People-centered Governance

Introduction to Three Cases of The Korean Government

Ministry of Personnel Management
Republic of Korea

1 Recruiting

NHR
DataBase

2 HRD

HRD
Platform

3 Motivating

Proactive
Administration

Ministry of Personnel Management

1 Recruiting

National Human Resources DataBase

Ministry of Personnel Management

1 Recruiting – NHR DataBase

1 Human Resources

Information on
Key National Talent

Name, age, academic background, work experience, qualifications, books written by the person, thesis, media reports, various evaluation results, etc.

2 Collecting & Managing

3 Recommending

- Ministers & Vice-Ministers
- Senior Civil Service & Director-level
- **Heads & Executive Officers** of Public institutions
- **Members** of Government Committees

Ministry of Personnel Management

1 Recruiting – NHR DataBase

1 Human Resources

Key National Talent

Public Official

Professor

Lawyer

Ph.D

Medical Doctor

CEO

Researcher

Expert

Ministry of Personnel Management

1 Recruiting – NHR DataBase

1 Human Resources

Science, IT & Other Technologies

43,291 people

Business Management

20,859 people

Finance, Trade & Accounting

23,122 people

Culture, Sports & Arts

26,565 people

Legal & Judicial Affairs

24,973 people

Medicine & Pharmacy

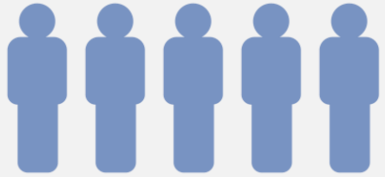
27,915 people

Ministry of Personnel Management

1 Recruiting – NHR DataBase

1 Human Resources

Number of people registered in NHR DB



Year 2001

72,406 people

Year 2010

190,294 people

Year 2021

331,767 people

Ministry of Personnel Management

1 Recruiting – NHR DataBase

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Ministry of Personnel Management

1 Recruiting – NHR DataBase

2 Collecting & Managing

Dedicated Bureau Focused on NHR DataBase Management

- Minister
  - Spokesperson
  - Talent Acquisition and Information Planning Bureau
  - Vice Minister
    - Civil Service Labor-Management Cooperation Bureau
    - Public Officials Occupational Accident Compensation Bureau
    - HRD Platform Development Bureau
    - Director General for Planning and Coordination
    - Human Resources Recruitment Bureau
    - Personnel Management Innovation Bureau
    - Personnel Management Bureau
    - Government Ethics and Discipline Bureau

Ministry of Personnel Management

1 Recruiting – NHR DataBase

2 Collecting & Managing

Public Referrals

Submit a recommendation

Identify and Authenticate

Recommendation Received

Ministry of Personnel Management

1 Recruiting – NHR DataBase

2 Collecting & Managing

Public-Private Partnership

Ministry of Personnel Management

1 Recruiting – NHR DataBase

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3 Recommending

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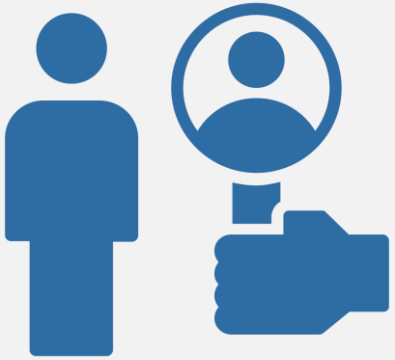
Ministry of Personnel Management

1 Recruiting – NHR DataBase

3 Recommending

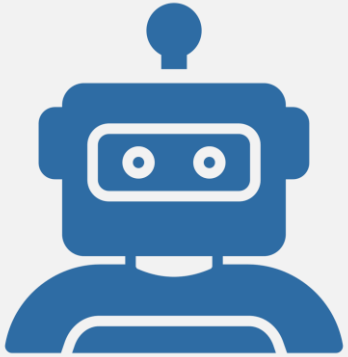


HeadHunter

Ministry of Personnel Management

HR manager

Each Organization



AI

(Since 2019)

