हिमNIC Informatics
A Quarterly Newsletter by NIC Himachal Pradesh

MANAV SAMPADA

e-Tool for Human Resource Management

eTransfers   eHRMS   Manav Sampada

https://genpmis.hp.nic.in

https://ehrms.nic.in

NEW PROJECT

e-Tool for Human Resource Management

Designed as a product, Manav Sampada (eHRMS – Electronic Human Resource Management System) is a generic e-Tool for Human Resource Management for the Government sector, addressing all the key requirements of the Governments related to personnel management. The application has been developed for providing a generalized human resource management solution for Government Departments to help them in proper monitoring, manpower planning, recruitments, postings, promotions, transfers etc. and taking the futuristic decisions based on the employee skill sets. The project was initially implemented in the State of Himachal Pradesh, which resulted in improvised management of human resources. Manav Sampada is not only the manpower planning solution, but it is a mother application and its integration with other applications extend its ambit to various other G2G, G2E and G2C services.

The primary objective of Manav Sampada is to provide a generic, product-based solution to the State/Central Government Organisations for better personnel management through electronic mode. It assists the top management in knowing the exact number of employees, the retirement pattern, future manpower requirements for recruitment planning, funds required for retiring employees, re-allocation of surplus employees to other Departments/Organisations within the State, ACRs/Property Return status, seniority lists etc.

After initial development and implementation in Himachal Pradesh, realising the benefits and the value addition, the application was converted into a product and replicated in over 20 States, UTs and GoI Departments. It is a highly scalable generic product and is hosted on a robust and reliable state-of-the-art Infrastructure with Disaster Recovery (DR) Setup.

The eHRMS is supplemented by various Mobile Apps viz. eHRMS HP, Manav Sampada and eTransfer, which are accessible to the employees once their service data is entered and verified. These Apps are available on multiple platforms and various features including service book view, salary information, GPF/NPS details and daily attendance information are available to the employees.

GUEST SPEAK

Sh. Amarjeet Singh, I.A.S.
Special Secretary (Personnel) HP
(Presently, Deputy Commissioner Hamirpur, HP)

Manav Sampada creates an HR-related database for analyzing the skill set of each employee by collecting information such as service history, online orders, ACR, pension, skill set, compensation, personal details and demographic information. It is a workflow-based product to minimize the paper usage in the Government at various levels, which results in faster disposal of service matters and thereby improves the Carbon Credit Rating.

Manav Sampada has evolved the process for effective decision making. It encompasses the entire process of public administration, the process underlying the formulation of policies, the HRD efforts required for re-skilling the Government machinery, prioritization and efficient management of public resources and above all for redesigning the various instruments used to realize the concept of a welfare State.

I, congratulate NIC Himachal Pradesh for developing such a comprehensive end-to-end solution for management of a vast pool of employees in an efficient, transparent and fair manner.

TECH TIPS

BitLocker

BitLocker is a Windows encryption technology that protects the data from unauthorized access by encrypting the drive and requires one or more factors of authentication to unlock it. Windows will require a BitLocker Recovery Key when it detects a possible unauthorized attempt to access the data. It provides maximum protection when used with a Trusted Platform Module (TPM) to ensure that a drive hasn't been tampered with while the system is offline.

IN FOCUS

Cyber Security & Cyber Jagrookta

To sensitize the User Departments on the issues related to the Cyber Security, a special campaign was organised by the NIC Himachal Pradesh. Awareness workshops on securing the Digital Assets, Critical Information Infrastructure in various Government Offices and Digital Personal Data Protection Act, 2023 were organized by the NIC HP State Centre, CGO Complex and District Units. The DOs & DON'Ts of the Digital World, the role of Indian Computer Emergency Response Team (CERT-In) and various other organizations related to Cyber Security were explained to the users.

On 01 March, 2024, on the occasion of inauguration of 'Sachetan' an initiative led by the Divisional Commissioner Kangra for Digital Literacy, DIO Kangra Sh. Bhupinder Pathak gave detailed presentation to the students at Government Post Graduate College Dharamshala on various e-Services and Cyber Security.

