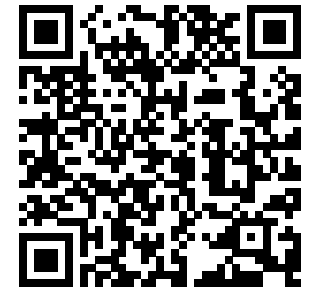


Certificate

174/PAE-13/II/2026



Hereby certifies that



Ziyad Muhammad Dzikro Baihaqi

has successfully completed in the Human Capital e-Internship
on February 1, 2026 – February 28, 2026
organized by PT Pinang Aneka Edukasi

Pangkalpinang, March 1, 2025

DIRECTOR



PUTY FAJRIAT HALIFAH, SAP



List of Competency

No	Title of Competency
1	Develop Job Descriptions
2	Conduct Job Evaluation
3	Design Salary Structure
4	Develop Key Performance Indicators (KPIs)
5	Conduct Workload Analysis

Instructor

Tio Sampurno, ST., M.Sc