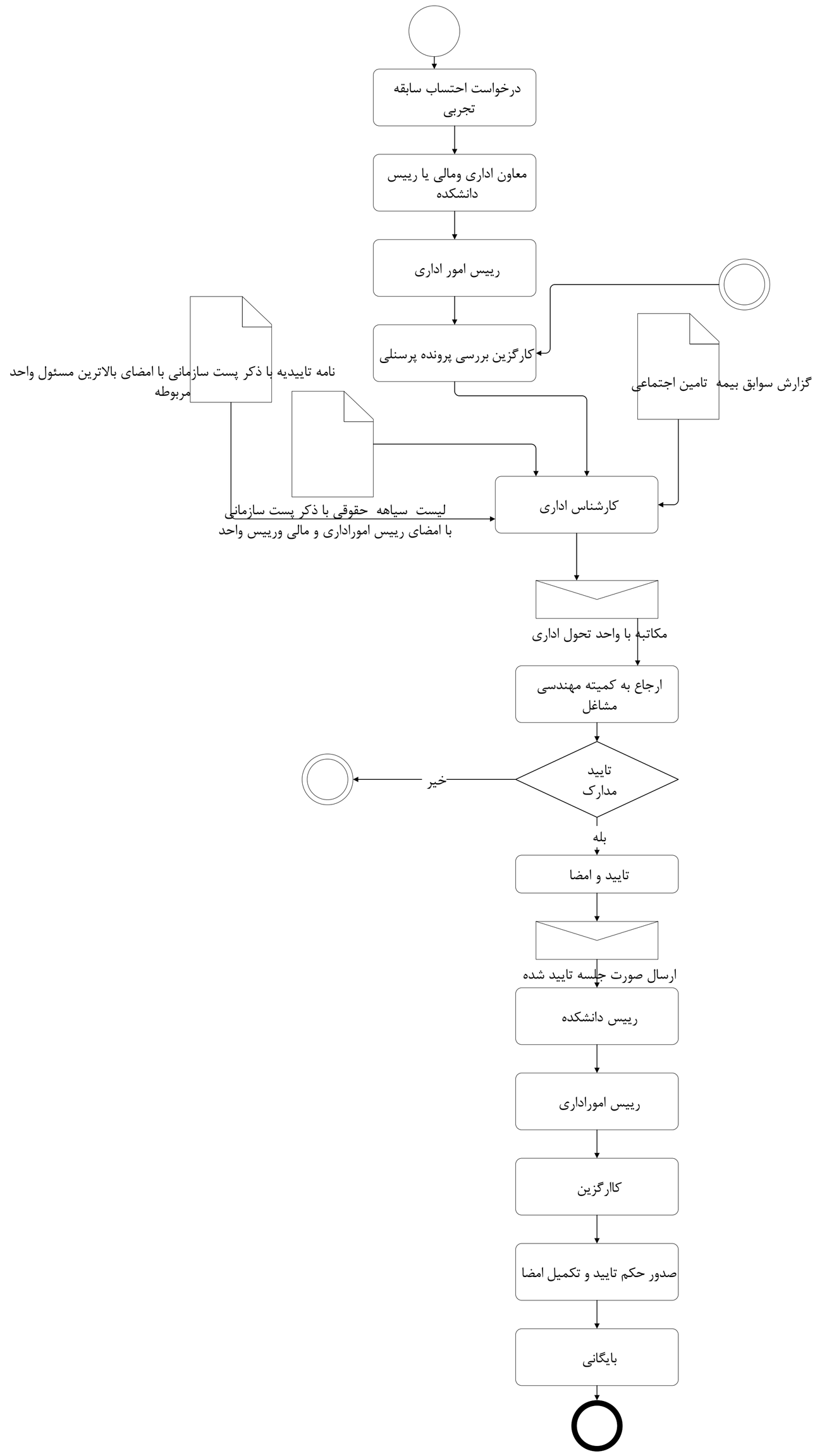فرایند احتساب سابقه تجربی کارکنان