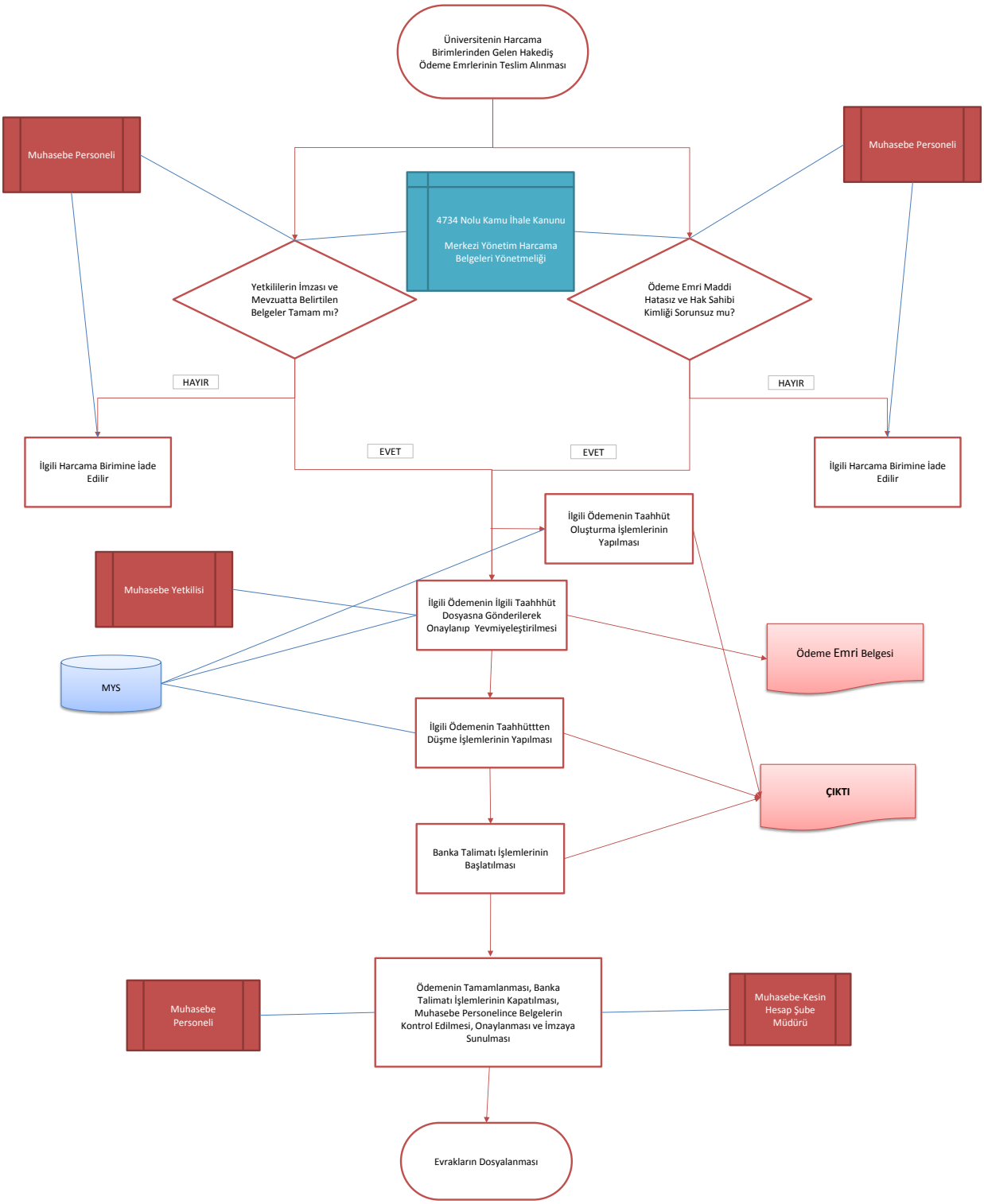Hakediş Ödemeleri İş Akış Süreci