



KFA MONTHLY BUZZ



Training

Education

Consulting

AgriBusiness

Table of Contents



<u>02</u>	From CEO/Director's Desk
<u>05</u>	Impact of Rising Interest Rates On Entrepreneurship- A case Study of an SME Entrepreneur
<u>07</u>	Discussing Undiscussed Issues in an Organization
<u>08</u>	Look Back at Some of Our Training Events
<u>10</u>	Campus Life, Projects and Sports
<u>11</u>	KFA's Management Development Program
<u>12</u>	Our Plantation Journey

From CEO/Director's Desk

In an increasingly competitive and intricate world, there is a rising need for individuals who have the appropriate skills to tackle the difficulties brought by constantly shifting industry trends. Conventional education systems that concentrate solely on theoretical knowledge are no longer adequate for preparing students for real-life situations. To address the requirements of a fast-paced business environment, education that focuses on skills has become essential. In this newsletter, among other information, you'll also find how KFA is contributing in producing skill-oriented professionals responsible for the growth of any organization.

In the current era, employers favor candidates with practical skills over academic credentials.

Education centered on skills equips individuals with pragmatic knowledge and hands-on experience, empowering them to make well-informed decisions and take suitable actions to achieve desired outcomes. Furthermore, skill-oriented education boosts an individual's overall employability and readies them for the dynamic professional world.



Mr. Kishu Jha
CEO/Director - Training
KFA



MBA:

For those pursuing an MBA, it is crucial to acquire practical skills in finance, marketing, and operations management. Alongside theoretical knowledge, it is important to develop abilities such as leadership, teamwork, and problem-solving to thrive in your career. For instance, if you are working in finance, you must have hands-on experience with financial modeling and analysis to make well-informed decisions. Likewise, if you are in marketing, practical knowledge of market research, branding, and digital marketing is essential for devising effective strategies.

BCSIT:

For those pursuing a BCSIT program, it is vital to have practical experience with various programming languages, software development, and web design. Theoretical knowledge alone will not help you acquire these skills. Engaging in real-life projects and gaining practical experience is necessary to become proficient in your field. For example, if you are working in software development, familiarity with agile methodologies, software testing, and debugging is crucial to deliver high-quality products. Similarly, if you are working in web design, practical knowledge of HTML, CSS, and JavaScript is needed to create user-friendly and responsive websites.

BHM:

For those pursuing a BHM program, excellent communication, leadership, and customer service skills are essential. Practical knowledge of hotel management, culinary arts, and hospitality services is also required. For instance, if you are working in hotel management, familiarity with revenue management, guest services, and housekeeping operations is important to provide a memorable experience for your guests. Likewise, if you are working in culinary arts, hands-on experience with various cuisines, cooking techniques, and kitchen management is vital to deliver high-quality food to your customers.

Our curriculum is designed to provide students with hands-on experience and real-world exposure, preparing them for the challenges of the dynamic professional world.

At KFA Business School, we offer industry-relevant programs that are continually updated to reflect the changing trends in the industry. Our faculty comprises experienced professionals who bring their practical knowledge and expertise to the classroom, providing students with the guidance and mentorship needed for success.

Moreover, we offer students opportunities to work on real-life projects and internships with leading organizations, granting them the practical experience required to develop their skills and prepare for future careers.

At KFA Business School, we believe that skill-oriented education is the key to success in today's world, and we are dedicated to providing our students with the necessary tools and resources to excel in their respective fields. Join us in our mission to bridge the gap between theoretical knowledge and practical skills and ready yourself for a successful career in the ever-changing professional world.

In summary, skill-focused education is no longer optional but a necessity in today's competitive and complex world. Gaining practical skills is crucial for personal growth and professional success. KFA Business School is dedicated to offering students industry-relevant programs, hands-on experience, and mentorship to close the gap between theoretical knowledge and practical skills. Join us in our mission to prepare yourself for the challenges of the dynamic professional world and unlock your potential for a successful career.



