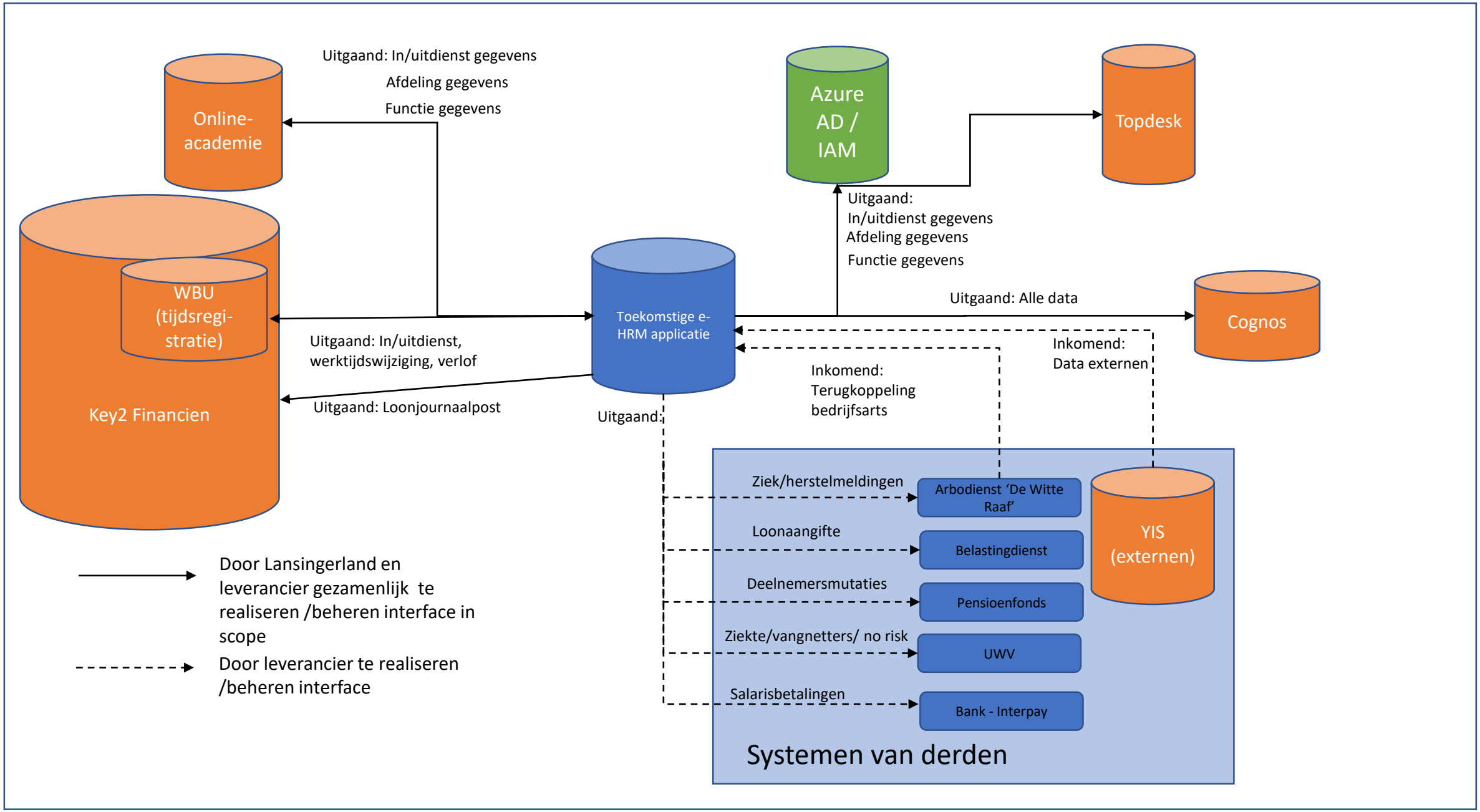Functionele HR Systeemlandschap