

# SWOT Analysis of Indian Civil Accounts Organization

Group # 1

# Strengths

- Rich legacy of the organization.
- Strategic & permanent presence in ministries.
- Well documented codes, manuals etc.
- Proactively & successfully initiated new projects/systems: e-lekha, CPSMS, e-payments.
- Repository of technical expertise on PFM.
- Easy accessibility to top management of service.

# Weaknesses

- General inertia/lack of motivation.
- Lack of a strategic plan for the organization.
- Lack of adequate trained manpower.
- Training policy not in existence.
- Poor visibility/image of service.
- Inadequate self promotion.
- Perception that individual goals override organizational goals.

# Weaknesses

- Small size of service.
- Inadequate authority to discharge assigned functions in an independent manner.
- Non responsive attitude of subordinate staff towards new initiatives.
- Insufficient link with program divisions.
- Lack of in-house R & D wing

# Opportunities

- Strategically located in all ministries to make an impact.
- Growing awareness of effective PFM.
- Greater scope to contribute towards public accountability and transparency.
- Use technology to deliver better services & services better.
- Easy accessibility to best practices.

# Opportunities

- New audit techniques : risk based audit, scheme audits ..ensure better service delivery.
- Involvement in Cash management
- Expanding role of Government e.g. regulatory authorities / new paradigms like PPP offer opportunities.
- Availability of officers with international experience.

# Threats

- Identified weaknesses are potential threats.
- Not keeping pace with the demands of management.
- Encroachment of other organizations in core functional areas.
- Poor visibility of service.
- Inadequate representation on deputation/lack of exposure & connections.
- Inadequate size: service has not grown.  
Danger of amalgamation.