By Mr. Resta Jha
Founder & Executive Chairman, KFA

Impact of Rising Interest Rates On Entrepreneurship - A case Study of an SME Entrepreneur

I am one of the Resource Persons in MBA Program of KFA Business School. In few week's earlier session of 'Business Environment Analysis', all the participants were rigorously discussing about the rising interest rates and its impact on 'Entrepreneurship'. There is an interesting mix of students in this class - there are young entrepreneurs, bankers, engineers and fresh BBA graduates as well.

While bankers were stressing from Bank's perspective on possible 'credit crunch', 'overshooting credit/deposit ratio', liquidity problems' etc., the

entrepreneurs, especially the young ones, were really worried with the possible fallout from this upward curve in interest rates.

One of the students was mentioning, 'there is a significant difference of borrowing at 7% and 15%. Difference of 8% on a NPR 50 Million loan means an additional interest cost of NPR 4 Million annually, which is a huge cost burden and unsustainable for a Company of his size. He went on to relate this incremental cost by breaking down in the comparatively monthly cost as under:

PARTICULARS	COSTS
Monthly Incremental Cost due to Rise in Interest Rate	NPR 333 K
Existing Monthly Costs:	
- Salary	NPR 190 K
- Rent	NPR 85 K
- Water, Light, Fuel, Telephone Expenses	NPR 30 K
Total Existing Monthly Cost (above headings)	NPR 305 K

He wrote the above figures in the white board and was explaining, in a situation when the incremental cost (NPR 333 K per month) due to rising interest rate is higher by more than 9% of the combined Salary, Rent, Water, Light, Fuel and Telephone Expense (NPR 305 K), how can my business sustain this incremental cost? Currently his business employs 12 people. The above case is just an example for rest of the Small & Medium Enterprises (SMEs) of the country.

In a new political environment, where everyone would like to believe that we have won the political battle and moving towards stability, the economic parameters in general and 'stable interest rates' in particular must be managed prudently by all the relevant stakeholders.

Who are the relevant stakeholders? Of course, Government in general and 'Ministry of Finance' and 'Nepal Rastra Bank' in particular have to take prudent monetary measures to stabilize the interest rates. While very low interest rate regime is also not good for depositors and there could be possible departure of funds from the banking system to other unproductive sectors, high interest rates will paralyze the supposedly

most-vibrant entrepreneur firms to sustain their operations, forget the growth.

When I talk to few Treasurers of Banking System, they tell me that lack of 'government spending' is the major reason for the decreasing liquidity from the market. Hence, although challenging, Government must quickly develop the mechanism for fiscal transfers of the funds in the new federal setup so that the money flow happens both-ways smoothly.

The Small and Medium Enterprises (SMEs) are of key importance to any economy. For example, In India SMEs contribute approximately 20 per cent to the nation's GDP and employ more than 80 million people, the second largest workforce in the country after the agricultural sector.

Needless to say, when entrepreneurs stop taking additional risks and expanding their business, resulting from this rise in interest rates, it will have direct impact on employment and purchasing power of the people and if this situation prevails, curbing the Nepalis to go abroad in search of jobs will just be limited to the political slogan.

Discussing Undiscussed Issues in an Organization



By Ms. Rajita Shrestha
Head - HR & Corporate Communication,
KFA

Throughout organizations, there are a number of unresolved concerns that frequently go overlooked or unanswered.

Despite increased awareness of mental health issues, many organizations still refrain from discussing them. Employees might suffer from anxiety, depression, or other mental health issues, but they might be reluctant to discuss them with their employers or coworkers out of concern for stigma or unfavorable outcomes. Burnout is another problem that many organizations are encountering more and more of. Employees may feel overburdened, overworked, and unappreciated.

Organizations need to recognize the signs of burnout and take proactive steps to treat it. Communication problems can lead to misunderstandings, disagreements, and mistakes. To ensure that everyone is on the same page, organizations must promote honest and open communication.

