

Introduction to the Global MPM Insight

June 29, 2022



Ministry of Personnel
Management



TABLE OF CONTENTS

1. Publication Background
2. Overall Structure
3. Key Features
4. Implications

1. Publication Background

- To introduce the Korean government's best practices in public personnel management and share the outcomes of the MPM's international cooperation
- To analyze the trends in global public personnel management
- To use as communications materials targeting personnel management agencies home and abroad



The MPM was established as an independent Central Personnel Management Agency



The International Cooperation Division was newly established within the MPM



The MPM Global Insight was published to record the outcomes of MPM's international cooperation projects

2. Overall Structure

<English cover>



<Summary of contents>

2022 Vol.1 First Issue	
Global MPM Insight	
CONTENTS	
10	I Special Feature Column Suggestions for Globalizing K-HRM Dong Ju Choi (Professor of Global Cooperation in the School of Global Service at Soongsil Women's University)
18	I People: Interviews The Need for a New Personnel Administration Platform in the Transition to the AI Society Park Sooneel (Professor of the Graduate School of Public Administration of Seoul National University, UN Committee of the Experts on Public Administration)
28	Looking Forward to Cooperating with the MPM in East Asia Ewa Wiczkowski (Director of Public Governance, OECD)
34	Korea's Public Personnel Administration from the Perspective of Foreign Civil Servants Professor Sung Min Park's Research Team, Department of Public Administration & Graduate School of Governance at Sungkyunkwan University
43	I Feature : Digital Personnel Management Expert Column : Digital Transformation and Its Policy Implications for the Public Sector Seon-In Eom (Professor of Public Administration, Soekhoe National University)
54	Global Trend : Data-Driven Human Resources Management in OECD Member Countries Lee Seok-hee (Director of Business & Exchange Division, MPM / Former OECD Government Senior Policy Analyst)
62	The Current Status of Digital Personnel Management Korea's digital personnel management system is drawing attention from the world amid the COVID-19 pandemic.
75	I The Activities of the Ministry of Personnel Management MPM News : Major Activities of the Ministry of Personnel Management in 2021
79	International Cooperation at MPM Outcomes of International Cooperation in Personnel Administration Introduction to MPM's Major International Cooperation Projects 1. Development Experience Exchange Partnership IDEEP Program with Uzbekistan 2. Official Development Assistance Project to Establish Performance in Mongolia 3. Technical Cooperation Project with Inter-American Development Bank
99	I International Community's Evaluation of Personnel Administration in Korea
104	I Major International Events in 2022

- Print length: 104 pages
- Available in print and online (pdf) formats
- Distributed to:
 - Key international organizations such as the ACSIH, OECD, and IDB
 - MPM's key partner countries including Central and Southeast Asian countries
 - Domestic academia and graduate schools of public administration

2. Overall Structure



Congratulatory messages and interviews

- Alikhan Baimenov, Chairman of the Steering Committee of the ACSH
- Pan Suk Kim, Commission Member of the ICSC
- Director for Public Governance at the OECD, etc.



Feature: Digital personnel management

- **Expert column:** Digital Transformation and Its Policy Implications for the Public Sector
- **Global trends:** OECD Data-Driven Human Resources Management
- Introduction to Korea's digital personnel management system



Special feature columns

- Suggestions for Globalizing K-HRM
(Dong Ju Choi, Professor at Sookmyung Women's University)



Introduction to MPM's key international projects and their outcomes

- Outcomes of MPM's international cooperation projects
- Introduction to MPM's key international cooperation projects
- International community's evaluation of Korea's personnel administration



3. Key Features



1. Congratulatory Messages and Interviews by Key Figures

"The reports on personnel management annually shared by the MPM are especially useful for personnel management agencies of the ACSH member countries..."



