

# Certificate

227/PAE-13/IV/2026

Hereby certifies that

**Erfan Juwananda Putra**

has successfully completed in the Human Capital e-Internship  
on March 1, 2026 – March 31, 2026  
organized by PT Pinang Aneka Edukasi

Pangkalpinang, April 1, 2026

DIRECTOR



**PUTY FAJRIATHALIFAH, 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