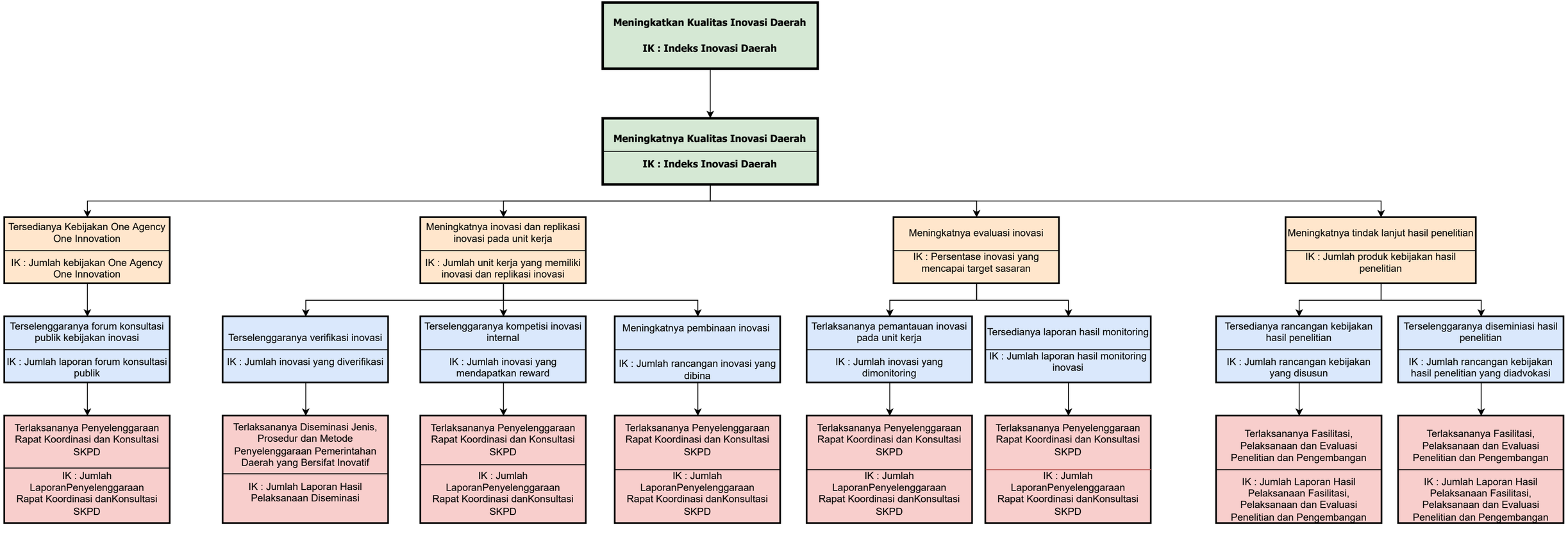POHON KINERJA BADAN PENELITIAN DAN PENGEMBANGAN DAERAH