

Micro Finance Institutions - structure of micro finance institutions, various models of micro finance institutions and their functions, sources of fund credit delivery mechanism for micro credit, Non-financial services and MFIs.

Meaning of Microfinance Institutions

Microfinance institutions are financial companies that provide small loans to people who do not have any access to banking facilities.

Models of Microfinance

The various models currently being used by microfinance institutions are

- 1) Associations,
- 2) Bank Guarantees,
- 3) Community Banking
- 4) Co-operatives
- 5) Credit Unions,
- 6) Grameen, Group.

18 Sunday

March

Mon	5	12
Tue	6	13
Wed	7	14
Thu	1	8
Fri	2	9
Sat	3	10
Sun	4	11

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1) Associations Model - This is where the target community forms an association through which various microfinance activities are initiated. Associations are groups can be composed of youth, women can form around political/religious/cultural issues.

2) Bank Guarantees Model - A bank guarantee is used to obtain a loan from a commercial bank. This guarantee may be arranged externally, ^{or internally.} loans obtain may be given directly to an individual or they may be given to a self-formed group.

Bank Guarantee is a form of capital guarantee scheme. Guarantee funds may be used for various purposes, including loan recovery and insurance claims.

cerned with protecting and promoting...
has housing, medical, educational, transport facilities, etc.
cial security measures such as providend fund, pension, gratuity, group
ged.
hat the managerial and operative functions of HRM are performed in
in an organisation, be large or small organisations.
cope and functions of HRM, now it seems pertinent to delineate the
rdingly, the next chapter is devoted to discuss evolution and environment

1.6 SUMMARY

by the learning objectives given on page..1:
of procuring, developing, maintaining, and controlling competent human
rganisation so that the organisational goals are achieved in an effective
ter.
management is reactive, human resource management is proactive. HRM
om personnel management in the sense that the former emphasises on
needs, individualisation of employee relations, and strategic management.
e of HRM is to ensure the availability of right people for right jobs at right
rganisational goals are achieved effectively.
RM consists of acquisition, development, maintenance, and control of
s in the organisation.
erformed by human resource management are classified as managerial
erative functions.

KEY TERMS

- Capital
- Resource Management
- Organisational Culture
- Personnel Management
- Quality of Work Life
- Training

VIEW AND DISCUSSION QUESTIONS

- ource management. How does it differ from personnel management?
- management is old wine in new bottle". Comment.
- ives of HRM. How can these objectives be achieved?
- ts of human resource management functions— managerial and operati
actions.
- management in the light of ongoing chan

Co-operative Model - A co-operative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs. Some co-operatives include members financing and savings activities in their mandate.

Credit Unions Model - A credit union is a unique member-driven, self-help financial institution. It is organized by and comprised of members of a particular group or organization, who agree to save their

institution, Grameen Bank, Mohammed Yunus in Bangladesh. A bank unit - Managers and number of an area of about 15 to and workers start by the purpose, functions, bank to the local population.

March		2018	
Mon	5	12	19
Tue	6	13	20
Wed	7	14	21
Thu	1	8	15
Fri	2	9	16
Sat	3	10	17
Sun	4	11	18

April		2018	
Mon	30	2	9
Tue	31	3	10
Wed	4	4	11
Thu	5	5	12
Fri	6	6	13
Sat	7	7	14
Sun	1	8	15

Community Banking Model → Community Banking model essentially treats the whole community as one unit, and establishes semi-formal or formal institutions through which microfinance is dispensed.

Co-operative Model → A co-operative is an autonomous association of persons united voluntarily to meet their common economic, social, and cultural needs. Some co-operatives include members financing and savings activities in their mandate.

money together and to make loans to others at reasonable rates of interest.

Grameen Model → The Grameen Model emerged from the poor-focused institution, Grameen Bank, founded by Mohammed Yunus in Bangladesh.

A bank unit is headed by a Branch Manager and a number of staff. It serves an area of about 1000 households and workers staffed by the purpose, functions, and bank to the local population.

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Community Banking
the whole community

semi-formal are
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operative is
persons united

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co-operatives
ing activities

money together and to make loans to each other at reasonable rates of interest.

~~Grameen~~ Grameen Model — The Grameen model emerged from the poor-focussed grassroots institution, Grameen Bank, started by Prof. Mohammed Yunus in Bangladesh.

A bank unit set up with a Field Manager and a number of bank workers, covering an area of about 15 to 22 villages. The manager and workers start by visiting villages to explain the purpose, functions, and mode of operation of the bank to the local population.

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ERM
Personnel Management
Quality of Work Life
Training

DISCUSSION QUESTIONS

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