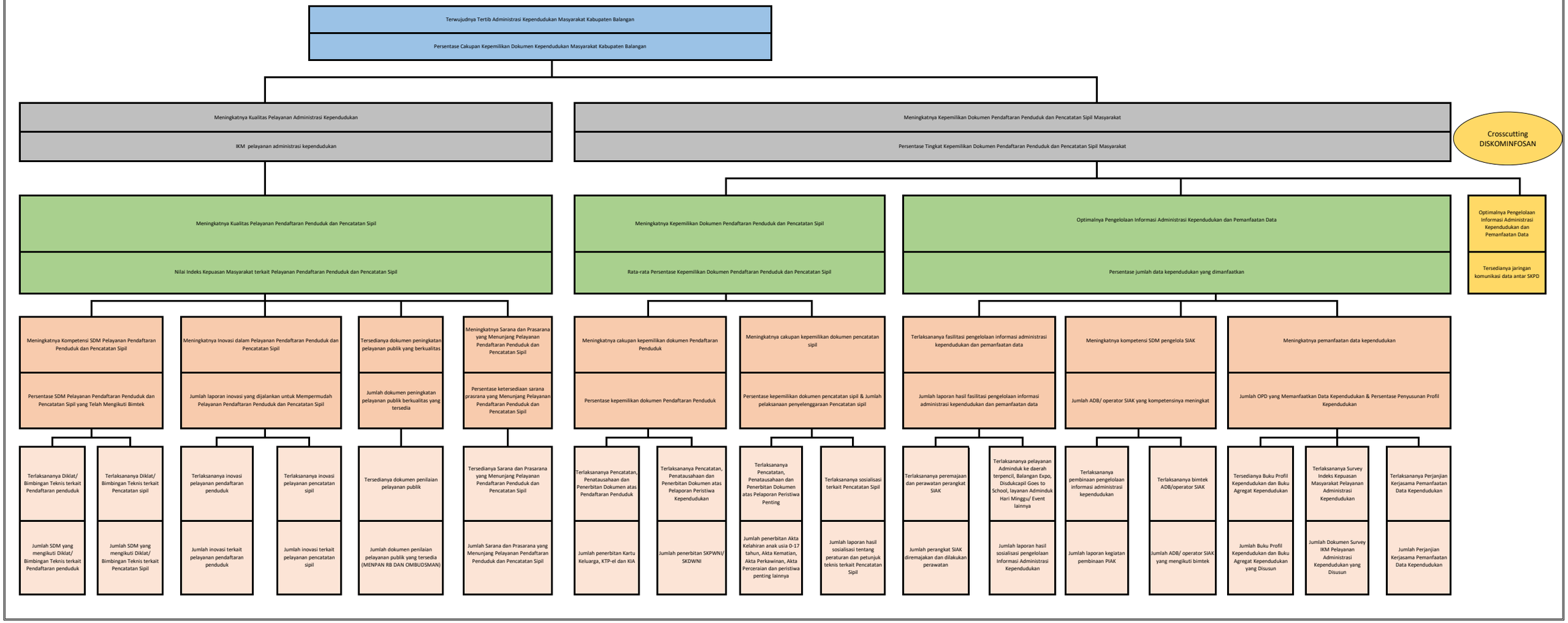POHON KINERJA DINAS KEPENDUDUKAN DAN PENCATATAN SIPIL