



Welcoming Message

Honorable guests, ladies and gentlemen,

It is my great pleasure to welcome you to the Seoul International Conference on Human Resource Management in the Public Sector.

The Civil Service Commission of Korea (CSC), the central personnel management authority of Korean government, has steadily been carrying out its major missions to reform Korean civil service and personnel policy since its inception in 1999. Commemorating the 3rd anniversary of CSC, the Conference will be a rewarding international festival of acclaimed scholars and experts on human resource management in the public sector.

Various experiences of the governments all over the world tell us that the effective management of each person and their network is the core factor for a sustainable development of the future government. Highlighting and sharing such an international recognition, the Conference will review and evaluate the activities of CSC for the last three years and consequently search for directions and strategies for human resource utilization of the 21st century.

I certainly believe that the Conference will bear fruitful results and lay the firm groundwork for future development of public human resource management.

We look forward to seeing you in Seoul on 2nd and 3rd May 2002.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Kwang-Woong Kim'.

Kwang-Woong Kim

Chairman of Civil Service Commission



Invitation

The Korean Association of Public Administration is pleased to announce that it is organizing the Seoul International Conference on Public Sector Human Resource Management, which will take place May 2-3, 2002 in Seoul, Korea.

This conference will commemorate the third anniversary of the establishment of the Civil Service Commission and will further the development of HRM in the public sector through discourse among academics and practitioners.

The central theme of the conference is "The Person - the Core of the Future Government." Since an efficient public service is vital to enabling countries to meet the challenges of globalization, the public sector must meet the highest standards in terms of its human resource policies.

Related themes will be approached from both a practical and an analytical perspective by speakers with diverse backgrounds as practitioners, academicians or consultants. For all those attending, not simply for those directly participating as panelists, the conference will provide an excellent opportunity to improve our understanding of public sector HRM.

With our sincere gratitude to the staff of the conference committee as well as to the sponsors, we will do our best to make this conference a successful and fruitful one. We would like to extend to each of you a cordial invitation to this conference.

Young-Pyoung Kim

President

The Korean Association for Public Administration



Program

May 2, 2002 Thursday

12:30-13:30 ***Registration***

13:30-13:45 ***Welcoming Speeches***

Kwang-Woong Kim, Chairman of the CSC
Odile Sallard, Director of the PUMA, OECD

13:45-13:50 ***Congratulatory Speech***

Jin-Pyo Kim, Senior Secretary to the President for Policy and
Planning, Office of the Korea President

13:50-14:00 ***Keynote Speech***

Young-Pyoung Kim, President of the KAPA

14:00-14:15 ***Coffee Break***

14:15-15:45 ***Track 1 HRM and Leadership***

Chair: Jay Poong Yoon, Professor of University of Seoul

Presenters:

Alex Matheson, Head of Budgeting and Management Division
of the PUMA, OECD

"Developing Public Sector leadership in OECD Member Countries"

Ho-Seob Kim, Professor of Ajou University

"Ethics for Senior Public Officials"

Discussants:

John Palguta, Vice President of the International Personnel
Management Association

Kweon-Sang Lee, Director-General of the CSC

Jong-Soo Lee, Professor of Hansung University,
President-elect of the KAPA

15:45-16:00 ***Coffee Break***



16:00-17:30 **Track 2 HRM and High Performance**

Chair: Moon-Seok Ahn, Chairman of the Presidential Special
Commission for E-government

Presenters:

Robert Polet, Deputy Director-General of the European Institute
of Public Administration

"Human Resource Management and High Performance"

Keunsei Kim, Professor of Sungkyunkwan University

*"Public Personnel Management Reforms in Korea:
The Rhetoric and Reality"*

Discussants:

Alex Matheson, Head of Budgeting and Management Division
of the PUMA, OECD

Michael Byungnam Lee, Vice President of LG Company

Sung Sig Yoon, Professor of Korea University

17:30-19:30 **Dinner** (invitation only) at Korea House

Welcoming party hosted by the chairman of the CSC

May 3, 2002 Friday

10:00-10:30 **Registration**

10:30-12:30 **Track 3 HRM and Organizational Management**

Chair: Chong-Bum Lee, Professor of Korea University

Presenters:

Jiang Wu, Professor of the National School of Administration,
Republic of China

*"Personnel Management Reform in Chinese Public Sector:
Meeting Challenges in the 21st Century"*

