**Attachment for Turkey Central Government GTMI Survey:**

**HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM (HRMIS)**

**I-9 Is there a Human Resources Management Information System with self-service portal?**

Human Resources Office of the Presidency of the Republic of Türkiye offers several digital human resources tools to all public institutions. These tools are linked with each other as well as e-government system. These tools enable all users to register, find information, conduct operations, and resolve issues. In this regard, Human Resources Inventory for HR planning, Career Gate for full time/part time/intern recruitment and Distance Learning Gate for training and development have been developed and offered to all public institutions. In addition, to ensure direct and rapid access of public sector managers to qualified data with the support of data visualization and reporting tools to provide healthier data for decision-making processes and keep critical data up-to-date, Manager Information System (YÖBİS) has been designed and shared with senior executives in public institutions. Moreover, Rector Information System (REBIS) which aims to guide policymakers in tertiary education in decision-making processes has been developed. With this system, rectors and career center professionals at each university have been enabled to evaluate their universities’ performance in graduates’ labor market outcomes by “university-program” combinations and see where they stand among other universities without seeing other universities’ performances in the same degree programs.

Also Talent Gate which is an online career platform where students/graduates, public/private sector employers and universities interact and Career Gate Internship Module has been given to use of public and private sector employers for free. Employers can conduct their recruitment procedures on these platforms.

**1.** Human Resources Inventory has been developed and offered to all ministries by the Office to lay a foundation for a central human resources information system. With this tool, it is aimed to utilize qualified human resources more effectively, improve career planning practices, and provide data for appointment processes of senior executives. The Inventory utilizes data from the central databases created by public institutions and provides the consolidated, anonymous and analysed data at the level of the entire public service. It supports efficiency in public resource allocation by analyzing employees’ work experience, educational attainment, and demographics. In this regard, the Inventory develops strategic human resource planning in line with the needs of the country both in the short and the long run. Moreover, to avoid structural problems in the public sector, the Inventory uses big data in the policy cycle and improves evidence based decision-making processes in Türkiye.

**2.** Human Resources Office has developed “Career Gate” online platform which works in integration with e-Government system to increase merit, transparency and equality of opportunity in public employment. The platform is used by all ministries and their subsidiaries currently. Career Gate supports to share all public job postings with the public and standardize job application processes. With this platform all public institutions can receive applications and carry out assessment procedures of their recruitment processes on a single digital platform. Career Gate consists of two different modules for recruiting interns and full-time employees. Also, private sector employers, in addition to all public institutions, can hire interns within the scope of National Internship Program which is carried out on Career Gate. <https://kariyerkapisi.cbiko.gov.tr/>

**3.** [Distance Learning Gate](https://uzaktanegitimkapisi.cbiko.gov.tr/) is an online training platform which works with e-Government integration. It is offered to all public institutions by the Office. Each institution, in accordance with its own profession, has organized in-service training contents that prepared by experts. The platform began to be used actively in April 2020. Approximately 4 million civil servants from 442 public institutions registered in the platform, and more than 4.500 training contents have been uploaded to the platform. The total number of views was approximately 13.5 million now. <https://uzaktanegitimkapisi.cbiko.gov.tr/Giris?return=/>

**4.** Talent Gate is an online career platform where students/graduates, employers and universities interact. The platform has been given to use of public/private sector employers and universities for free. Through this platform, students/graduates could reach career opportunities (full time, part time and internship), career activities as well as career counselling services online. Currently more than one million students/graduates and almost 8 thousand employers are registered to the Platform. <https://www.yetenekkapisi.org/>

**5.** Manager Information System is designed by the Office to ensure direct and rapid access of public sector managers to qualified data with the support of data visualization and reporting tools to provide healthier data for decision-making processes and keep critical data up-to-date.

**6.** Rector Information System (REBIS): In this database, rectors and authorized university managers can see the relative rankings of “degree/program of study” taught at their university compared to other similar programs taught in Türkiye. Under the REBIS system, rectors can evaluate their universities’ performance in graduates’ labor market outcomes by “university-program” combinations and see where they stand among other universities without seeing other universities’ performances in the same degree programs.

**Launch years:**

Human Resources Inventory (2021)

Career Gate (2020)

Distance Learning Gate (2019)

Talent Gate (2019)

Manager Information System (2019)

Rector Information System (2019)