Atal Tunnel Rohtang
A Gateway to the Tribal Land

Atal Tunnel Rohtang, inaugurated in the year 2020, is a strategic tunnel connecting Manali to Leh which reduces the travel time between Manali and Keylong by half. It is named after the former Prime Minister, Late Shri Atal Bihari Vajpayee as a tribute to his contributions to the nation's infrastructure development and his commitment to the upliftment of remote and economically weaker sections of the country.

The tunnel is 9.02 km long and is located in Himachal Pradesh at an elevation of about 3,000 meters (10000 ft.) above sea level. The South Portal of this tunnel is in district Kullu while the North Portal falls in district Lahaul & Spiti. Built at a cost of over ₹3,000 Crores, it is the longest highway tunnel in the world at this level. It is a two-way tunnel with 8 meters height and 10 meters width allowing the movement of vehicles with a maximum height of 4.5 meters.

The tunnel was constructed with the help of modern tunnelling technologies in just 7 years, making it one of the fastest tunnel construction projects in India. It is equipped with advanced safety features including fire detection & suppression systems, ventilation systems and an advanced traffic management system.
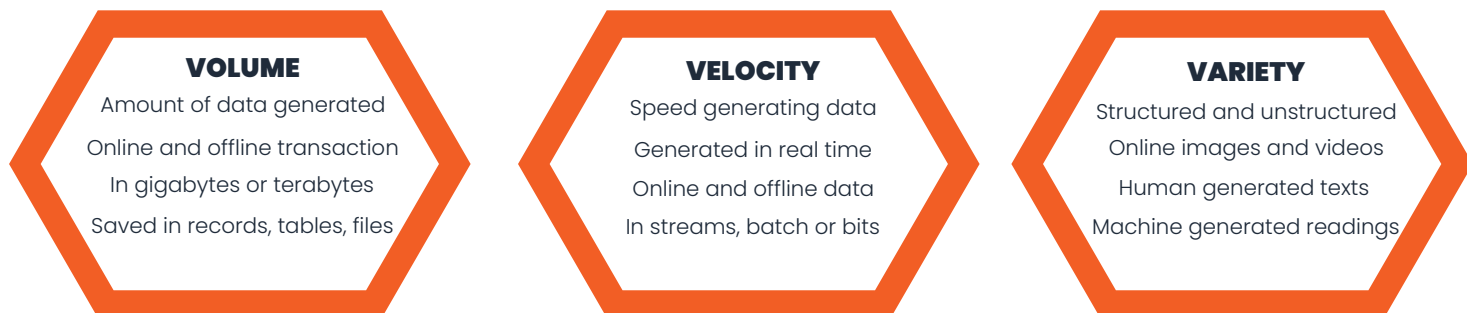
The tunnel provides an all-weather route to the Lahaul-Spiti valley, which used to cut off from the rest of the country for up to six months each year due to heavy snowfall. It has helped to boost tourism, access to markets, healthcare facilities and the overall economic development of the region.

Access

By Air: The nearest airport to the Atal Tunnel is Kullu-Manali Airport located at Bhuntar in district Kullu. From there, one can reach the Atal Tunnel by road, either by hiring a taxi or using public transport. The distance between Kullu-Manali Airport and the Atal Tunnel is approximately 78 km and the journey by road takes around 2 hours.

By Train: The nearest broad-gauge railway stations are Kiratpur and Chandigarh located at 228 km and 296 km respectively which are well connected to all the major cities in India. The narrow-gauge railway station is 172 km away, located at Joginder Nagar on the Kangra-Valley railways. Taxies and regular buses are available to the Atal Tunnel from all these places.

By Road: Atal Tunnel is 28 km away from Manali on NH3 and is well connected by roads from all the major cities.