Year 2021 **13,997** positions

Ministry of Personnel Management

1 Recruiting

NHR
DataBase

2 HRD

HRD
Platform

3 Motivating

Proactive
Administration

Ministry of Personnel Management

2 HRD

Human Resources Development Platform

Ministry of Personnel Management

2 HRD- HRD Platform

1 Various Contents

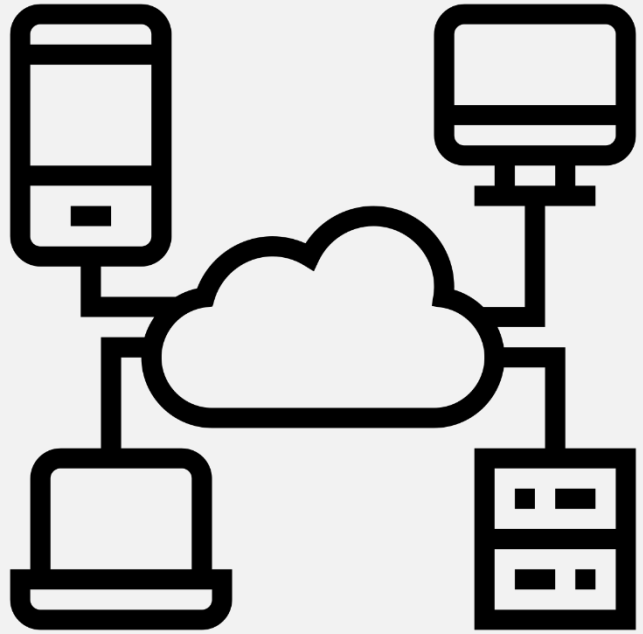
2 Real-time & Two-way

3 AI Curating

E-learning

Special Lecture

Thesis & Report



HRD Platform

Since 2020

Video learning

Micro learning

Social learning

Ministry of Personnel Management

2 HRD- HRD Platform

1 Various Contents

More than **700,000** contents

E-learning

Special Lecture / Seminar

Talk Show

Micro learning

Thesis & Report

Ministry of Personnel Management

2 HRD- HRD Platform

1 Various Contents

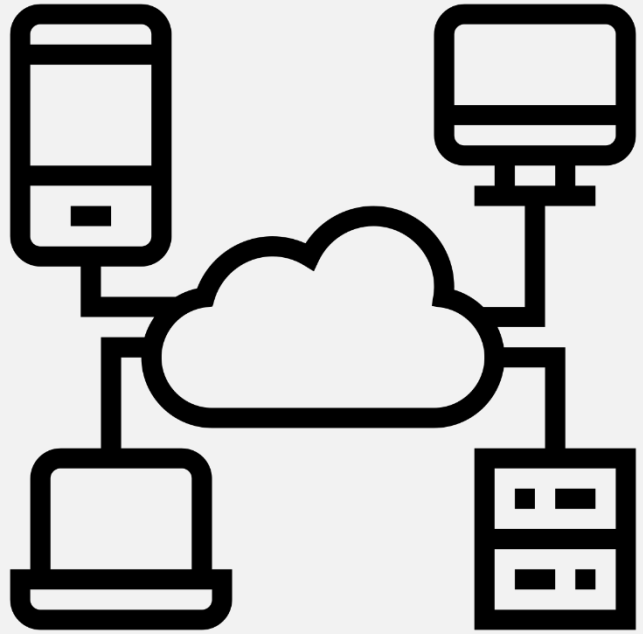
2 Real-time & Two-way

