e-Saram

e-Saram [Electronic Personnel Management System]
for advanced forward-looking personnel management

e-Saram Electronic personnel management system

MINISTRY OF
PERSONNEL
MANAGEMENT

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PERSONNEL
MANAGEMENT

≡ What is 'e-Saram'?

'Electronic personnel management system'
for the development of creative people of talent

'e-Saram'(electronic personnel management system) refers to "standard personnel management system" that supports the personnel management of each administration and 'personnel policy support system' that supports personnel policy and personnel work process of Central Personnel Agency.
Or, 'e-Saram' refers to an integrated system that aligns 'Standard personnel management system' and 'Personnel policy support system'.

'e-Saram' has integrated management system to administer data related to human resources of public officers, payroll, performance evaluation, education training, and work. This system is automated and became more efficient through IT technology.

≡ History of e-Saram

1st Generation
(C/S based)

"Groundwork for PPSS"

(2000.10~2008.1)

Expanded to the all department, advancement and independent HW by department

2000. 2	「Government of people」 selected personnel reform as 8 tasks of the tenure
2000. 10	PPSS Bureau was launched
2000. 9	System development was completed
2001. 10	Pilot project applied in 4 Ministries including Ministry of Planning & Budget
2002. 4	Expanded to 31 ministries including Ministry of Finance & Economy
2003. 8	Expanded to 16 ministries including Ministry of Foreign Affairs and Trade
2004. 5	Expanded to central administrative agencies
2005~2006	Expanded to Ministry of Education & Human Resources Development and other governmental committees
2006. 6	1st phase of PPSS advancement was completed
2006. 10	Selected 'e-Saram' for the name of PPSS
2008. 1	2nd phase of e-Saram advancement

2nd Generation
(Web based)

"Conversion into next generation system"

(2009.4~20012.12)

Information resources (H/W, S/W,DB) integration

Web based environment & expansion to new services

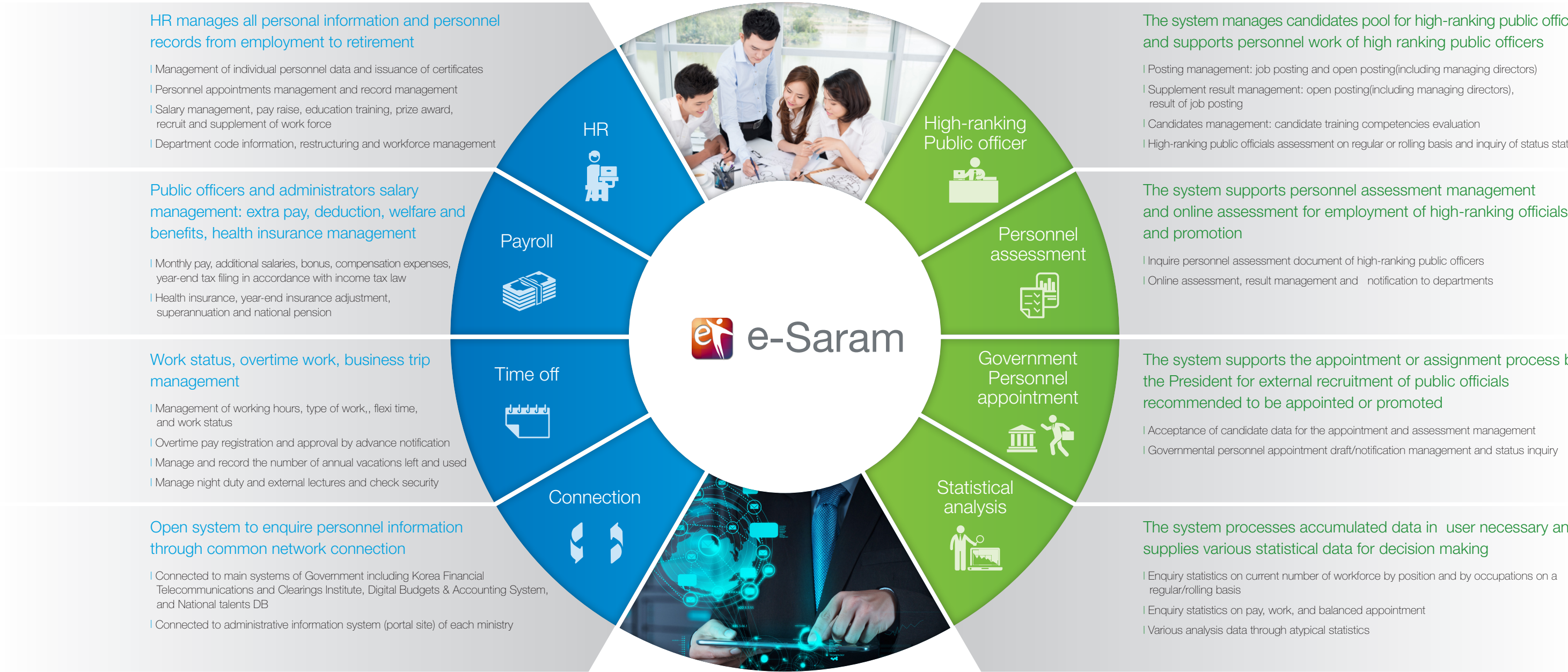|	
2009. 10	Set information strategy planning(ISP)
2011. 12	1st phase of next generation e-Saram was completed (expanded to 57 departments)
2012. 12	Next generation e-Saram 2nd phase was completed

