A Study on Increasing Government Employees' Efficiency

Aman Kumar Singh (11906) | Arvind Jangid (11911) | Pravesh Gupta (11934

Mentored by : Mr. Sandeep Dubey

Cluster **Innovation** Centre
University of Delhi

Abstract

Our goal in this project is to identify several problems in a government workspace and come up with a technically feasible solution that we could develop and launch as a tool for the Indian Government to manage its employees more efficiently or provide the means to be more efficient on an individual basis..

Introduction

Government workers' productivity is a key public management issue that may be resolved by implementing performance incentives or finding alternative ways to encourage employees, and utilizing technology to simplify delivery. A productive, scrupulous government workforce is a critical first-order input for good public service delivery and larger economic gains — but obtaining this workforce is difficult and requires consistent evidence-based reforms.

Problems & Solutions

1. Lack of Technical Knowledge and Training in Educational Staff:-
During Covid-19 when educational institutes were forced to shut down, everything took a turn towards an online era of education. Even though we have come through 2 years of online education we still see major problems in the process, one of which was a lack of technical knowledge and training in teaching staff.

Our Solution
We devised a simple and practical solution that involves giving the government and instructors a platform on which video-based tutorials in several languages can be uploaded, ensuring that every region in India is covered. This can encourage teachers to learn something new, which will aid them in their teaching and create an environment that will encourage many more teachers to participate.
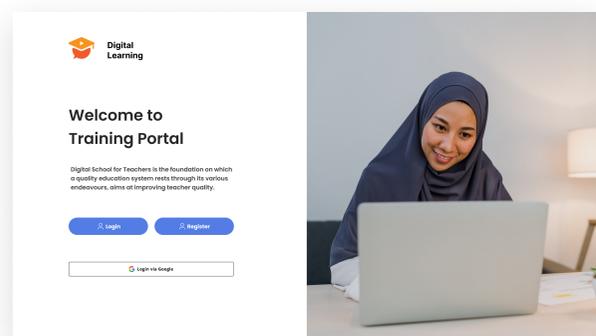
Dashboard
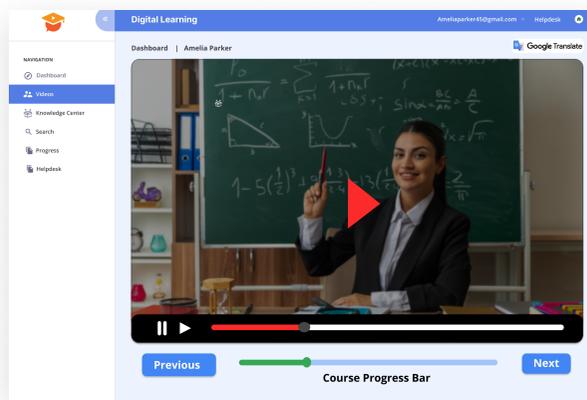
2. Irregularity and Tardiness of government employees in offices:-
Over the years we have heard of multiple incidences where a government body was in news due to unsatisfactory service to the common people. One of the major reasons for the inefficiency of the government bodies has been the irregular and tardy behavior of government employees.

Our Solution
We considered developing an API that would be integrated into the Biometrics Scan and would record monthly check-in and check-out timings of employees, allowing the government to successfully run their incentive schemes to motivate the employees.

Landing Page

Dashboard
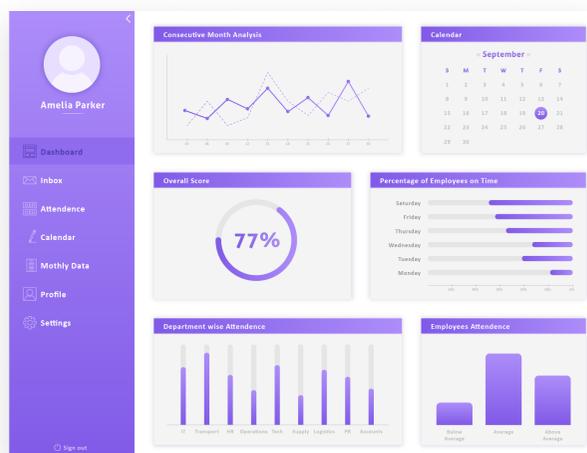

Technical Flow
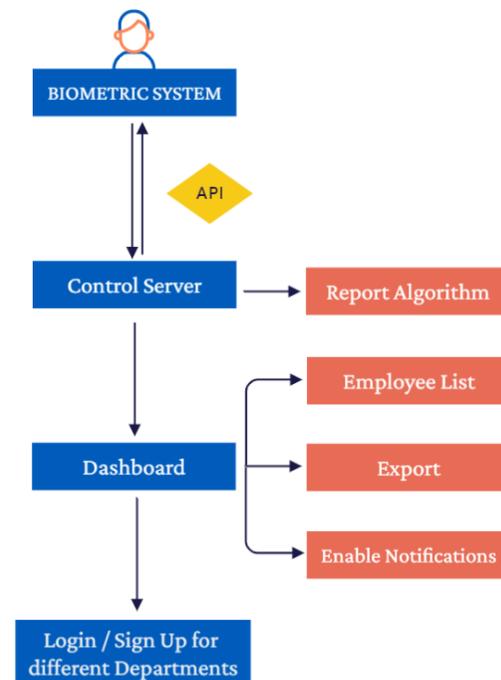
3. Non-Uniform Availability of Medical Resources throughout the country:-
During the covid pandemic India witnessed 3 devastating waves during which there was a scarcity of medical resources all around the nation, especially in densely populated areas.

Our Solution
We considered developing a machine learning/ artificial intelligence model that would generate a monthly resource allocation calendar as well as a timetable for doctors based on various forms of data input.
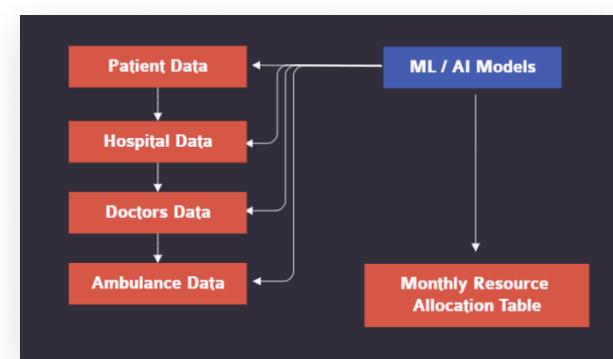
Conclusion

The project's primary goal was to uncover the issues that cause government employees to underperform and be inefficient. We identified several places where more work is needed as a result of our research, but the three most critical areas that are causing trouble in the ecosystem were highlighted and we made a technical solution for each of them.