

# PERCEPTION OF EMPLOYEES ON TCS ENVIRONMENTAL PROTECTION PROGRAMMES

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**Abstract:** The evolution of corporate social responsibility in India refers to changes over time in India of the cultural norms of corporation's engagement of corporate social responsibility (CSR), with CSR referring to way that businesses are managed to bring about an overall positive impact on the communities, cultures, societies and environments in which they operate. The fundamentals of CSR rest on the fact that not only public policy but even corporate should be responsible enough to address social issues. There are three dimensional aspect of corporate social responsibility (CSR) includes Economic aspects, Social aspects, and Environmental aspects. How social responsibility is significant for organizations like by motivating employees, profitability, increasing value etc. For managing social responsibility many steps are taken by the different companies for doing significant improvements in their environmental and social management practices. The programs are put into practice by the employees who are crucial to this process. CSR programs ranges from community development to development in education, environment and healthcare etc. CSR contributes a lot to the organization. Every organization should adopt it make their business more efficient and profitable. This study was selected research areas of target group of TCS. The study was confined to selected Urban cities Vizag and Hyderabad from each selected areas target sample 150+150 respondents are selected for the study was confined to (from 2005 to 2014) one decade. The sample size of the respondents was selected under the different categories of personnel of TCS, Top, middle, lower level of management employees. In all 300 respondents was selected random sample. The due weightage will be given to age, gender, education and other factors in selecting the respondents.

**Keywords:** Social responsibility, environment aspects, economic aspect, social aspect

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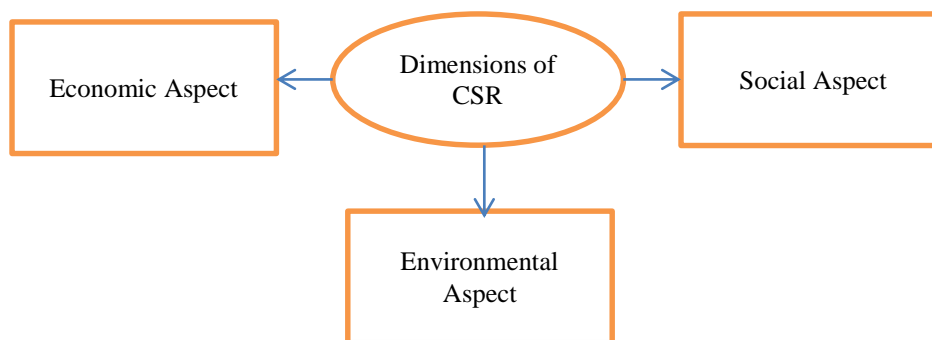
## Introduction:

In this study the collected empirical data is analyzed with appropriate tools and an attempt is made to evolve a new model to explain the CSR initiatives for the protection on Environment. This chapter starts with the description of sample respondents of the firms and CSR initiatives.

Awareness of the impact of society and environment has grown along with the increasing socio-regulatory pressures. This evolution has gradually led business to return the displaced social orientation. Many firms are assuming increased responsibility for both social and environmental well-being. Corporate response to environmental and social issues is progressing through three stages of evolution: profit maximization management, trusteeship management, and quality of life management (Hay and Gray, 1977). The business depends on society for its existence, sustenance and encouragement. Being too much dependent on society, business has definite responsibility towards different segments of society. Though profit making is one of the main objectives of business, but it has to satisfy its various stakeholders, viz., employees, consumers, government, community, and shareholders. Over the past few decades, a growing number of companies have recognized the business benefits of Corporate Social Responsibility (CSR) policies and practices.

Corporate social responsibility (CSR) is a prominent 21st century business ideology that heightens expectations of companies regarding social and environmental standards. The results of CSR compliance are generally viewed as a good thing by most companies. The main question arise before studied about CSR is Why do businesses exist? The answer may be to earn profit. But if we go deeper and try to get real reasons, we come to the conclusion that in a company a group of people get together so that they are able to accomplish something collectively that they could not get separately and they contribute to the society. Challenges lie in allocating time and resources necessary to develop a CSR approach that meets governmental and social standards and achieves compliance with informal CSR guidelines related to social and environmental responsibility. One of the biggest features addressed by CSR is its intent to cause companies to recognize responsibilities to stakeholders outside of shareholders. This includes customers, communities, employees and suppliers. While proponents of CSR point out the long-term benefits of taking care of these core relationships, shareholders are often deterred at the notion that companies will invest in anything that does not create immediately obvious financial gain. With CSR, detecting measurable bottom line benefits is a challenge as social and environmental programs are hard to account for with regard to financial gain.

