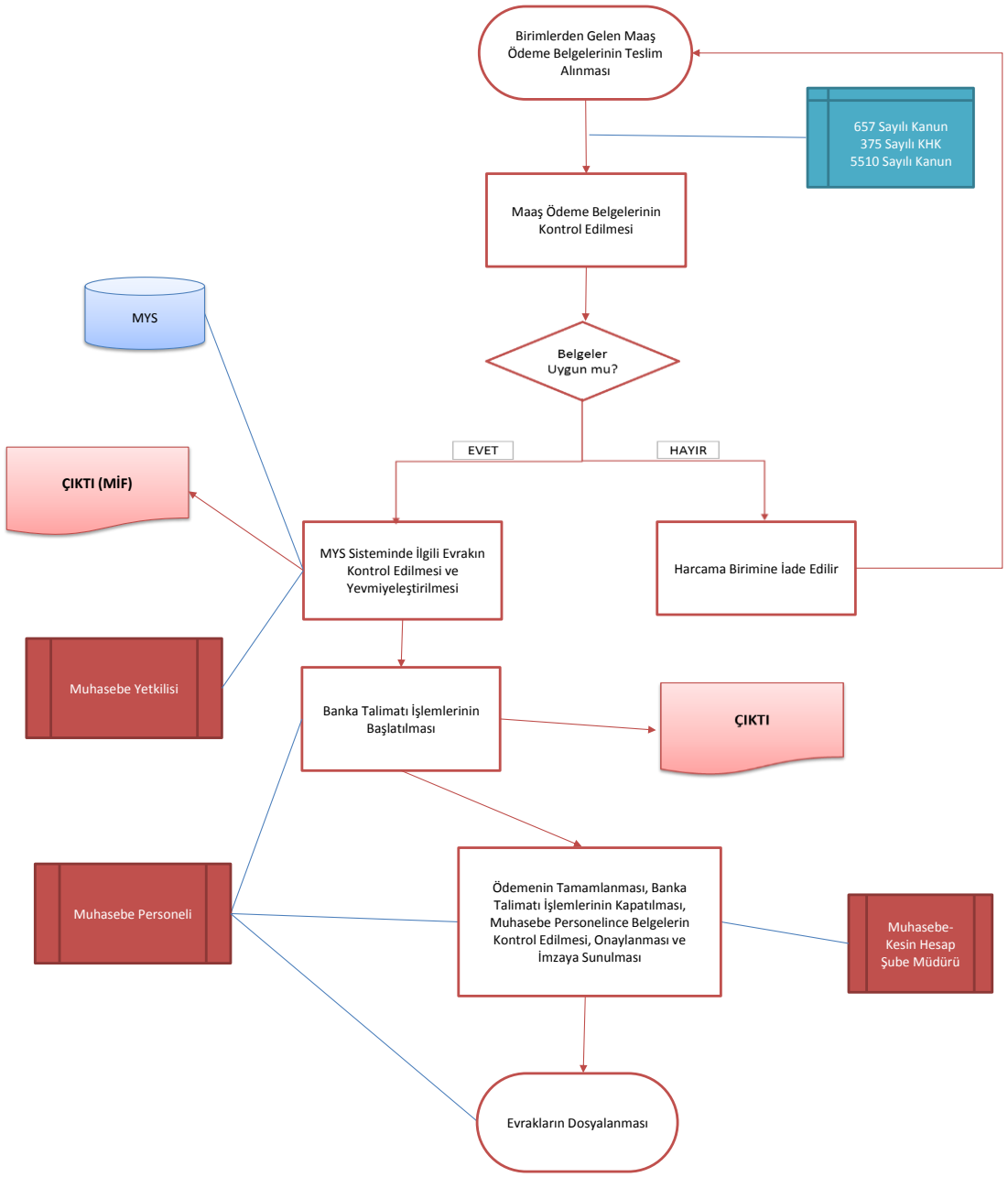Maaş Ödemeleri İş Akış Süreci