H.E. Alikhan Baimenov,
Chairman
of the Steering Committee
of the ACSH

"I [...] hope that the MPM will further develop public personnel administration through global cooperation and exchange in the field of public personnel management"



H.E. Pan Suk Kim, Commission
Member
of the ICSC
(former Minister of Personnel Management)

"Korea should be commended for its active approach to the development and management of public service workforce"



Ms. Elsa Pilichowski,
Directors for Public
Governance at the OECD

3. Key Features



2. Recent Trends in Public Personnel Management ①



- **The government's digital transformation and its implications for the public sector**
 - Public administration can innovate itself to provide scientific and evidence-based public services



- **Recent trends in OECD countries' data-driven personnel management and case examples**
 - The data-driven system has a wide range of implications for strategic human resources planning, retention of core talent, inclusive public leadership forecast, etc.

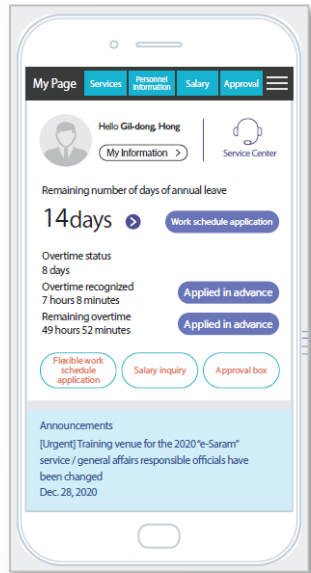


- **Introduction to Korea's digital personnel management system**
 - Following digital transformation accelerated by the COVID-19 pandemic, many countries pay attention to Korea's digital personnel management system

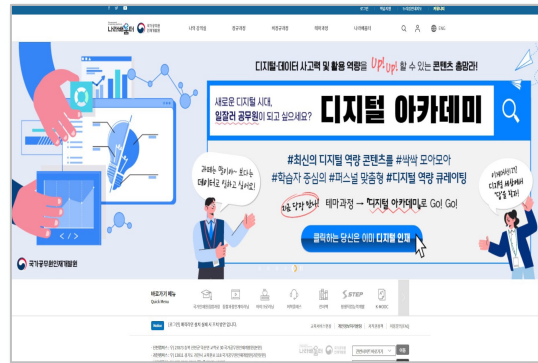
3. Key Features



2. Recent Trends in Public Personnel Management ②



Electronic personnel
management system
(e-Saram)



Human resources
development
platform

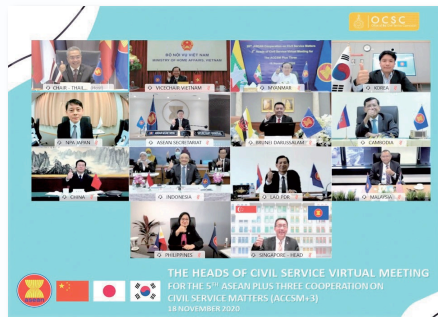


Intelligent talent
recommendation
database

3. Key Features



3. Korea's Effort to Globalize Its Public Personnel Administration ①



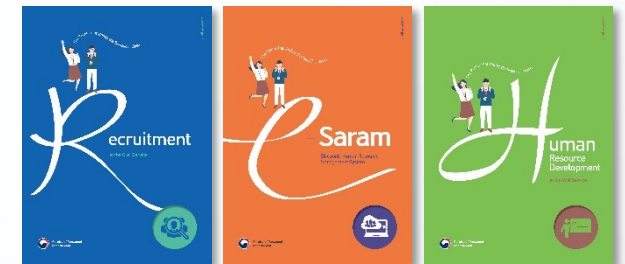

Projects for multilateral cooperation
- with international and multilateral organizations


Projects for bilateral cooperation
- MOUs, webinars, etc.