### Dimensions of CSR



### Objectives of the Study

The main objectives of the study is to examine the CSR initiatives on Environmental Protection Programmes of TATA Consultancy Services.

1. To define process and systems to reduce ecological imbalances in order to identify, quantify and reduce the impacts on the environment with the CSR initiatives of TCS environmental policy and programmes
2. To examine and analyse the various activities of the water resources conservation and TCS employee action plans on water conservation through engagement and creation of awareness performance among the local population.
3. To discuss the various emissions and wastes generated by TCS office based operations and the steps taken to mitigate their impact. (Primary emissions or process of waste management practices).
4. Inline with TCS commitment to participatory involvement to discuss and highlights the TCS associates creating environmental awareness and sensitizing them towards nature and conserving its various resources.
5. In line with TCS commitment to conserve and enhance biodiversity and also evaluate the key issues which need focus and control.

### Methodology

This study was selected research areas of target group of TCS. The study was confined to selected Urban cities Vizag and Hyderabad from each selected areas target sample 150+150 respondents are selected for the study was confined to (from 2005 to 2014) one decade. The sample size of the respondents was selected under the different categories of personnel of TCS, Top, middle, lower level of management employees. In all 300 respondents was selected random sample. The due weightage will be given to age, gender, education and other factors in selecting the respondents.

### Tata Consultancy Services

Tata Consultancy Services is an Indian multinational IT services company. With a consistent track record in past, it is poised for dramatic growth in future both in India and abroad. Being a part of Tata group, TCS also has been committed to serve community and its surrounding too. According to Millen Baker "A way companies manage the business processes to produce an overall positive impact on society. The purpose of CSR business activity and culture become sustainable in its three dimension: Socio-economic and environmental. It is an Indian multinational IT services, business solution and out sourcing services company. Tata group's philosophy is to build strong sustainable businesses that demonstrate care for the environment is firmly rooted in the community. It represents building strong sustainable business that are rooted in the community and demonstrate care for the environment.

### TCS Environmental Policy

TCS commitment to the environment stems from the Tata Group's abiding concern for the environment, climate change and society, which is embodied in the TATA Code of Conduct, TATA Group Sustainability Policy and the TATA Climate Change Policy. TCS recognizes environmental impact and climate change among the key sustainability challenges to businesses and society affecting economic stability, ecology and vulnerable communities. TCS is committed to assume a leadership role in environmental protection and climate change mitigation while pursuing our business aspirations for enhancement of shareholder value.

### Activities Undertaken by TCS

TCS plays a vital role in Environment protection. There are following activities undertaken.

- Solid waste management
- Citizens' Waterways Monitoring Programme (WAMP)
- To stop pollution of waterways
- To maintain the waterways of the city cleanly

- Community Sanitation Improvement Projects
- Student Environment Programme (STEP)
- Tree Planting
- Vegetable Roof Gardening
- Rain Harvesting
- Pollution Control
- Noise Pollution
- Air Pollution
- Water Pollution

### Responsibility of CSR towards Employees

Businesses are major contributors to the employment generation of the community. However, social responsibility to employees extends beyond terms and conditions of the formal contract of employment. Companies need to come up with wider expectations that today's employees have for the quality of their working life. Such expectations include taking care of the personnel's welfare and safety at work and upholding their skills and motivation for the work. Beyond these expectations, a socially responsible company secures a just treatment and equal opportunities for all its employees, regardless of gender, age, race, or religion.

