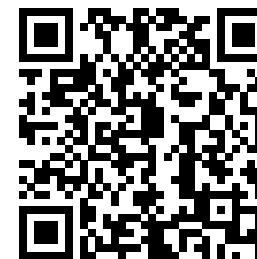


# Certificate

415/PAE-13/VI/2026

Hereby certifies that

**Mutia Azzahra**



has successfully completed in the Human Capital e-Internship  
on June 1, 2026 – June 30, 2026  
organized by PT Pinang Aneka Edukasi

Pangkalpinang, July 2, 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