ODA and technological cooperation projects

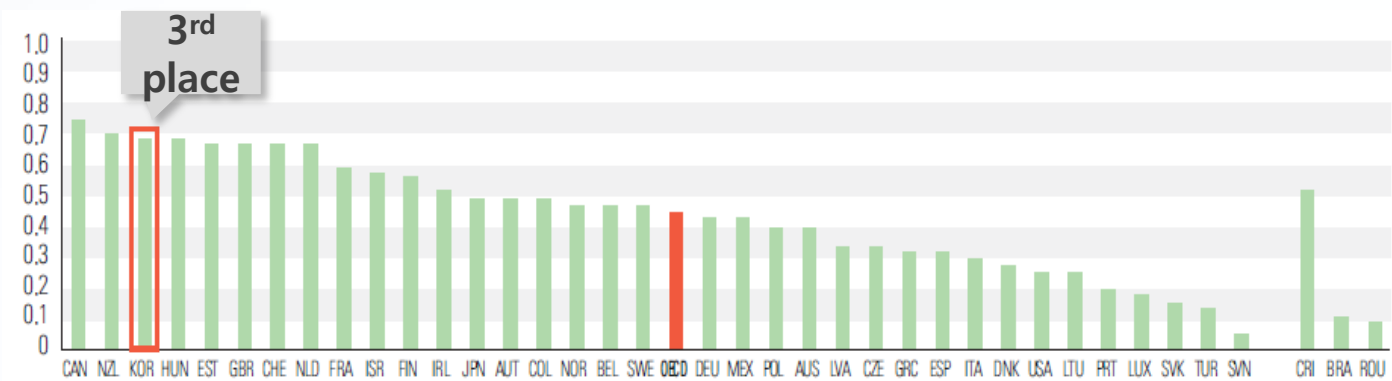

Promotion of Korea's public personnel administration



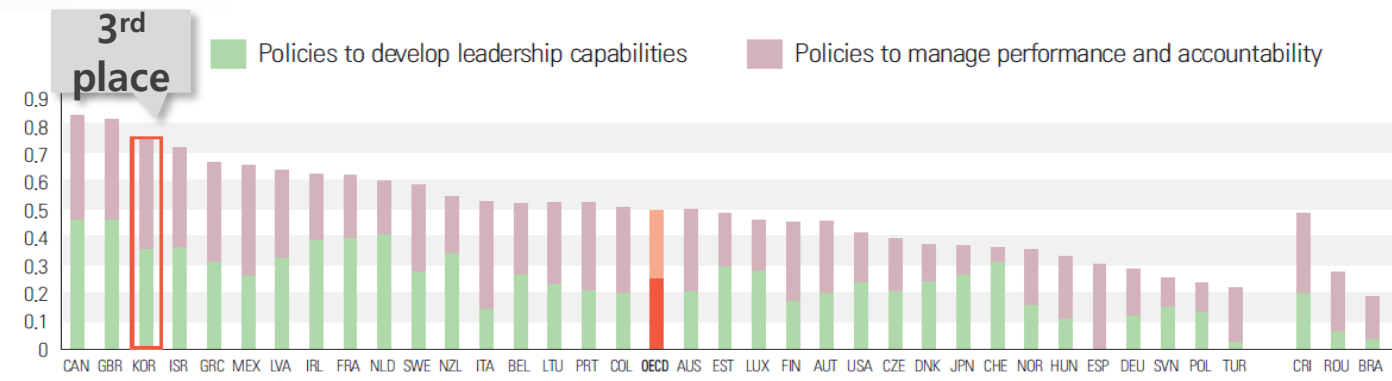
3. Key Features



3. Korea's Effort to Globalize Its Public Personnel Administration ②



< Use of Proactive Recruitment Practices >



< Managing the Senior Level Public Service >

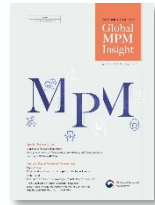


- Korea's public personnel administration is recognized globally; In "Government at a Glance 2021" published by the OECD, Korea ranked high in key indicators for evaluation of human resources.

4. Implications

Systematic sharing and promotion of the outcomes of Korea's public personnel administration

1



Periodic publications that summarize the outcomes of MPM's international cooperation efforts

2




Guidebooks that provide detailed information on Korea's personnel management system, frequently requested by foreign governments (6 volumes)

3



Leaflets published to meet the need of regular promotion

- Where to download the 「Global MPM Insight」
-  The official website of the MPM (in English) (www.mpm.go.kr/english) → Resources → Publications

The background features a series of overlapping, wavy grey lines that create a sense of motion and depth. A single, solid red line curves across the upper portion of the image, adding a sharp contrast to the softer grey tones.

Thank You