Standard personnel system for governmental ministries

e-Saram allows HR staff and normal users of each governmental ministry to efficiently administer personnel job through e-Saram, the DB of personnel data.
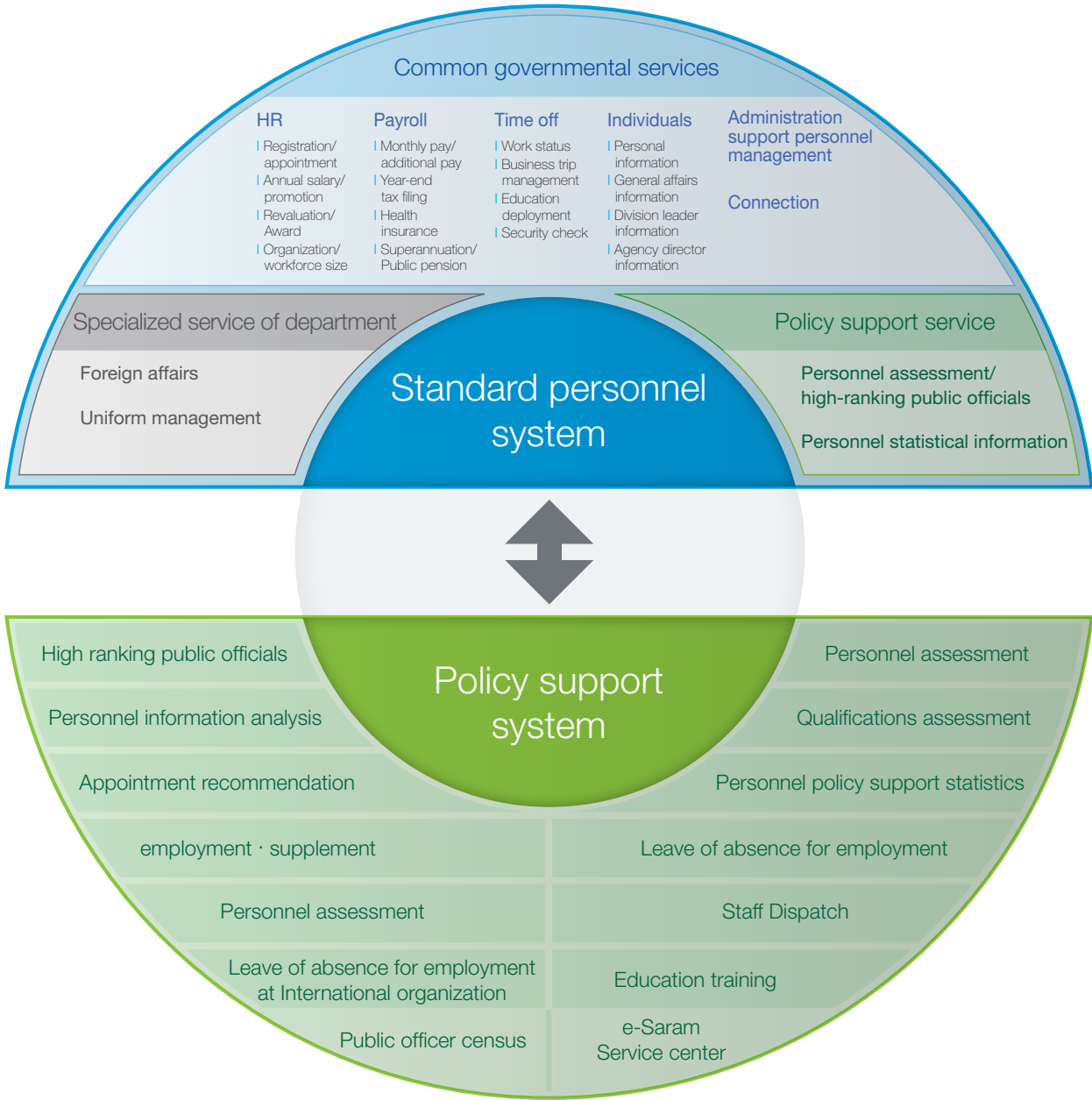
Policy support system for central Personnel management agency

e-Saram supports scientific and reasonable personnel policy at central personnel agency by providing status analysis and statistical data.

