

# Certificate

175/PAE-13/II/2026

Hereby certifies that

**Zuhaida Tsania Nabilazka**

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, 2026

DIRECTOR



**PUTY FAJRIATYALIFAH, 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