

# Implementation of GSBPM at Geostat

## - POTENTIAL ISSUES AND OBSTACLES -



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# Process Description vis-à-vis the GSBPM (s.4)



Process descriptions	GSBPM phases
1. Sample creation	4. Collect
2. Fieldwork organisation	
3. Handing out sampled HH/enterprise lists and survey questionnaires to the fieldwork personnel	
4. Fieldwork process – stages, methods and control of fieldwork	
5. Data recording and logical/arithmetic controls	5. Process
6. Database cleaning	
7. Statistical data calculation and analysis	6. Analyse
8. Data dissemination	7. Disseminate

# Managing the Transition Period



- Increased workload
  - *Staff needs to fulfil responsibilities of employees of multiple different positions,*
  - *HR staff has to update some personal job descriptions and employment contracts;*
- Timeliness and punctuality issues
  - *Employees having scheduling conflicts;*
- Who is responsible for what?
  - *Job descriptions and division of work has to be readjusted;*
- Who is reporting to whom?
  - *Management structure has to adapt and employees have to adjust to it.*

# Staff-related Issues



- Staff turnover
  - *Employees unsatisfied/disappointed with the changes leave office;*
- Concerns about positions and wages of central office staff
  - *Maintaining at least current wage for each employee might increase employment budget;*
- Need to re(al)locate or hire/fire regional office staff
  - *Loss of qualified staff and deterioration of job satisfaction level at regional offices.*

# IT Resource Adequacy



- Need to grant/block employees' accesses to servers and internal/external programs
  - *Before accesses are updated, employees might lack necessary information or access data that should not be available for them anymore;*
- Increased reliance on automated processes
  - *Higher risk of making errors until employees become familiar with new tools;*
- Boosted demand for IT staff and other staff with IT skills
  - *Coding capacity of Geostat staff has to increase;*
- Sufficiency of necessary hardware/equipment
  - *Need of additional/better quality laptops, servers, software, etc.*

# Quality Assurance and Control



- Loss of- or decrease in interviewer-respondent communication quality/intensity
  - *Some multiple-time respondent will have to switch to new “personal interviewer”;*
- Subject matter departments lose full control over entire process
  - *Data insights and sector knowledge is scattered among newly form departments,*
  - *Sense of losing ownership of statistical output might affect employees;*
- Knowing that newly formed departments are committed to quality
  - *Better self-management skills are required from employees to guarantee quality,*
  - *Newly form departments and general public has to build trust to new approach.*



# THANK YOU FOR YOUR ATTENTION!

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*Reliable Data for Right Decisions!*

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