



THIS CERTIFICATE IS PROUDLY PRESENTED TO

Bagus Adhi Herlambang

Institut Teknologi Sepuluh Nopember

Have attended and completed the Kalbe Nutritionals Internship Program as

Internship Position : Maintenance

Period Time : August 23th, 2021 – February 22th, 2022

With The Final Score : Proficient

February 22th, 2022

Date

Rian Pri

Head of Kalbe Nutritionals Internship Program

SOFT SKILLS	LEVEL
COMMUNICATION	Advanced
CUSTOMER ORIENTATION	Proficient
CONTINUOUS LEARNING & IMPROVEMENT	Advanced
WORK STANDARTS	Proficient
BUILDING POSITIVE WORKING RELATIONSHIPS	Proficient
SELF EFFECTIVENESS	Proficient

TECHNICAL SKILLS	LEVEL
PRESENTATION SKILL	Proficient
PLANNED MAINTENANCE	Proficient
TPM	Proficient
PLC	Advanced

PROFICIENCY LEVEL	DESCRIPTION	SCALE
LIMITED	May have limited understanding of the competency Competency has been minimally demonstrated	1
BASIC	Basic understanding or knowledge needed for handle routine tasks Requires some guidance or supervision when applying the competency	2
INTERMEDIATE	Basic understanding and knowledge sufficient enough to handle routine tasks Requires minimal guidance or supervision / tasks independently	3
PROFICIENT	Detailed knowledge, understanding, and application of the competency required to be successful in the routine tasks Consistently demonstrates success in the competency	4
ADVANCED	Highly developed knowledge, understanding, and application of the competency required to be successful in the routine tasks Can apply knowledge outside the scope of one's position	5
EXPERT	Specialist/Authority level knowledge, understanding, and application of the competency required to be successful in the routine tasks Applies skill across multiple projects or functions	6