Big Data

Big data refers to the large, complex and diverse sets of data that grows at ever-increasing rates, often beyond the processing capabilities of traditional data management tools. This multifaceted data comes from various sources like social media, sensors, online transactions, mobile devices and many more. Its characteristics are typically described in terms of the "3 Vs":

VOLUME
Amount of data generated
Online and offline transaction
In gigabytes or terabytes
Saved in records, tables, files

VELOCITY
Speed generating data
Generated in real time
Online and offline data
In streams, batch or bits

VARIETY
Structured and unstructured
Online images and videos
Human generated texts
Machine generated readings

The Impact of Big Data

The true potential of Big Data lies in its ability to unveil hidden patterns, correlations and trends that were previously undetectable. Businesses across sectors leverage Big Data analytics to:

Enhance Decision-Making: Analysing vast datasets helps organizations make data-driven decisions, minimizing risks and optimizing outcomes.

Customer Insights: Understanding consumer behaviour through data analytics helps in making the personalized marketing strategies and improved customer experiences.

Innovation and Research: Big Data fuels advancements in fields like healthcare, science and technology. The potential for transformative breakthroughs in healthcare is immense from genomic research to predictive analytics.
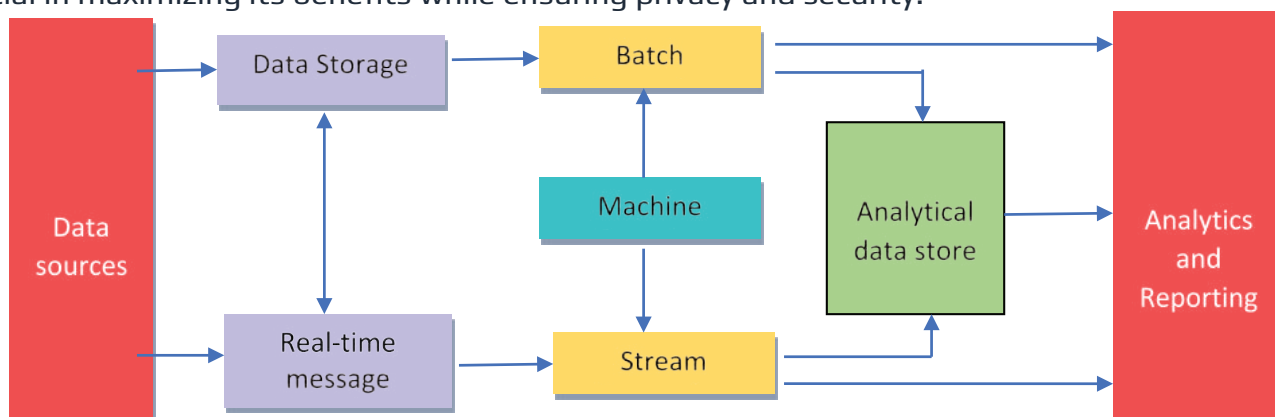
Challenges and Opportunities

Despite its incredible potential, Big Data presents some key challenges, notably in data management, privacy and security. Handling, storing and protecting massive datasets requires robust infrastructure and stringent security measures. Moreover, ensuring data privacy and ethical use is critical in an era where data breaches and misuse have raised many concerns.

However, these challenges also breed opportunities. Innovations in data storage, processing technologies like Hadoop & Spark and advancements in Machine Learning and AI have revolutionized how we harness Big Data. Cloud computing has democratized access to scalable infrastructure, enabling businesses of all sizes to leverage the power of Big Data.

Conclusion

Big Data is not merely about the volume of information, it's about the opportunities it presents. When harnessed effectively, Big Data has the potential to revolutionize businesses, drive innovation and improve lives. As we navigate this data-driven era, ethical considerations and responsible use of data will be crucial in maximizing its benefits while ensuring privacy and security.

Data sources → Data Storage → Batch → Analytics and Reporting
Machine
Analytical data store
Real-time message → Stream

Ravi Krishan Meena, Ex NICian

Today I am remembering the morning of 12 November, 2018 when I came to Chamba with a blanket in one hand and a bag in the other. My journey as Additional District Informatics Officer Chamba started from this day when I joined as Scientific/Technical Assistant – A in NIC Chamba. I completed all the formalities under the guidance of Shri Virendra Gupta (Scientific Officer/Engineer-SB) District Informatics Officer Siddharthnagar, Uttar Pradesh, who was my senior colleague at that time. In the initial days, he made me aware of all the software of NIC and helped me understand the working system of NIC.