### Responsibility of CSR towards the Community

Companies depend on the health, stability, and prosperity of the communities in which they operate. Often majority of the company's employees and customers come from the surroundings area especially so for SME"s. The reputation of a company at its location, its image as an employer and producer, but also as an actor in the local scene, certainly influences its competitiveness. Many companies become involved in community causes, for example by providing additional vocational training places, recruiting socially excluded people, sponsoring local sports and cultural events, and through partnerships with communities or donations to charitable activities.

### Environmental aspects of CSR

Environmental concern and sustainable development is a key pillar of the corporate social responsibility. Environmental and ecological issues have been an important topic of discussion for the past thirty years in the business world - the longest time of the three dimensions corporate social responsibility. The knowledge and issues within the dimensions have progressed across a landscape of changing business realities. Environmental aspects put in place in the 1970s with the first real understanding of the environmental impacts of business.

### Environmental Responsibility

Several individual companies have found that improving environmental performance may also have beneficial effects on the company itself. Using less material and streamlining processes to create less waste may lower the costs of operation significantly. Moreover, the close review of operations, which is needed to improve the environmental performance, may reveal other improvement points, such as risk and material loss. A responsible public image may also attract more customers. State governments can fulfill their role in helping business to identify market opportunities and undertake win-win investments, the action program also set out a number of other measures aimed at business: establishment of a compliance assistance program to help business understand the environmental requirements of the European Community; development of national, but harmonized, company environmental performance reward schemes that identify and reward good performers and encourage voluntary commitments and agreements.

### The Particulars of Selected Employees Sample

#### HYDERABAD

Sl. No.	Categories of Employees	Total Employees	Sample Employees	Not Willing Employees
1	Managers Higher Level	50	31	19
2	Officers Middle Level	55	33	22
3	Clerks Lower Level	45	25	20
Total		150	89	61

Source: Profile of Tata Consultancy Services, Hyderabad.

## VISHAKAPATNAM

Sl. No.	Categories of Employees	Total Employees	Sample Employees	Not Willing Employees
1	Managers Higher Level	45	30	15
2	Officers Middle Level	50	29	21
3	Clerks Lower Level	55	21	34
<b>Total</b>		<b>150</b>	<b>81</b>	<b>69</b>

Source: Profile of Tata Consultancy Services of Vishakapatnam

In the present sample three categories of employees have been taken consideration they are: Manager Level (Managers) Middle Level (Officers), Lower Level (Clerks); Among the 300 employees in Hyderabad and Vishakapatham Area. 170 were selected to involve in the sample survey at Hyderabad, 89, Vishakapatnam 81. Where as the rest of the 130 respondents were not responded to the study.

#### Analysis of Valrous Organisation Factors:

Having analyzed 'the individual statements under various dimensions opinion on employees on corporate social responsibility on environmental protection programmes in Tata Consultancy Services perception of each response category in each dimension is examined in the following tables. For the purpose of percentage analysis, the five point scales are condensed into three points scales, in other words "Strongly Agree" and "Agree" are considered alike "No" and "Disagree" and "Strongly Disagree" treated alike.

Table - 1

**TCS to identify, measure, record and report all of the following: material consumption, waste, and emissions to air and water under CSR programme**

Sl.No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	21 (58.33)	11 (30.56)	04 (11.11)	00	00	36 (100.00)
		Officers	09 (31.03)	12 (41.38)	05 (17.24)	02 (6.90)	01 (3.45)	29 (100.00)
		Clerks	05 (20.83)	04 (16.67)	04 (16.67)	06 (25.00)	05 (20.83)	24 (100.00)
		Total:	35 (31.15)	27 (24.03)	13 (11.57)	08 (7.12)	06 (5.34)	89 (100)
2	Vishakhapatnam	Managers	12 (30.00)	12 (30.00)	05 (12.50)	06 (15.00)	05 (12.50)	40 (100.00)
		Officers	07 (36.84)	04 (21.05)	04 (21.05)	02 (10.53)	02 (10.53)	19 (100.00)
		Clerks	09 (40.91)	08 (36.36)	02 (9.09)	01 (4.55)	02 (9.09)	22 (100.00)
		Total:	28 (22.68)	24 (19.44)	11 (9.72)	09 (7.29)	09 (7.29)	81 (100.00)
	Grand Total (1+2)		63	51	24	17	15	170

Source: Primary Data

The above table reveals that the TCS to identify, measure, record and report all of the following: material consumption, waste, and emissions to air and water under CSR programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 35 (31.15 per cent) respondents are strongly agree, 27 (24.03 per cent) are agreed, 13 (11.57 per cent) are no response, 08 (7.12 per cent) are dis agree and 06 (5.34 per cent) strongly disagree respectively. Majority 21 (58.33 per cent) of the Managers are strongly agree with TCS to identify, measure, records and all reports.