Altogether, these unresolved concerns may have a substantial impact on employees' productivity and well-being as well as the success of the company. Organizations must therefore deal with issues openly and aggressively and teach the skills of handling these situations to their managers.



Look Back at Some of Our Training Events



The Josh Project - Kumari Bank Ltd

A training led by Mr. Kishlaya Jha, CEO/Director - Training, KFA, to Kumari Bank Ltd, focused on conducting team building activities, establishing synergy, and helping the participants to re-energize and refresh.

The training was designed to boost the morale and help them perform better as a team.



Just Sales- NMB Bank

Training program on "Just Sales" for the sales staff of NMB Bank by Mr. Kishlaya Jha, CEO/Director - Training directed the training.

Just Sales is a workshop to focus on key themes for developing and enhancing skills in sales processes.

KFA has trained over 10,000 participants from diverse professional and academic backgrounds.



Look Back at Some of our Training Events



Building Invincibles Sales Commandos

KFA organized training sessions for the branch managers of Nepal Bank to develop sales mindsets. This training was conducted in Itahari, Janakpur, Pokhara, and Nepalgunj.



Next Generation Manager - ICAN



A training led by Mr. Kishlaya Jha, CEO/Director - Training, to the Chartered Accountants of ICAN to enhance their Managerial skills, such as motivating and encouraging their subordinates for better productivity.



Campus Life, Projects and Sports

BHM Practical Classes



Our second semester BHM students are gaining practical skills related to

food preparation, cooking techniques, and kitchen management. These practicals are designed to provide students with hands-on experience in the kitchen and help them develop the required skills.

Human Resource Management Project - Training & Development



MBA 1st semester students engaged in "Training and Development" Project for their Human Resource

Management class, where they were required to identify the training needs of students from government school. Their project involved series of steps: need identification, training design, training development and feedback.

Throughout the tournament, the students displayed excellent sportsmanship and team spirit. We are proud of all the students who participated and look forward to becoming a part of similar events in the future.

BCS.IT Comp TIA+

Our BCS.IT first semester students of KFA learnt practically about Computer



Hardware from certified computer experts. Certified IT Course, one of the 9 strong pillars of BCS.IT program at KFA, helps students adapt in the practical world by getting opportunities to attend various certified courses.

Getting in the Cricket Zone

Participating in a cricket tournament can be an exciting and rewarding experience. To make the most of participation, it's important to prepare oneself physically and mentally for the competition.

Students of KFA participated in the cricket tournament "Patriot's Cup" organized by Lalitpur Patriots. The event provided an opportunity for the students to showcase their cricket skills and compete against their peers in a friendly and competitive environment.



KFA's Management Development Program (MDP)



Our Management Development program is running smoothly and effectively, with positive results and outcomes being seen in the participants. Participants are provided with a variety of learning experiences, including workshops, coaching and mentoring, and ongoing assessment and feedback. We are laying a solid foundation for future leaders to prosper and guide them to greater heights of success through this program.



Overall, our Management Development program is a valuable investment in our future leaders, and we are proud to see it running smoothly and effectively.

Announcement of KFA's 2nd Management Development Program (MDP)



The second edition of KFA's Management Development Program (MDP) is set to commence on 4th May 2023. This program is designed for aspiring and current managers who are seeking to enhance their leadership skills and take their careers to the next level. It comprises 25 managerial development sessions from industry experts using different learning intervention methods.

Our Plantation Journey

Dragon Fruit



The plantation of our dragon fruit is going exceptionally well and we are thrilled with the progress of it so far. We can see healthy growth and development of the plant.

Did you know?



Asia is the largest market for dragon fruit worldwide. Dragon fruit is also a good source of antioxidants and vitamins.



Avocados are one of the most inexpensive anti-aging tools for the skin. It contains powerful nutrients, antioxidants and anti-inflammatory compounds that plays an important role in keeping the skin young.



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