HR manages all personal information and personnel records from employment to retirement

I Management of individual personnel data and issuance of certificates
I Personnel appointments management and record management
I Salary management, pay raise, education training, prize award, recruit and supplement of work force
I Department code information, restructuring and workforce management

Public officers and administrators salary management: extra pay, deduction, welfare and benefits, health insurance management

I Monthly pay, additional salaries, bonus, compensation expenses, year-end tax filing in accordance with income tax law
I Health insurance, year-end insurance adjustment, superannuation and national pension

Work status, overtime work, business trip management

I Management of working hours, type of work,, flexi time, and work status
I Overtime pay registration and approval by advance notification
I Manage and record the number of annual vacations left and used
I Manage night duty and external lectures and check security

Open system to enquire personnel information through common network connection

I Connected to main systems of Government including Korea Financial Telecommunications and Clearings Institute, Digital Budgets & Accounting System, and National talents DB
I Connected to administrative information system (portal site) of each ministry

HR

Payroll

Time off

Connection

e-Saram

High-ranking Public officer

Personnel assessment

Government Personnel appointment

Statistical analysis

The system manages candidates pool for high-ranking public officials, and supports personnel work of high ranking public officers

I Posting management: job posting and open posting(including managing directors)
I Supplement result management: open posting(including managing directors), result of job posting
I Candidates management: candidate training competencies evaluation
I High-ranking public officials assessment on regular or rolling basis and inquiry of status statistics

The system supports personnel assessment management and online assessment for employment of high-ranking officials and promotion

I Inquire personnel assessment document of high-ranking public officers
I Online assessment, result management and notification to departments

The system supports the appointment or assignment process by the President for external recruitment of public officials recommended to be appointed or promoted

I Acceptance of candidate data for the appointment and assessment management
I Governmental personnel appointment draft/notification management and status inquiry

The system processes accumulated data in user necessary and supplies various statistical data for decision making

I Enquiry statistics on current number of workforce by position and by occupations on a regular/rolling basis
I Enquiry statistics on pay, work, and balanced appointment
I Various analysis data through atypical statistics

e-Saram service structure

e-Saram consists of 10 services for Standard personnel system for governmental ministries and
14 services for Policy support system for central Personnel management agency.
Each services is being operated by sharing main data.

Common governmental services

HR
- Registration/ appointment
- Annual salary/ promotion
- Revaluation/ Award
- Organization/ workforce size

Payroll
- Monthly pay/ additional pay
- Year-end tax filing
- Health insurance
- Superannuation/ Public pension

Time off
- Work status
- Business trip management
- Education deployment
- Security check

Individuals
- Personal information
- General affairs information
- Division leader information
- Agency director information

Administration support personnel management

Connection

Specialized service of department
- Foreign affairs
- Uniform management

Standard personnel system

Policy support service
- Personnel assessment/ high-ranking public officials
- Personnel statistical information

Policy support system

- High ranking public officials
- Personnel information analysis
- Appointment recommendation
- employment · supplement
- Personnel assessment
- Leave of absence for employment at International organization
- Public officer census
- Personnel assessment
- Qualifications assessment
- Personnel policy support statistics
- Leave of absence for employment
- Staff Dispatch
- Education training
- e-Saram Service center

Integrated service of e-Saram

e-Saram system establishes cloud-based integrated information asset system to enable common use of server and DB, which is physical and logical convergence of divisional DB. Interoperability and resource availability were advanced through personnel information sharing system between work process system and main administrative information system considering security, scalability, and safety.

e-Saram open information integration system

Department manager
- Personnel record, appointment recommendation
- Evaluation, award, education
- Salary
- Certificate issuance

Head of department/ Director of agency
- Status record
- Personnel record
- Performance evaluation
- Payments

Policy manager in central personnel management agencies
- Personnel assessment
- Government personnel appointmen
- Statistical data insurance

Public officer
- My career
- My income
- Business trip registry
- Performance management

Policy support system For central personnel management agencies

Departmental standard personnel system

HR(Human Resource) Database for Public Service

Digital Budget & Accounting System
Korean Integrated Fiscal Information System

KFTC
Korea Financial Telecommunications & Clearings Institute

Residence registration system

Department administration system

Central Officials Training Institute

Changed government HR thanks to e-Saram

1 Agile and flexible personnel administrative service that can proactively respond to the change of administrative environment

Web based high technology utilizing e-government standard framework enables flexible personnel administration service that can reflect various requirements including demands for smart work, flexi time and increased autonomy.

3 Personnel policy support service for sustainable management of policies and fast decision making

Foundation has been laid to secure highly reliable and valid personnel policies by fast and accurate supply of information, estimation, anticipation and analysis of objective personnel statistical results through reduced cycle of data collection.

2 Integrated and service-oriented open system for Green IT, resource integration that can meet the changing needs of information paradigm

Separately operated HW, data base, operation services are all integrated to increase the efficiency of operation and management and to provide stable service environment. Besides, real time sharing and exchange of data between the divisional system, HR statistical system enabled ease-of-use open system for reliable personnel information use.

4 Ease-of-use, safe personnel service through customized service for users and enforced protection of personal information

Easy and safe personnel services are available for individuals, division leaders and staff concerned of the customized services according to the R&R of the users through encryption of main services and personal data and enforced management of information distribution and record.

'e-Saram' will lead the innovation of smart personnel administration

Implement BPM based decision making support system

| Real-time statistical information and dashboard feature
| Knowledge management system

Implement fast work process through mobile

| Application services
| Personnel appointment status and statistical information for policy managers and agency directors

Personnel

Work

Statistics

Mobile

Application/Approval

HR information

Status statistics

Division leader/
Agency leader

Public officer