



D S A I J A R P A N



A Monthly Newsletter
By
SAIJA FINANCE

SAIJA

Empowering through Microfinance



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APRIL 2011

**From Editor's
Board**

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We, the Editorial Team of "Saija Darpan" release the 13th edition of the monthly newsletter.

The entire microfinance sector, today, is in a crisis mode with a number of critical issues still unaddressed. At Saija we have been able to sustain a regular pace of business. We along with the rest of the industry watchers are in a wait and watch mode. We are sure that in the coming months the sector would emerge stronger and more mature.

**Participation of
Saija in national
and
International
Forum**

The *HBS-ACCION Program on "Strategic Leadership for Microfinance"* being held at Harvard Business School w.e.f. 25th to 30th April'11 was attended by **Mr. S. R. Sinha, CMD, Saija Finance Pvt. Ltd.** It was a unique opportunity for microfinance leaders from around the world to examine the current issues in the company of industry peers while being exposed to some of the foremost thinkers and practitioners in the field of business strategy and management. Participating in the HBS-ACCION program had raised microfinance leaders to new levels of leadership, benefiting themselves, their organizations and the many poor they seek to reach through microfinance.

**Capacity
Building**

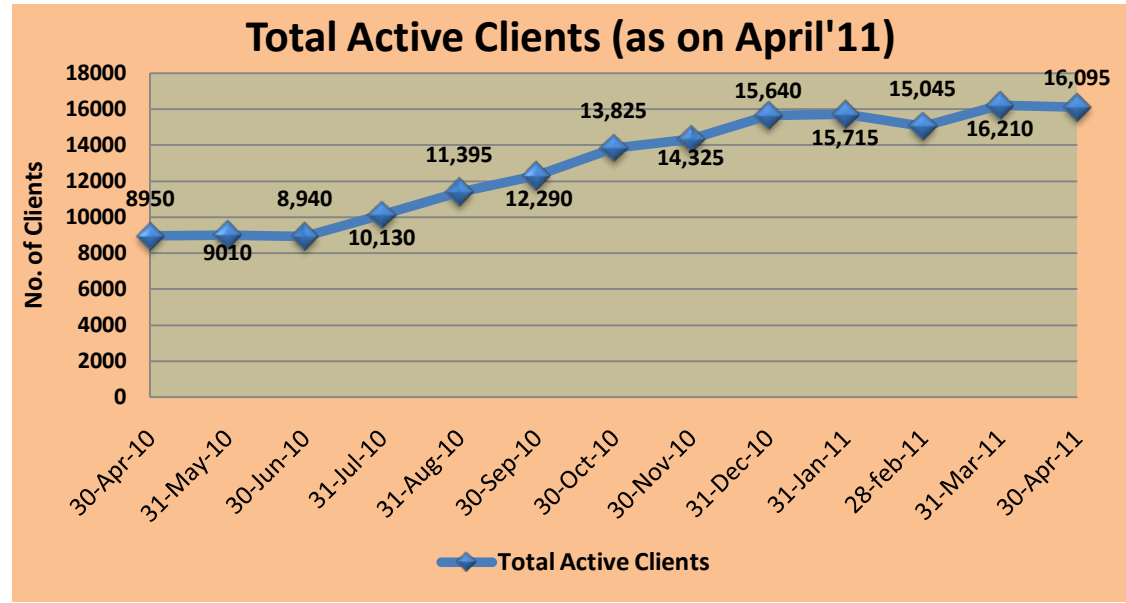


A two days programme on **Leadership and Interdepartmental Coordination** was conducted by Accion for our executives in branch and head office.

During this month, continuous skill upgradation training was provided to our field staff by the branch supervisors and trainer.



KEY Figures



New Achievements/ initiatives

- **SKR Product Amendment:** SKR product is being redesigned on the basis of survey report.
- **Micro-pension:** Hajipur Branch has been announced for NPS Pilot-testing and the process is its next level.
- **Cashless Facility:** Cashless Facility (EKO) work has moved ahead with full speed.

Client's Interface

One of our Clients has sent a **“Letter of Appreciation to the Deputy Chief Minister of Bihar”**.

In this letter the Client has requested that all the banks should provide quality services and the staff should also be disciplined and full of manner like Saija.



Letter of Appreciation sent to I

Please double click this file to open





Industry updates

PSU lender, AP govt may start NBFC for microfinance credit

Date: 17 April, 2011

A city-based public sector bank is mulling to start a Non-Banking Financial Company , in which the Andhra Pradesh government will join in the equity participation, to extend microfinance credit to the poor, said a state government official said. The proposed NBFC would have Rs 500 crore of authorised capital and Rs 150 crore of paid-up capital.

"A couple of banks are in touch with us. We also want to take part in the equity participation. By August 15 we may start operations," R Subrahmanyam, principal secretary, told. He said the feasibility study has been entrusted to Andhra Pradesh Mahila Abhivruddhi Society (APMAS) a non- governmental public society stands under the Foreign Contribution Regulation Act.

Besides, a PSU Bank, both the central government and the state government would join the company as equity investors along with the National Bank for Agriculture and Rural Development (Nabard).

Once the feasibility study is completed, the proposal will be sent to Reserve bank for further proceedings and approvals, Subrahmanyam said, adding the NBFC will extend microfinance to mandal samakhyas in the state through self help group (SIG)-bank linkage programme.

- SAMN News



Here Are The Top 5 High Performance Employee Motivation

1. **Provide Meaningful and Challenging Work:** A great leader is able to help inspire and motivate people by getting them to see beyond the immediacy of what they are doing to the bigger picture. Providing challenging work is also intrinsically motivating for people - the vast majority of people want to feel that their potential is being regularly challenged. When the team leader provides the team member with the environment that enables, for example, learning new techniques or taking on additional tasks this can engage them more fully.
2. **Set Clear Targets and Expectations and Measure Performance:** People can be all fired up and ready to give of their best, but if they don't know what is excellent performance or don't know when they've performed excellently or don't know what the aim of the game is ... you can pretty well shut the gate on motivation. Spelling out specific targets, goals, and expectations for behavior and performance need not be anything complicated ... it just needs to be done and people need to get regular and timely feedback on how they are performing against those goals.
3. **Give Regular, Direct, Supportive Feedback:** Feedback - both positive and performance improving - is vital to continuous improvement and done well it motivates and inspires people to continually move toward using more of their potential. Feedback needs to be timely, specific and presented in such a way that the individual is clear about what behaviors or skills they need to modify (or continue using) in order to improve performance.
4. **Design People's Roles So They Can Use Their Strengths:** Assigning people to specific tasks and duties that play to their strengths is *one of the best employee motivation techniques*. Research has shown, more than anything, people who are able to make use of their strengths on a regular basis while at work are more likely to work in teams that perform at higher levels. **When people are playing to their strengths on a regular basis - they feel effective, focused and fulfilled ... a win for them and for their organization.** The person becomes more internally motivated ... feeling upbeat and enthused by what they are doing ... and will feel inspired to continue more.
5. **Enable Input and Choice In How Work Gets Done:** 95% of people (regardless of their walk of life) want to do a good job, feel pride in what they do, have good relationships with their co-workers and feel they are contributing in a meaningful way. In other words, they are set up by their own internal nature to be a high performer. **Unfortunately in many organizations managers turn the majority of their focus toward the 5% of people who are allergic to work and then instigate rules, polices and practices (such as close supervision) to control this 5%. As you can imagine all that does is demean, annoy and demotivate the 95% who are motivated to do their best. You are wasting the talent and natural motivation that the overwhelming majority of people bring to the workplace.**