Seong-Ho Oh, Professor of Sangmyung University

Kyung-Deuk Kwon, Professor of Sun Moon University

*"The Role and Structure of Central Personnel Organizations for
the Performance-Oriented HRM in Korea"*

Discussants:

Tobin Im, Professor of Seoul National University

Doug Ho Song, Managing Consultant of Watson Wyatt Korea

Graham Mallaband, Principal International Consultant of the Civil Service
College, Cabinet Office, UK



12:30-14:00 **Luncheon** at Sapphire Room, Hotel Lotte

Hosted by the Minister of Planning and Budget

14:00-16:00 **Track 4 Open Government and Closed Government**

Chair: Jung-Hyun Noh, Professor Emeritus of Yonsei Univ.

Presenters:

John Palguta, Vice President of the IPMA

*"How open Should the Government Workplace Be and
How Can Changes Be Made?"*

Graham Mallaband, Principal International Consultant of the Civil Service
College, Cabinet Office, UK

*"Human Resource Development and Change Management in the
UK Civil Service"*

Keun Namkoong, Professor of Seoul Nat'l Univ. of Technology

*"Effects of a Reform towards an Open Government in Korea:
An Appraisal of Implementing the Open Position System"*

Discussants:

Dr. Chanhi Park, Director, Job Analysis & Performance Appraisal Division

Joong-Yang Kim, President of the National Institute of
Professional Administration

Jungmok Chung, Professor of Chongju University

16:00-16:15 **Coffee Break**

16:15-17:45 **Track 5 The Person: The Core of the Future Government**

Chair: Dong-Suh Park, Professor Emeritus of Seoul Nat'l Univ.

Presenters:

Min-Bong Yoo, Professor of Sungkyunkwan University

Rando Kim, Professor of Seoul National University

*"Organizational Rearrangement of Central Personnel
Agencies: Focusing on the Structure and Functions of the
Civil Service Commission in Korea"*

Discussants:

Robert Polet, Deputy Director-General of the EIPA

Seok-Chung Choi, Secretary General & Standing Commissioner of the CSC

Doo-Taik Lim, Professor of Chonnam National University

Kyung-Sup Kim, Assistant Minister of Gov't Reform Office

Yang-Sik Choi, Director General of the MOGAHA

17:45-17:50 Closing Remark

17:50-19:00 **Dinner** (invitation only) at Belle-Vue Suite, Hotel Lotte

Farewell Party hosted by the President of the KAPA



General Information

Climate: Korea lies in the temperate zone and has four distinct seasons. During the period of the conference in early May, the average temperature in Seoul is 17.4°C (63.32°F) and rainfall around 102.2 mm, with relative humidity of 64.1 percent. You can fully enjoy the typical Korean spring in this time.

Currency: The monetary unit used in Korea is Won (indicated as W). Coin denominations are W10, W50, W100, and W500. Bank notes are W1,000, W5,000 and W10,000. Travelers checks can be converted into Korean Won at foreign exchange banks and other authorized money exchangers. The exchange rate is subject to market fluctuation. (One US dollar equals about 1350 won as of March, 2002)

Venue: Hotel Lotte (Sapphire Room), 1, Sogong-dong, Chung-gu, Seoul, Korea, 100-721 Tel. (+82 2) 771-1000 Fax (+82 2) 752-3758

How to get to the Venue: Incheon International Airport (IIA) is located 52 km west of Seoul. It takes about one hour and a half by limousine bus from IIA to Hotel Lotte. Regular and deluxe taxis are also available. For detailed information of IIA and limousine bus schedule, click : <http://www.hotellotte.co.kr>

Simultaneous Interpretation Service will be provided between English and Korean.

Target group: Managers and experts responsible for human resource management and policies

Costs: Participation in the Conference is free. Participants (or their government) should bear costs for their travel and accommodation.

Accommodation: Information concerning hotels in the vicinity will be made available shortly.

Registration: Please fill in the registration form (attached herewith) before April 22. As soon as your registration form is received, you will be contacted with further information.

Optional Tour Program: Participants of Seoul Conference can enjoy their stay in Korea through diverse optional tour program during and after the Conference. Anyone who wants to join the program is recommended to contact the official travel agency listed below:



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