



Janakalyan  
Financial  
Services  
Pvt Ltd.

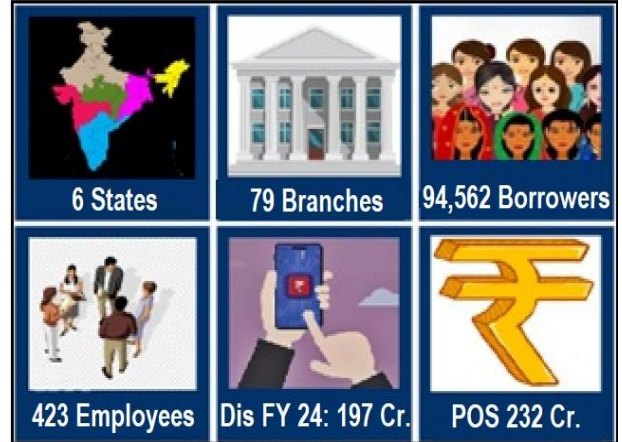
Quarterly Newsletter

# Kalyan Barta

Kolkata, December 2023

## JANAKALYAN AT A GLANCE

Janakalyan Financial Services Private Limited (JFSPL) has achieved a remarkable milestone of Rs. 232 Crore Gross Loan Portfolio in December 2023. We are pleased to announce that the Company performed extremely well during the quarter. It is ready and stronger than before, with an asset base of Rs. 232 Crores spread across 6 States 79 branches with 94,562 active women borrowers and strong team of 423 committed employees.



## A FEW WORDS FROM - CHAIRMAN

It gives me immense pleasure to connect with all of you through this second edition of Kalyan Barta and to share my joy on your collective achievement by reinforcing the strength of Janakalyan on getting close to AUM of Rs 250 Cr which is expected to be achieved very shortly. The confidence and energy which sustained our growth during the pre-Covid years are back on track to pursue our mission and vision. I wish you all success.

It is now very important that all systems and procedure are meticulously followed without any compromise at any level and to ensure the highest level of quality in our conduct and business. We have always been a customer-friendly organization and we should continue our tradition of mutual respect and understanding with our customers and within ourselves as well.

Junior members and new joiners in the organization always look up to their seniors for guidance and emotional support. Please devote some time to nurture them in the best interest of the company. And please feel free to send your suggestions to us in HO for improving business as also inter-personal relationship and attitude within the organization.

My best wishes to you all and your families for a wonderful year ahead.

-S K Mitra



## JANAKALYAN'S 78<sup>TH</sup> & 79<sup>TH</sup> BRANCHES INAUGURATED IN 3<sup>RD</sup> QUARTER OF FY2023-24



## A NEW MODEL IN STAFF TRAINING: THE MIHIJAM MODEL

- a case study

To overcome the crisis in the post-COVID era, the company has adopted various approaches to increase its business efficiency and also to reduce the cost of operations. MFIs spend most of their opex on human resources. To keep the human resource cost at a bearable level, the organization has taken the initiative to run the program with a minimum number of staff. Due to the non-availability of additional/excess staff in the branch, it is often impossible to send the staff from the branch to the training center for three days for receiving training.

After observing and considering all the issues, the Training Department of Janakalyan has formulated a training system where the field employees are trained without disrupting the staff's daily work. This process is as follows:

- 1) In all the branches belonging to a cluster, branch-wise night-time newly joined staff will be trained on special content of induction training. Old staff of the branch will participate as observers in the training room. This training will be conducted for at least two days in each branch.
- 2) After completion of the special induction training of all the branches in the above way, on the day (non-collection day or holiday) a one-day special follow-up training will be conducted with all the employees of the cluster (FO and Branch Head) at a branch of the cluster.

The above process was experimentally conducted in Mihijam cluster last November where a total of 16 employees voluntarily participated in the training. The training was conducted by Mr. Kajal Ghosh and Ananta Bag and the overall cooperation in conducting the training was provided by the concerned cluster head Mr. Biswajit Hui. The training needs of the employees are determined through pre-test and then they are trained. Methods used are two-way, role-play, games, small group discussion, PowerPoint presentation, question-answer, brain-storming, etc. Especially the use of the role-play method makes the training very productive, meaningful and lively.

At the end of the training, a post-test was administered where it was seen that almost every participant scored well. It can be considered a productive training process to improve the skills of each employee without deploying additional staff in the branch.

