



Workshop on HR Strategy and Sambandh Culture

Corporate Strategy, HR and Training team joined together to brainstorm on certain aspects related to Human Resources planning and safeguarding the Sambandh culture as the company is in a progressive path, while expanding its wings in 5 different states already. The team thought it would be vital to devise plans and execute them in a very strategic manner so that it has positive impact towards the growth plan that the company is eyeing for in the next 3-4 years. Discussions were held on manpower planning and recruitment strategies, managing talents, Internal Job Postings (IJPs), inculcating cultural dynamics in the training programs, effectiveness of regional training activities among other aspects.

Operational Snapshot | February 2020



States
5



Districts
38



Branches
100



Active Clients
227,158



POS (In INR Mn)
4482

Important Visits



Asia Financial Institutions Forum (AFIF)

The MD & CEO and CFO of Sambandh went on to participate at the Annual Asia Financial Institutions Forum (AFIF), one of the most renowned platforms where heads of more than 500 entities having connections with financial inclusion and microfinance worldwide participate and network at the 2 days' event, organized in Bangkok. The management met and exchanged ideas with different investors and FIs at the sideline of the Summit.



Bopa Pte. Ltd. visit to Sambandh

The Chairman of the Board, CEO and COO of Bopa Pte. Ltd. visited Sambandh to have discussion on the future investment strategies, understand the management and other team-mates. Management teams from both the entities deliberated on strategic roadmaps, expansion plans, funds flow and interacted with all the team members over a formal gathering.





Mukul Madhukar of 31, is a native of Patna, Bihar. He joined Sambandh in January 2015 as a Junior Executive in the Internal Audit Department. He has done his Management Degree with majors in Finance and Marketing. Mukul was introduced to Sambandh by one of his close friends. When asked about why did he choose the sector, Mukul says that “During my studies I had developed my interest towards the microfinance sector, as the sector not only focuses in the financing part but also the impact – that matches with my ideologies. I have worked in different places, shifted to so many other states, all these were so much frustrating. But here at Sambandh I found the working atmosphere to be welcoming and peaceful. Being a part of the Sambandh Family, has brought in many positive changes in my personal as well as professional life. Sambandh has its own unique culture, which has shaped our character and commitment to work in a productive way. The best thing about the organization is, it gives equal importance to men and women, and provides a balanced work environment to both. Another thing I love the most here is the Sports Activity organized as a part of the Employee Engagement initiatives – it unites the sportsmanship from different departments and rejuvenates the energy inside us.

New Branches Opened



Implementation of HRMS - Employee Self Service Portal

In the month of February 2020, piloting of attendance through HRMS was initiated in the branches. All the colleagues of the branches covered so far were given access to Employee Self Service Portal. Before taking the implementation to the branch level, this was successfully executed for Corporate Office colleagues. The implementation of the same for all the team-mates will be completed by the end of March 2020. With the help of this application team-mates can mark their attendance through their mobile phones. In addition to that, this application also enable the employees to view their employment details, salary slip, leave balances and can apply for leave.

Visitors during the month