Out of 81 respondents of Vishakhapatnam city there are 28 (22.68 per cent) respondents are strongly agree, 24 (19.44 per cent) are agreed, 11 (9.72 per cent) are no response, 09 (7.29 per cent) are dis agree and strongly disagree respectively. Majority 12 (30.00 per cent) of the Managers are strongly agree with TCS to identify, measure, record and report all of the following: material consumption, waste, and emissions to air and water under CSR programme. It is concluded that in two cities majority of the managers are strongly agreed with TCS to identify, measure, record and report all of the following: material consumption, waste, and emissions to air and water under CSR programme.

Table - 2

**TCS taking measures to offset greenhouse gas emissions through action such as reforestation, planting of trees or purchase of energy from renewable sources under CSR Programmes**

Sl. No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	19 (52.78)	14 (38.89)	01 (2.78)	01 (2.78)	01 (2.78)	36 (100.00)
		Officers	12 (33.33)	08 (22.22)	02 (5.56)	03 (8.33)	04 (11.11)	29 (100.00)
		Clerks	08 (22.22)	05 (13.89)	03 (8.33)	03 (8.33)	05 (13.89)	24 (100.00)
		Total:	39 (34.71)	27 (24.03)	06 (5.34)	07 (6.23)	10 (8.90)	89 (100)
2	Vishakhapatnam	Managers	14 (35.00)	1-5 (37.50)	04 (10.00)	03 (7.50)	04 (10.00)	40 (100.00)
		Officers	08 (42.11)	09 (47.37)	02 (10.53)	00 (0.0)	00 (0.0)	19 (100.00)
		Clerks	06 (27.27)	08 (36.36)	02 (9.09)	03 (13.64)	03 (13.64)	22 (100.00)
		Total:	28 (22.68)	32 (25.92)	08 (6.48)	06 (4.86)	07 (5.67)	81 (100.00)
	Grand Total (1+2)		67	59	14	13	17	170

Source: Primary Data

Discussed the above table the TCS taking measures to offset greenhouse gas emissions through action such as reforestation, planting of trees or purchase of energy from renewable sources under CSR Programmes in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 39 (34.71 per cent) respondents are strongly agree, 27 (24.03 per cent) are agreed, 06 (5.34 per cent) are no response, 07 (6.23 per cent) are dis agree and 10 (8.90 per cent) strongly disagree respectively. Majority 19 (52.78 per cent) of the Mangers are strongly agree with TCS taking measures to offset greenhouse gas emissions through action such as reforestation, planting of trees or purchase of energy from renewable sources under CSR Programmes.

Out of 81 respondents of Vishakhapatnam city there are 28 (22.68 per cent) respondents are strongly agree, 32 (25.92 per cent) are agreed, 08 (6.48 per cent) are no response, 06 (4.86 per cent) dis agree and 10 (8.90 per cent) strongly disagree respectively. Majority 19 (52.78 per cent) of the Mangers are strongly agree with TCS taking measures to offset greenhouse gas emissions through action such as reforestation, planting of trees or purchase of energy from renewable sources under CSR Programmes.

