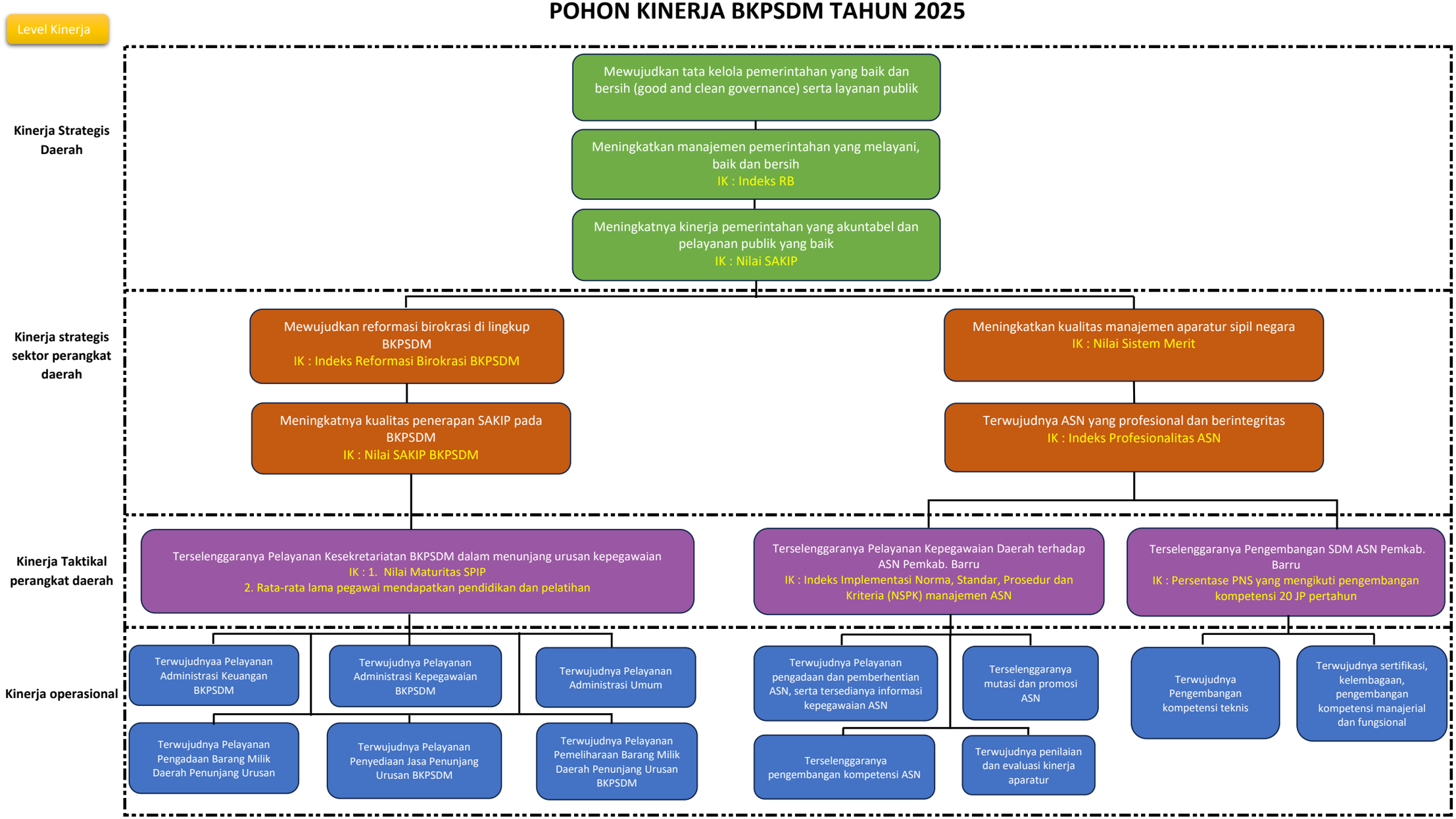POHON KINERJA BKPSDM TAHUN 2025