All the District Informatics Officers of Himachal Pradesh helped in every way whenever needed. Hamirpur and Sirmaur helped for the district website while Bilaspur, Kinnaur, Kullu taught about other activities of the district. Shimla taught about arms license and IVFRT, while Kangra taught about various transport software. Una helped in Himbhoomi (which was working on client server based architecture at that time), Mandi helped in understanding SMIS, e-Roznamcha and Solan helped in understanding pension software. It may not be possible to take everyone's name, but the State Informatics Officer HP, Sh. Ajay Singh Chahal, all the group heads and members provided every possible help on all occasions. All kind of help was provided for land records, e-tender, HRMS and other software running in the state. I also got an opportunity to develop an Android application for the district's campaign, Chalo Chamba, for which the State Center provided a great help. Being the only aspirational district of Himachal Pradesh, Chamba had an additional responsibility to handle http://championsofchange.gov.in/. In this context, in 2022, I got an opportunity to participate in the Digital India Program at Ahmedabad with Sh. Vinod Garg and Sh. Shailender Kaushal on behalf of Himachal, in which for the first time I got to meet and learn from other members of NIC outside Himachal. In 2022, I got an the opportunity to provide ICT support for the Legislative Assembly Elections. Because of NIC, I also got the opportunity of handling Prime Minister and Chief Minister level VVIP events. Every administrative officer brings his own unique perspective and working style, and since NIC works closely with the administration, I had the opportunity to work with four Deputy Commissioners in the last five years, which has taught me a lot. NIC helped me to learn all the phases of software development (design, development, and implementation) in the real world.

Statish Kumar, Ex NICian

I joined NIC at Himachal Pradesh State Centre Shimla on 20 May, 1993 as Staff Car Driver and worked with many senior officers. Since then, I have worked at Shimla till my retirement. During this period, I drove through the entire state with different SIOs, covering all the 12 districts of the state through very tough and testing terrains including Rohtang Pass, Keylong, Kaza, Kinnaur etc.

As a driver, my role extended beyond merely transporting officials from one place to another. I was a silent witness to crucial meetings, late-night coding sessions, and the birth of innovative projects. The NIC family taught me resilience and teamwork.

The working during the COVID-19 pandemic was entirely different. During the lock down, NIC HP team was working 24*7 on a time bound critical applications for ICMR (Indian Council of Medical & Research). Being member of the team, I worked relentlessly with the team day and night in providing transport facilities.

In closing, let me share a quote that has guided me throughout my career:

"The road may be long, but the journey is worth every mile". I have enjoyed my working at NIC Shimla and I wish NIC a great future.

FAMILY CONNECT

Sh. Ravi Krishna Meena, Scientific/Technical Assistant – B got appointed as Scientist – C at Indian Computer Emergency Response Team (CERT-In). He relinquished the services on 10 February, 2024 after rendering valuable services in NIC Himachal Pradesh for about 5¼ years. NIC Himachal Pradesh wishes a bright future to Ravi Krishna Meena.

Former SIO HP, Sh. Rajesh Bahadur, DDG-cum-State Coordinator (NIC HP) retired on 29 February, 2024 from NIC HQ after rendering about 36 years of the glorious services.

After providing excellent services for about 31 years, Sh. Satish Kumar got retired as Staff Car Driver from NIC Himachal Pradesh on 29 February, 2024.

After rendering about 36 years of exemplary services, Sh. Neeraj Goel got retired from NIC HQ on 31 March, 2024.

NIC Himachal Pradesh wishes a happy, healthy and enjoyable life to all the retired members

"Impossible is not which we can't do, it is what we don't want to do"
Dr. A P J Abdul Kalam

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