3 AI Curating

E-learning

Special Lecture

Thesis, Report



HRD Platform

Since 2020

Video learning

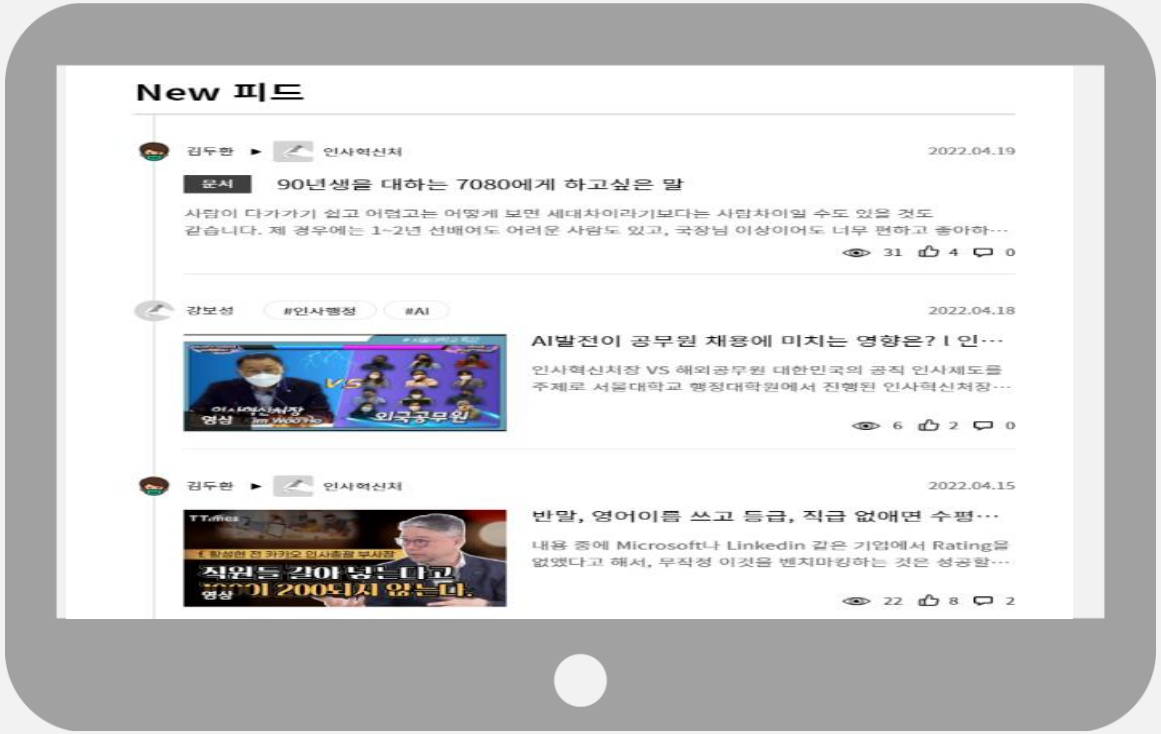
Micro learning

Social learning

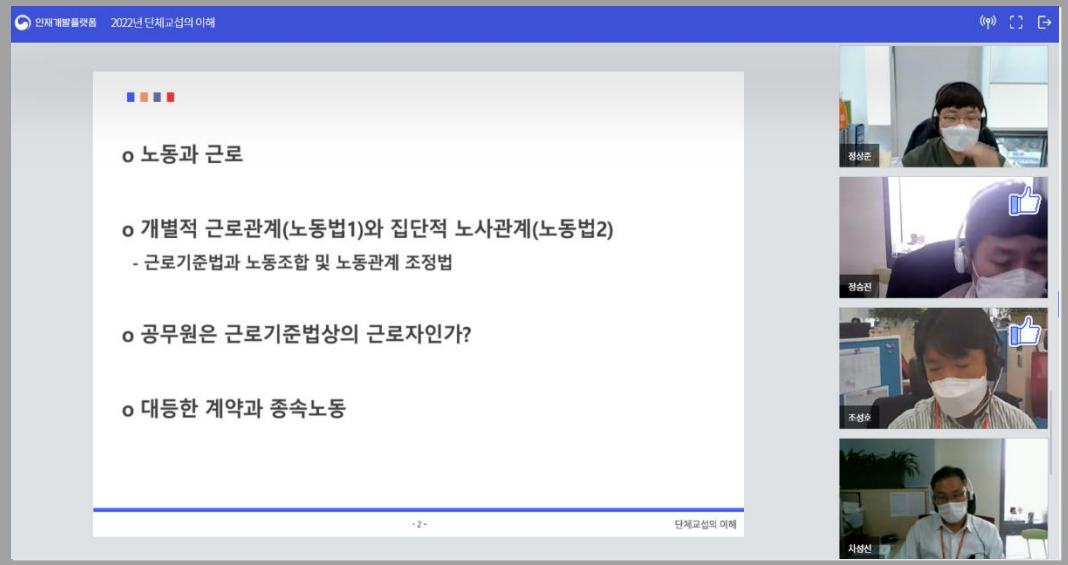
Ministry of Personnel Management

2 HRD- HRD Platform

2 Real-time & Two-way



Social Learning



Real-time Video Learning

Ministry of Personnel Management

2 HRD- HRD Platform

1 Various Contents

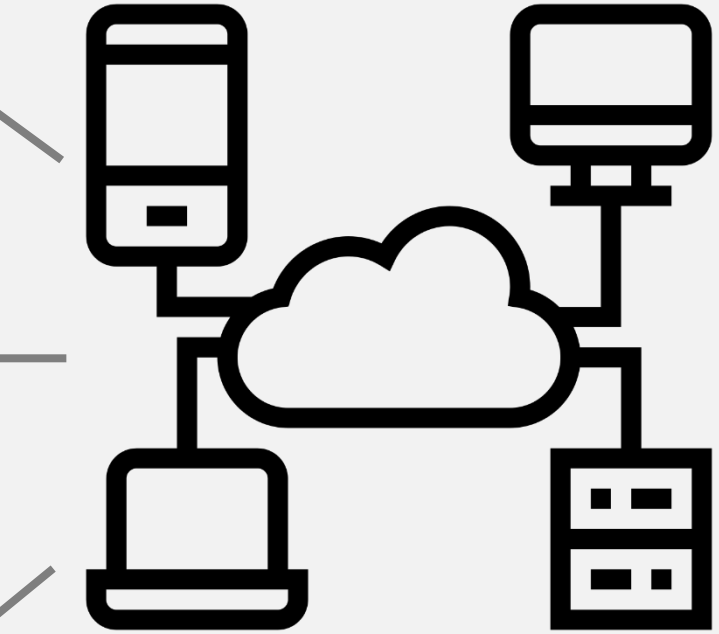
2 Real-time & Two-way

3 AI Curating

E-learning

Special Lecture

Thesis & Report



HRD Platform

Since 2020

Video learning

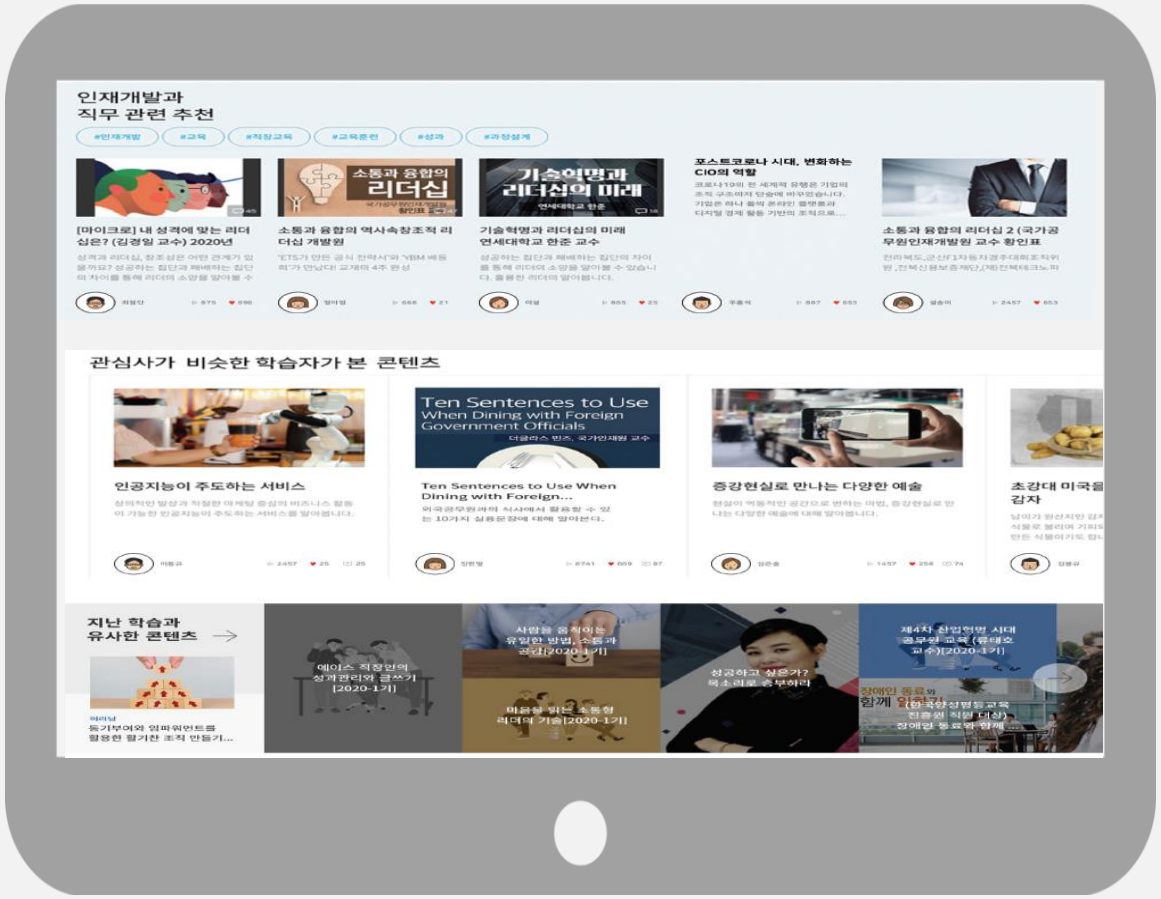
Micro learning

Social learning

Ministry of Personnel Management

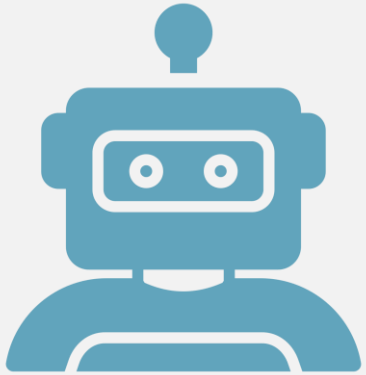
2 HRD- HRD Platform

3 AI Curating



HRD Platform

Sorting &
Recommending



Artificial
Intelligence

Learner
