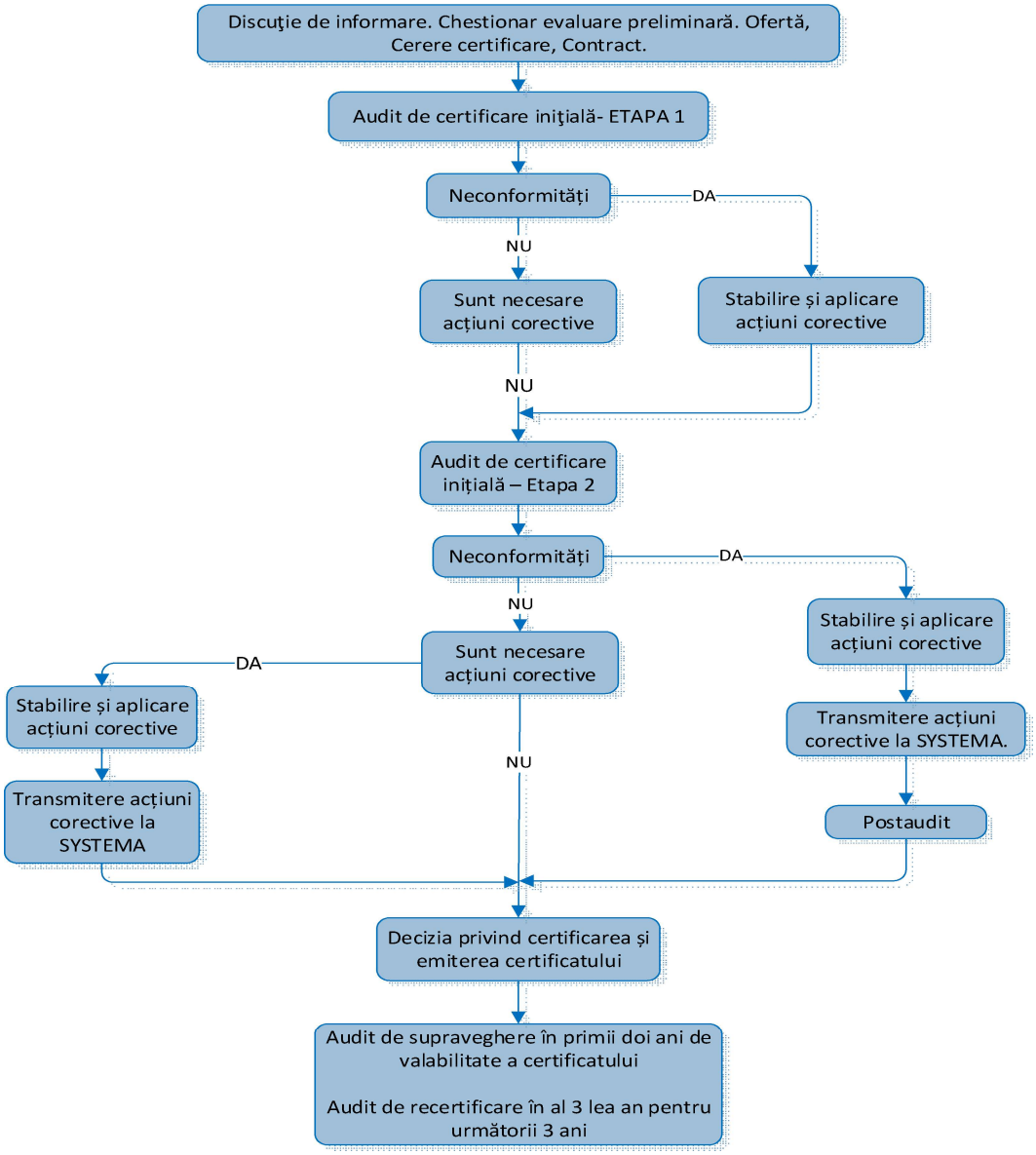SCHEMA DE CERTIFICARE A SISTEMELOR DE MANAGEMENT