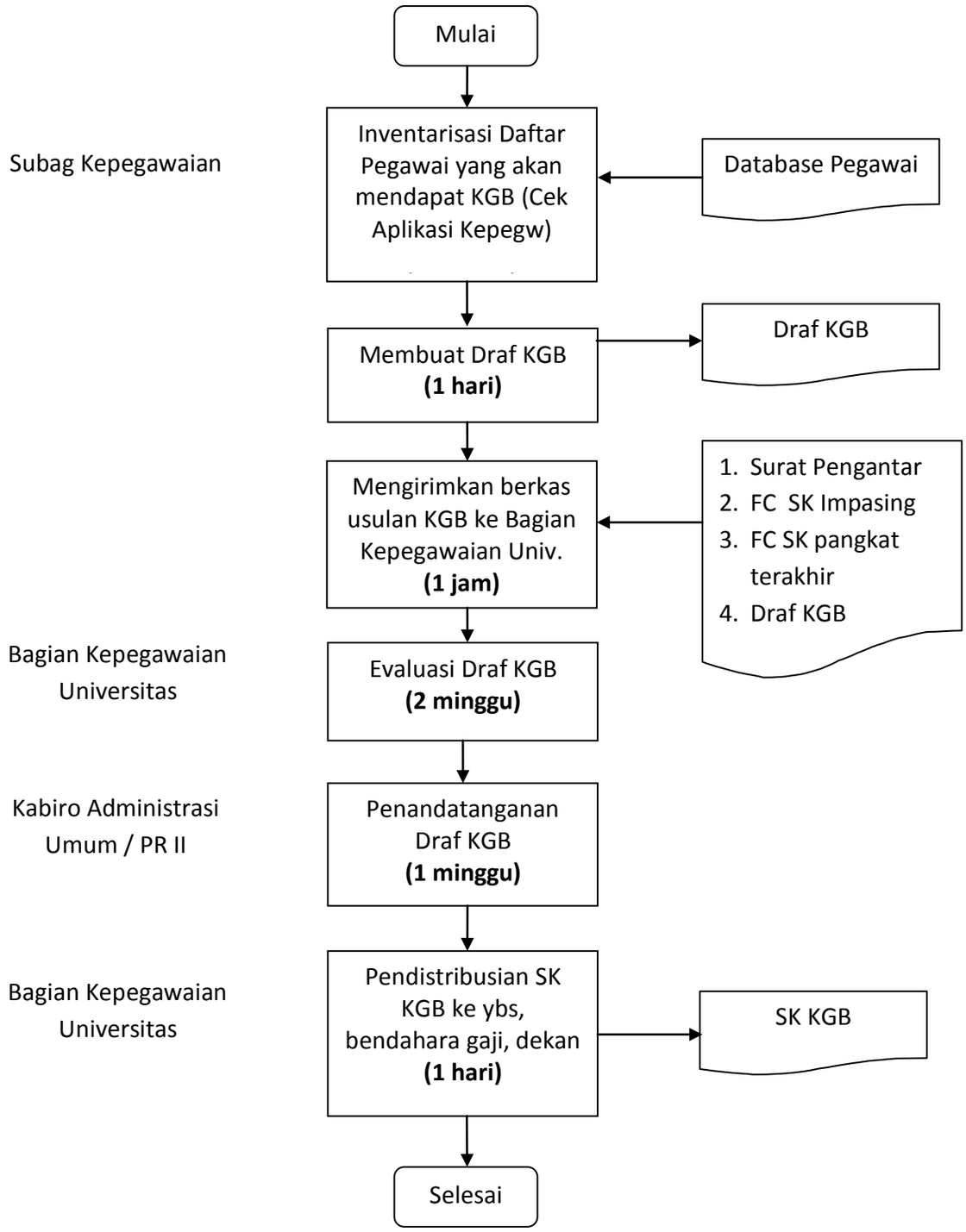PROSEDUR KENAIKAN GAJI BERKALA (KGB)