(Public Official)

Ministry of Personnel
Management

1 Recruiting

NHR
DataBase

2 HRD

HRD
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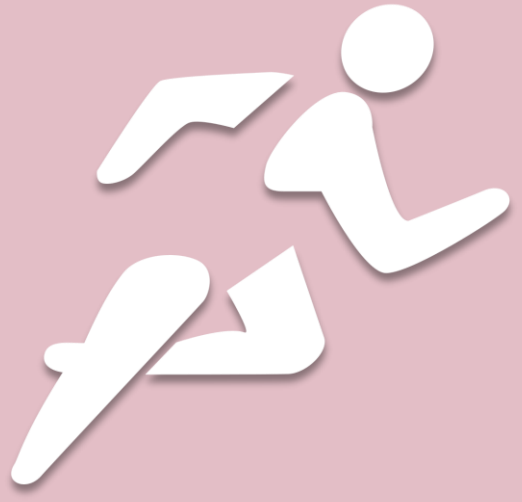
3 Motivating

Proactive
Administration

Ministry of Personnel Management

3 Motivating

Proactive Administration



Ministry of Personnel Management

3 Motivating – Proactive Administration

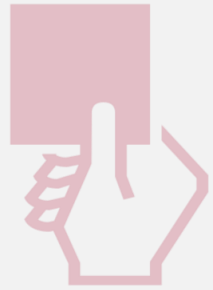
1 Incentive

2 Protection

3 Disciplinary Action

Incentive

Protection



Disciplinary Action

Proactive Administration

Good Governance

Ministry of Personnel Management

3 Motivating – Proactive Administration

1 Incentive

Proactive Administration
Best Practice Contest

Ministry of Personnel Management

3 Motivating – Proactive Administration

1 Incentive

Highest Grade Bonus

Salary Increase

Promotion

Graduate School

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Year 2021 **1,700** people

Ministry of Personnel Management

3 Motivating – Proactive Administration

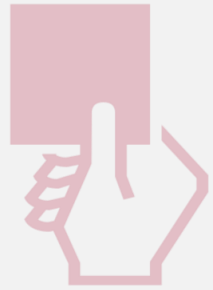
1 Incentive

2 Protection

3 Disciplinary Action

Incentive

Protection



Disciplinary Action

Proactive Administration

Good Governance

Ministry of Personnel Management

3 Motivating – Proactive Administration

2 Protection

Proactive Administration Committee

Obscure Regulation

Inquiry

9 to 45 people

Public Officials < Citizens

Recommendation

Exemption from Responsibility

Ministry of Personnel Management

3 Motivating – Proactive Administration

2 Protection

Up to **$70,000**
per Person per Year

Proactive Administration

When a public official is accused

Public Official Liability Insurance
(Support Litigation Cost)

