



Certificate of Competency

This certificate is awarded to

Damanico Agung Nugraha

for successfully demonstrating the required competencies in
"HR Generalist"

as part of the **Intensive Bootcamp** conducted by Ioda Academy, held
from **25 Agustus 2025** to **19 September 2025**.

Jakarta, 19 September 2025


ioda
academy

Heldi Muhammad Rizki
Chief Executive Officer Ioda Academy

Certificate Number: 561/HRG-BOOTCAMP/Competency/IX/2025





INTENSIVE BOOTCAMP : HR Generalist

The Bootcamp HR Generalist, an online training program organized by Ioda Academy, **consists of 12 interactive and practice-based sessions**. This bootcamp provides comprehensive training and skill development in the following areas:

1. Perencanaan Kebutuhan SDM Strategis
2. Employer Branding & Sourcing Talent
3. Rekrutmen, Seleksi & Onboarding
4. Strategi Kompensasi, Benefit & Kepatuhan
5. Administrasi Payroll & PPh 21
6. Employee Engagement & Workforce Analytics
7. Sistem Manajemen Kinerja (KPI & OKR)
8. Pengembangan Program Karyawan (TNA & L&D)
9. Performance Improvement Plan & Disipliner
10. PHK, Pesangon & Exit Management

Jakarta, 19 September 2025

Haldi Muhammad Rizki

Chief Executive Officer Ioda Academy