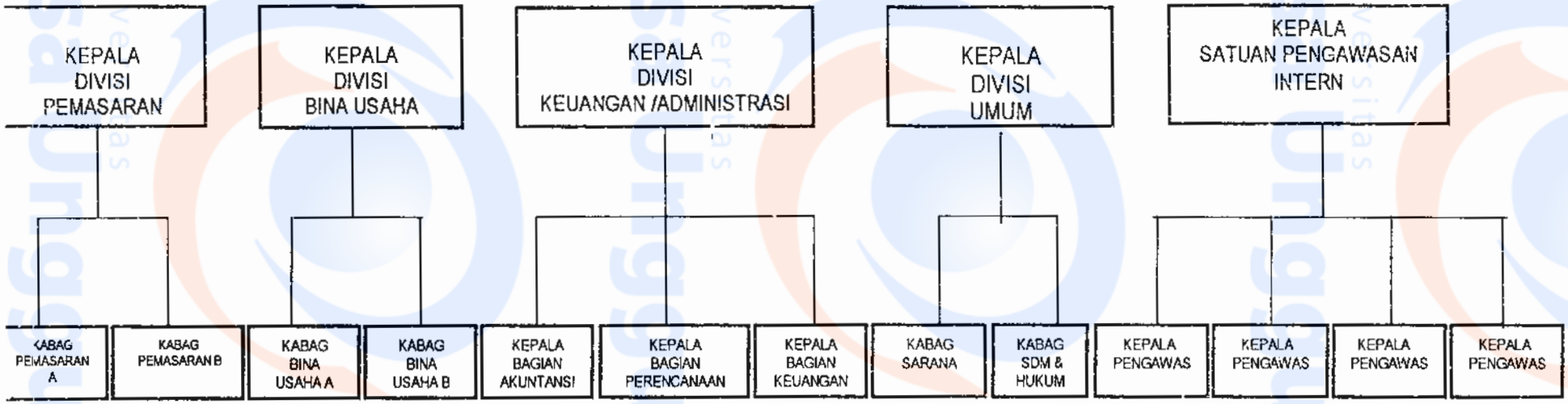LAMPIRAN 4. POLA PERENCANAAN KARIER DI KANTOR PUSAT PT X