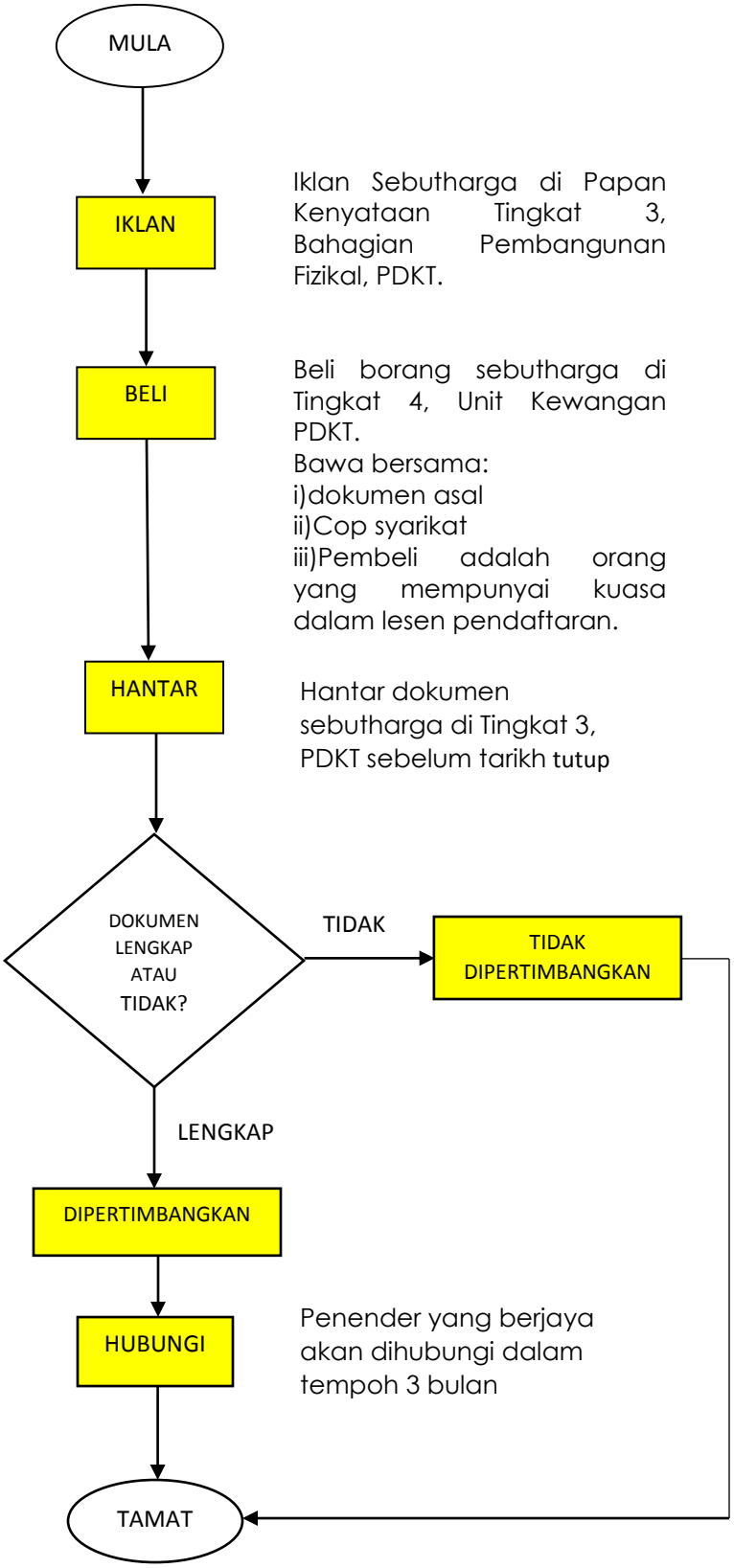PROSES PEROLEHAN KERJA SECARA SEBUTHARGA