

SENARAI KOD YANG DIGUNAKAN DALAM SISTEM MAKLUMAT SUMBER MANUSIA (SMSM)

NEGARA			
A01 - Afghanistan	E03 - El Salvador	M04 - Maldives	S14 - Spain
A02 - Albania	E04 - England	M05 - Mali	S15 - Sri Lanka
A03 - Algeria	E05 - Equatorial Guinea	M06 - Malta	S16 - Sweden
A04 - Andorra	E06 - Estonia	M07 - Mauritius	S17 - Switzerland
A05 - Angola, Antigua & Barbuda	E07 - Ethiopia	M08 - Mexico	S18 - Somalia
A06 - Argentina	E08 - Eritrea	M09 - Monaco	S19 - South Africa
A07 - Armenia	F01 - Fiji	M10 - Mongolia	S21 - Sudan
A08 - Australia	F02 - Finland	M11 - Morocco	S22 - Surinam
A09 - Austria	F04 - France	M12 - Mozambique	S23 - Swaziland
A11 - Azerbaijan	F05 - Falkland Islands (Malvinas)	M13 - Myanmar	S24 - Syrian Arab Republic
A12 - Aaland Islands	F06 - Faroe Islands	M14 - Macedonia	S25 - Serbia & Montenegro
A13 - Anguilla	F07 - French Guiana	M15 - Moldova	S26 - Slovakia
A14 - Antartica	F08 - French Polynesia	M16 - Mauritania	S27 - Slovenia
A15 - Aruba	F09 - French Southern Territories	M17 - Macau	S28 - Saint Helena
B01 - Bahamas	G01 - Gabon	M18 - Marshall Islands	S29 - Saint Pierre And Miquelon
B02 - Bahrain	G02 - Gambia	M19 - Martinique	S30 - Samoa
B03 - Bangladesh	G03 - Germany	M20 - Mayotte	S31 - South Georgia, South Sandwich Islands
B04 - Barbados	G04 - Ghana	M22 - Micronesia, Federated state of	S32 - Svalbard And Jan Mayen Islands
B05 - Belarus	G05 - Greece	N01 - Nauru	S33 - Somaliland
B06 - Belgium	G06 - Grenada	N02 - Nepal	T01 - Taiwan
B07 - Belize	G07 - Guatemala	N03 - Netherlands	T02 - Tanzania, United Republic Of
B08 - Benin	G08 - Guinea	N04 - New Zealand	T03 - Thailand
B09 - Bermuda	G09 - Guinea-Bissau	N05 - Nicaragua	T04 - Tibet
B10 - Bhutan	G10 - Guyana	N07 - Nigeria	T05 - Togo
B11 - Bolivia	G11 - Greenland	N10 - Norway	T06 - Tonga
B12 - Bosnia And Herzegovina	G12 - Guadeloupe	N11 - Namibia	T07 - Trinidad And Tobago
B13 - Botswana	G13 - Guam	N12 - Niger	T08 - Tunisia
B14 - Brazil	H01 - Haiti	N13 - Netherlands Antilles	T09 - Turkey
B15 - Brunei Darussalam	H02 - Honduras	N14 - New Caledonia	T10 - Tuvalu
B16 - Bulgaria	H03 - Hong Kong	N15 - Niue	T11 - Tajikistan
B17 - Burkina Faso	H04 - Hungary	N16 - Norfolk Island	T12 - Tartar
B18 - Burundi	I01 - India	N17 - Northern Mariana Islands	T13 - Timur Leste
B19 - Bouvet Island	I02 - Indonesia	O01 - Oman	T14 - Tokelau
B20 - British Indian Ocean Territory	I03 - Iran (Islamic Republic Of)	P01 - Pakistan	T15 - Turkmenistan
C01 - Cambodia	I04 - Iraq	P02 - Panama	T16 - Turks And Caicos Islands
C02 - Canada	I05 - Israel	P03 - Papua New Guinea	U01 - Uganda
C03 - Cameroon	I06 - Italy	P04 - Paraguay	U02 - Ukraine
C04 - Cape Verde	I07 - Ivory Coast	P05 - Peru	U03 - United Arab Emirates
C05 - Central African Republic	I08 - Iceland	P06 - Philippines	U04 - United Kingdom
C06 - Chad	I09 - Republic Of Ireland	P07 - Poland	U05 - United States Of America
C07 - Chile	J01 - Jamaica	P08 - Portugal	U06 - Uruguay
C08 - China	J02 - Japan	P09 - Palestinian Territory	U07 - Uzbekistan
C09 - Colombia	J03 - Jordan	P10 - Palau	U08 - United States Minor Outlying Islands
C10 - Comoros	K01 - Kazakhstan	P11 - Pitcairn	V01 - Vanuatu
C11 - Congo	K02 - Kenya	P12 - Puerto Rico	V02 - Vatican City State (Holy See)
C12 - Costa Rica	K03 - Kiribati	Q01 - Qatar	V03 - Venezuela
C13 - Croatia	K04 - Kuwait	R01 - Romania	V04 - Vietnam
C14 - Cuba	K05 - Kosovo	R02 - Rwanda	V05 - Virgin Islands (U.S)
C15 - Cyprus	K06 - Kyrgyzstan	R03 - Russian Federation	V06 - Virgin Islands (British)
C16 - Czech Republic	K07 - Korea, Democratic People's Rep	R04 - Reunion	W01 - Western Samoa
C18 - Chechnya	K08 - Korea, Republic Of	S01 - Saudi Arabia	W02 - Wallis And Futuna Islands
C19 - Cayman Islands	L01 - Laos	S02 - Singapore	W03 - Western Sahara
C20 - Christmas Island	L02 - Lebanon	S03 - Salvador	Y01 - Yemen
C21 - Cocos (Keeling) Islands	L03 - Lesotho	S04 - Saint Kitts-Nevis	Y02 - Yugoslavia
C22 - Cook Islands	L04 - Liberia	S05 - Saint Lucia	Z01 - Zaire
C23 - Cote D'Ivoire	L05 - Libyan Arab Jamahiriya	S06 - Saint Vincen	Z02 - Zambia
D01 - Denmark	L06 - Liechtenstein	S07 - San Marino	Z03 - Zimbabwe
D02 - Djibouti	L07 - Luxembourg	S08 - Sao Tome And Principe	999 - Luar Negara
D03 - Dighistan	L08 - Latvia	S09 - Senegal	
D04 - Dominican Republic	L09 - Lithuania	S10 - Seychelles	
D05 - Dominica	M01 - Malaysia	S11 - Sierra Leone	
E01 - Ecuador	M02 - Malawi	S12 - Solomon Islands	
E02 - Egypt	M03 - Madagascar	S13 - South Korea	

