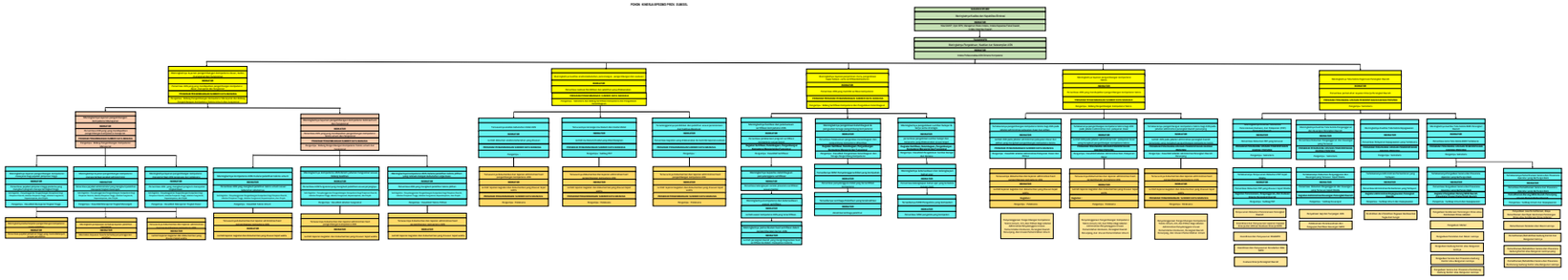POHON KINERJA OPERASIONAL PERIN. DJBOSL