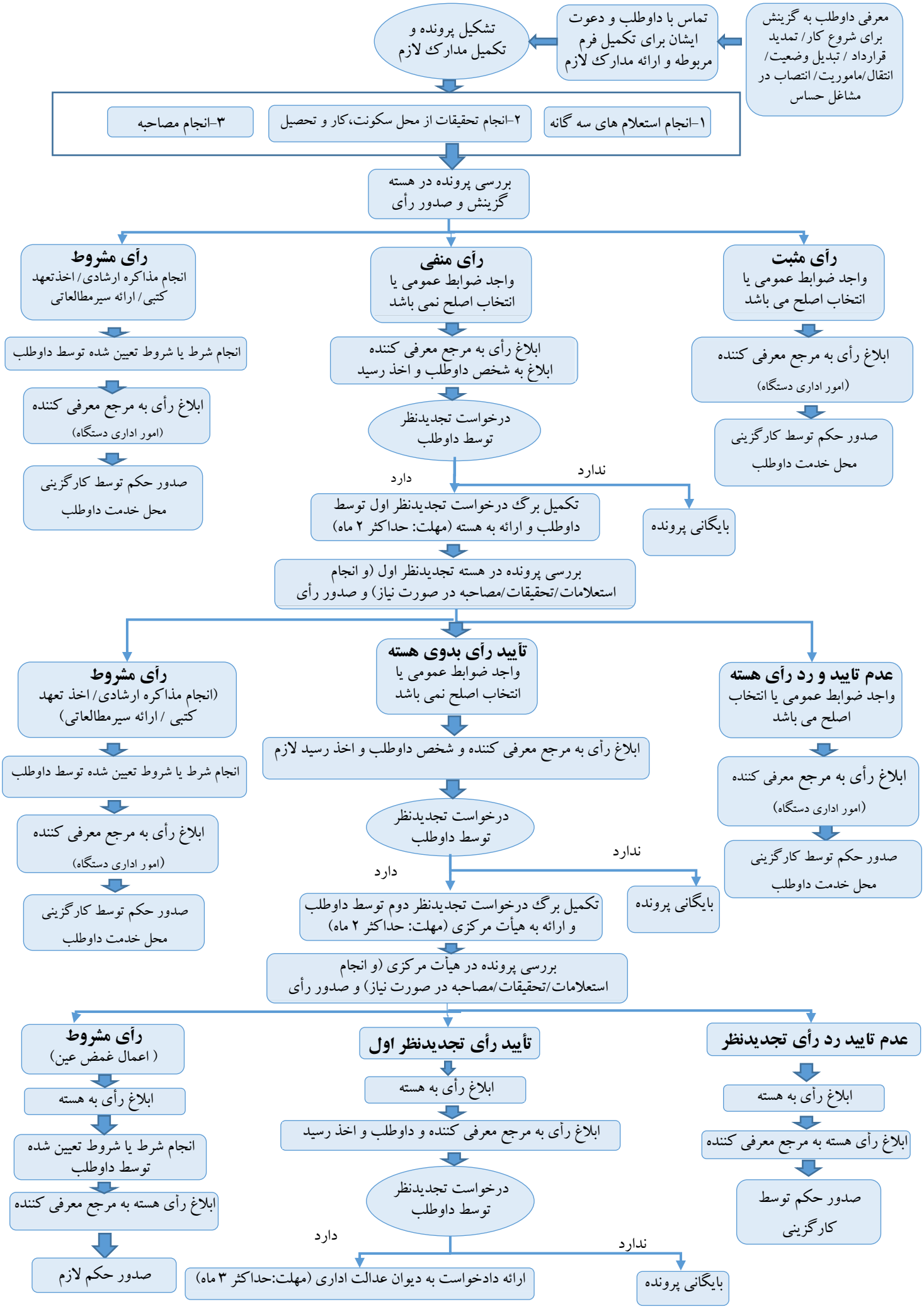سیر مراحل گزینش کارکنان