PERINGKAT
03 - Kedoktoran Falsafah (Ph.D)
04 - Doktorandus (Drs)
05 - Sarjana (Master)
06 - Sarjana Persuratan (Bachelor Of Letters)
07 - Sarjana Muda Kepujian (Bachelor Hons)
08 - Sarjana Muda (Bachelor)
13 - Fellow Member
14 - Member / Graduate Member
15 - Associate Member
16 - Graduate
17 - Licentiate
18 - Associate
19 - Barrister
22 - Diploma Lanjutan
23 - Diploma
24 - Higher National Diploma (U.K)
25 - Sijil
26 - HSC / STPM
27 - SC / MCE / SPM / SPMV
28 - LCE / SRP / PMR
29 - Darjah Enam
99 - Lain-Lain

KEPUTUSAN
01 - Kelas Pertama Dengan Kepujian
02 - Kelasa Kedua Atas Dengan kepujian
03 - Kelasa Kedua Bawah Dengan kepujian
04 - Kelas Ketiga Dengan Kepujian
05 - Ijazah Am
06 - Lulus
07 - Gagal
08 - Tamat
09 - Tidak Tamat
10 - Pengecualian
11 - Sakit
99 - Lain-Lain

BAHASA PENGHANTAR
01 - Melayu
02 - Cina
03 - Tamil
04 - Arab
05 - Inggeris
06 - Jepun
07 - Korea
08 - Perancis
09 - Jerman
10 - Sepanyol
11 - Sweden
12 - Itali
13 - Russia
99 - Lain-Lain