Ministry of Personnel Management

3 Motivating – Proactive Administration

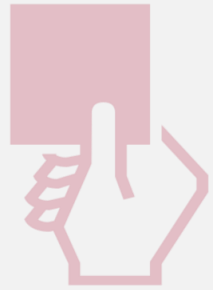
1 Incentive

2 Protection

3 Disciplinary Action

Incentive

Protection



Disciplinary Action

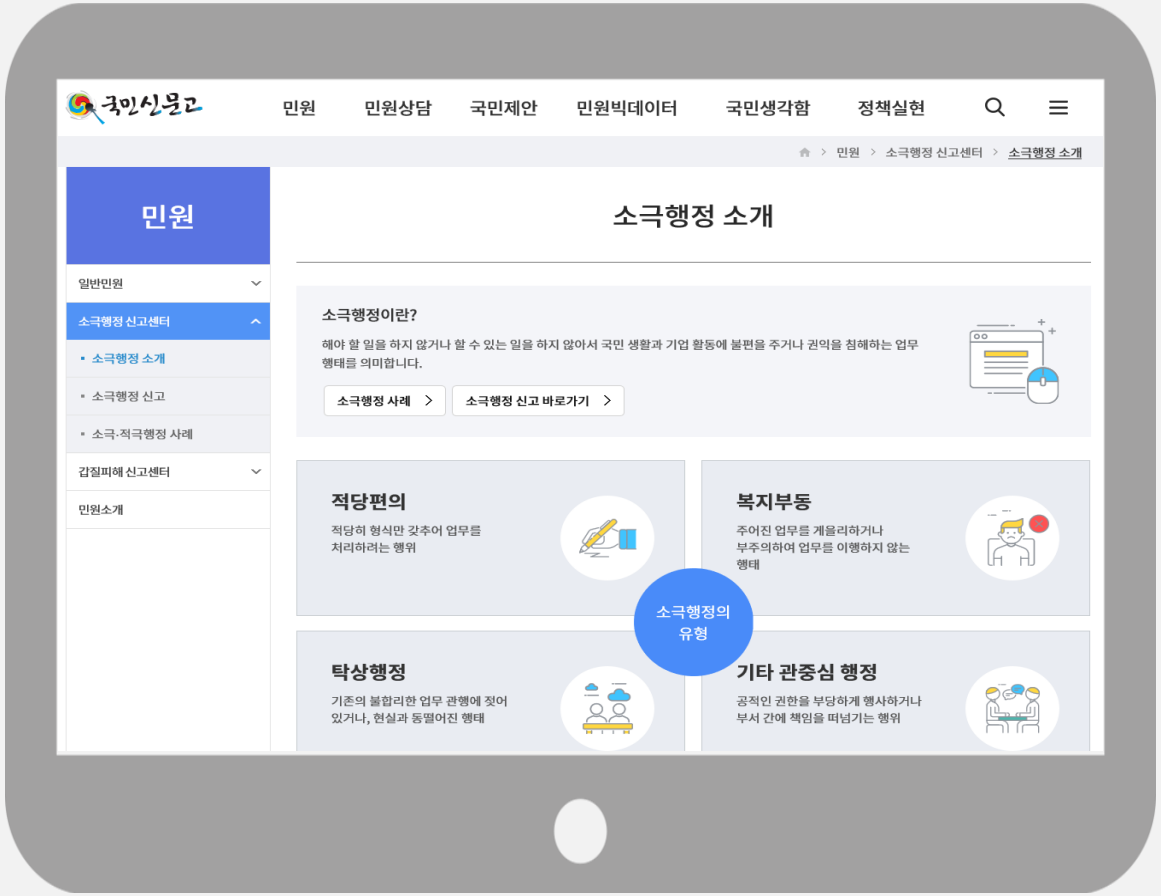
Proactive Administration

Good Governance

Ministry of Personnel Management

3 Motivating – Proactive Administration

3 Disciplinary Action



Passive Administration Reporting Center

Reporting a Passive Administration Service

Investigation

Disciplinary Action

Ministry of Personnel Management

“You can be forgiven for breaking a plate,
but not for letting it collect dust.”

Ministry of Personnel Management