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# SWOT Analysis -Group-7

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# STRENGTHS

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- Exclusive repository of all information on public finance at the Union Government level for all stakeholders.
- Core competence of Government Accounting, Internal Auditing and Expenditure Management.
- Effective application of ICT in work processes for efficient, transparent and responsive Public Financial Management System.
- A cohesive and professional workforce for achieving intended goals.
- Good track record of diligence and integrity in handling Government payment functions during its short period of existence.



# WEAKNESSES

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- Distinct Identity Crisis of the organization.
- Inadequate strategic planning and poor internal communication.
- Absence of nurturing mentors at all levels.
- Inability to play the mandated co-coordinating & innovative role in the implementation of Management accounting.
- Government accounting and Internal Auditing continue to remain an exercise in formality rather than an aid to decision making at strategic and operational levels.



## WEAKNESSES (Contd..)

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- A perceptible lack of self-belief, direction and promptness in responding to the challenges associated with many areas of growth e.g. Budget, Finance, NPS
- Hesitation & reluctance in projection of achievements.
- Specialized skills and knowledge continue to be individualized rather than institutionalized.
- Ineffective Human Resource Management.
- Hesitation in projection of support requirements for accomplishment of specific tasks.



# OPPORTUNITIES

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- Acknowledgement by all stakeholders of the key role of Public Financial Management in general and the Government Accounting Organization in particular, in strengthening governance.
- Recognition by all stakeholders of the need of internal audit in increased accountability and transparency.
- Enhanced role of organization in budget coordination.
- Case for strengthening the CPAO as the apex body for all matters relating to pension.
- Innovating role in the augmentation of non-tax receipts in the endeavour to boost the revenues of the Government of India.



# THREATS

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- Turf War vis a vis other organized services.
- Unviablility due to the small size of the cadre vis-à-vis other large organized services.
- Non protection or recognition of the interests of the accounting organization due to limited presence.
  
- Increasing resort to outsourcing of professional organizations across Government for accomplishment of specialized or technical jobs.