Kajal Kumar Ghosh  
Training Manager

## PROGRAM IMPACT- A SUCCESS STORY OF SHIPRA SARKAR

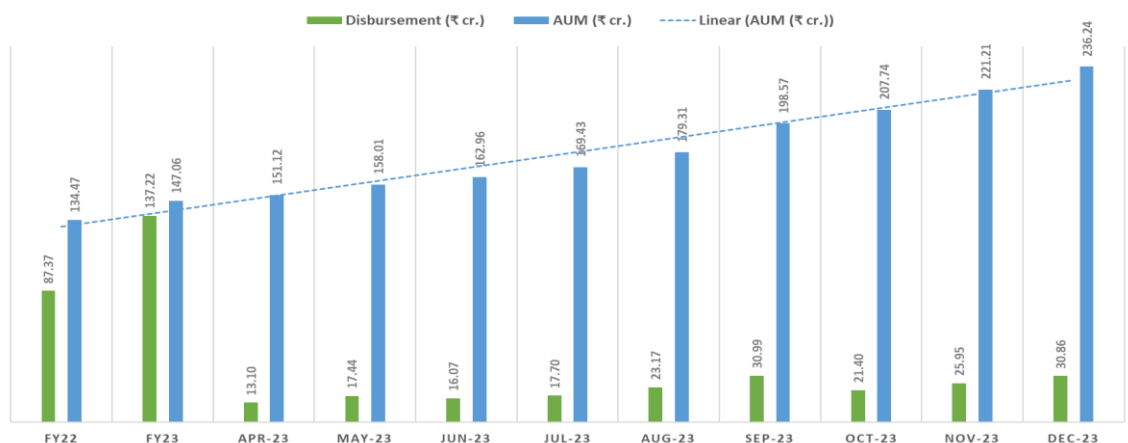


The incident is a living example of the success that women's societies can achieve if given financial and strategic support at the right time.

It was the year 2017. Shipra Sarkar was unable to operate her Ladies Tailors due to a lack of funds. In an attempt to secure financial support, she reached out to her relatives, but they were unable to help. The women of the village told her about Janakalyan group called Nandita in their village from which loans were obtained for business expansion. According to the current members of the group, she joined the group and took a loan of Rs 30,000. Her business accelerated after she took out this loan. This financial assistance had changed her life a lot and achieved success in her business. On successful repayment of an earlier loan, she also got further assistance of

from Janakalyan Financial Services Pvt Ltd. Now her business has grown and she has the opportunity to educate her two children properly being a successful woman entrepreneur with financial, moral and technical help from Janakalyan Financial Services Pvt Ltd. Recently she has taken a loan of Rs.40,000 from Janakalyan. Eventually, she hopes to own the biggest tailoring shop in Dhantala market.

The upward trend in the organization's yearly growth is visible in Janakalyan's AUM and Disbursement graph mentioned here





## JANAKALYAN PREMIER LEAGUE (JPL) CRICKET TOURNAMENT: CHAMPION ODISHA TEAM



## JANAKALYAN LAUNCHED VVY (VIKASH VYAPAR YOJANA) LOANS AT BISHNUPUR



## JANAKALYAN LAUNCHED FIG (FARMER INTEREST GROUP) LOANS AT 5 BRANCHES IN ODISHA



## ESAF BC 50 CRORE CELEBRATION



## ANNUAL PICNIC HEAD OFFICE





## JANAKALYAN'S PHILOSOPHY

### Mission

To improve the standards of living of millions of Indians engaged in micro, small and medium enterprises across the country through a wide range of financial services, in a sustainable and transparent manner based on mutual respect and understanding.

### Vision

“To build a world class financial institution committed to economic upliftment of the underprivileged through financial inclusion.”

### Values statement of Janakalyan

The values of Janakalyan are encompassed in the word “ACCEPT”. All staff members of Janakalyan are guided by these values apart from the laid down systems and procedure.

The values of Janakalyan are comprehensively expressed through these six letters ACCEPT.

### Values of Janakalyan

- A- Accountability
- C- Commitment
- C- Customer orientation
- E- Ethics and Empathy
- P- Professionalism
- T- Transparency and Team Work

Mr. Alok Biswas, Managing Director of the Company accepted a Certificate of Appreciation from Mr. Nandan Nilekani, Non-Executive Chairman at Infosys on behalf of the Company at the Partners Meet hosted by our BC-Partner Avanti Finance.



The Hon'ble Governor of West Bengal Inaugurated A Book on Sustainable Development Written by Janakalyan's POSH Committee member Dr. Labani Dey

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