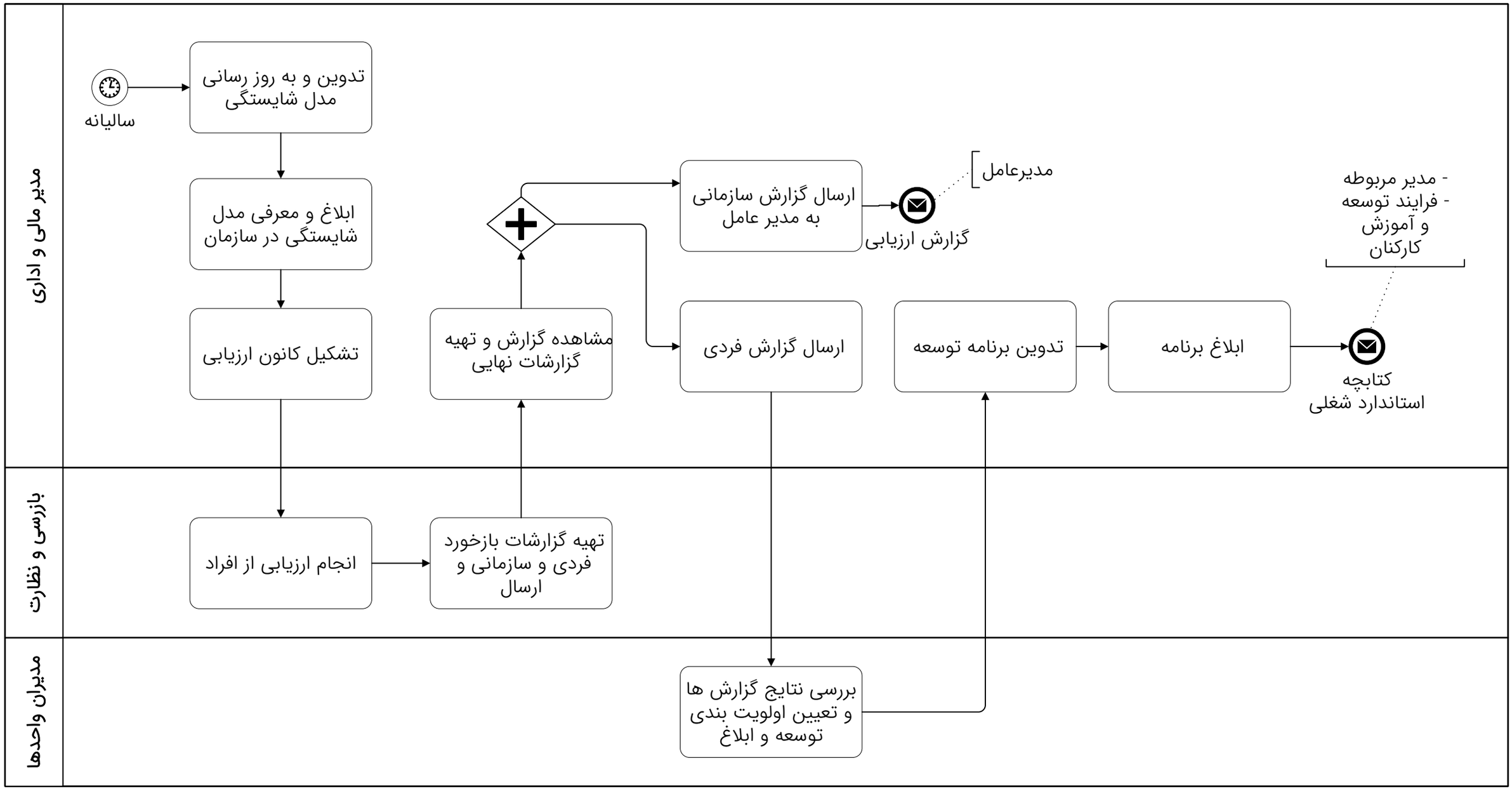فرایند توسعه شایستگی WF-HR-05-00