Table – 3

**TCS conducted Waste Management programmes under CSR activities**

FCS conducted Waste Management programmes under CSR activities								
Sl.No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	21 (58.33)	12 (33.33)	02 (5.56)	01 (2.78)	00 (0.0)	36 (100.00)
		Officers	12 (41.38)	06 (20.69)	04 (13.79)	03 (10.34)	04 (13.79)	29 (100.00)
		Clerks	08 (33.33)	05 (20.83)	05 (20.83)	05 (5.83)	01 (4.17)	24 (100.00)
		Total:	41 (36.49)	23 (20.47)	11 (9.79)	09 (8.01)	05 (4.45)	89 (100)
2	Vishakhapatnam	Managers	14 (35.00)	12 (30.00)	06 (15.00)	03 (7.50)	05. (12.50)	40 (100.00)
		Officers	08 (42.11)	07 (36.84)	02 (10.53)	02 (10.53)	00 (0.0)	19 (100.00)
		Clerks	04 (18.18)	05 (22.73)	04 (18.18)	04 (1818)	05 (22.73)	22 (100.00)
		Total:	26 (21.06)	24 (19.44)	12 (9.72)	09 (7.29)	10 (8.10)	81 (100.00)
	Grand Total (1+2)		67	47	23	18	15	170

Source: Primary Data

The above table explains that the TCS conducted Waste Management programmes under CSR activities in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 41 (36.49 per cent) respondents are strongly agree, 23 (20.47 per cent) are agreed, 11(9.79 per cent) are no response, 09 (8.01 per cent) are dis agree and 05 (4.45 per cent) strongly disagree respectively. Majority 21 (58.33 per cent) of the Mangers are strongly agree with TCS conducted Waste Management programmes under CSR activities.

Out of 81 respondents of Vishakhapatnam city there are 26 (21.06 per cent) respondents are strongly agree, 24 (19.44 per cent) are agreed, 12 (9.72 per cent) are no response, 09 (7.29 per cent) dis agree and 10 (8.10 per cent) strongly disagree respectively. Majority 14 (35.00 per cent) of the Mangers are strongly agree with TCS conducted Waste Management programmes under CSR activities.

**Table – 4**

**TCS motivate the public relations activities to the communities under CSR programme**

Sl.No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	19 (52.78)	11 (30.56)	02 (5.56)	02 (5.56)	02 (5.56)	36 (100.00)
		Officers	11 (37.93)	12 (41.38)	03 (10.34)	02 (6.90)	01 (3.45)	29 (100.00)
		Clerks	07 (29.17)	07 (29.17)	02 (8.33)	03 (12.50)	05 (20.83)	24 (100.00)
		Total:	37 (32.93)	30 (26.70)	07 (6.23)	07 (6.23)	08 (7.12)	89 (100)
2	Vishakhapatnam	Managers	24 (60.00)	13 (32.50)	03 (7.50)	00 (0.0)	00 (0.0)	40 (100.00)
		Officers	03 (15.79)	04 (21.05)	03 (15.79)	04 (21.05)	05 (26.32)	19 (100.00)
		Clerks	05 (22.73)	08 (36.36)	01 (4.55)	04 (18.18)	04 (18.18)	22 (100.00)
		Total:	32 (25.92)	25 (20.25)	07 (5.67)	08 (6.48)	09 (7.29)	81 (100.00)
	Grand Total (1+2)		69	55	14	15	17	170

Source: Primary Data

The above table explains that the TCS motivate the public relations activities to the communities under CSR programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 37 (32.93 per cent) respondents are strongly agree, 30 (26.70 per cent) are agreed, 07 (6.23 per cent) are no response and dis agree, 08 (7.12 per cent) strongly disagreed respectively. Majority 19 (52.78 per cent) of the Mangers are strongly agree with TCS motivate the public relations activities to the communities under CSR programme.

Out of 81 respondents of Vishakhapatnam city there are 32 (25.92 per cent) respondents are strongly agree, 25 (20.25 per cent) are agreed, 07(5.67 per cent) are no response, 08 (6.48 per cent) dis agree and 09 (7.29per cent) strongly disagree respectively. Majority 24 (60.00 per cent) of the Mangers are strongly agree with TCS motivate the public relations activities to the communities under CSR programme.



Table – 5

TCS waste such as outdated computers, mobile phones, or other company products

Sl.No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	18 (50.00)	12 (33.33)	00 (0.0)	02 (5.56)	04 (11.11)	36 (100.00)
		Officers	09 (31.03)	11 (37.93)	02 (6.90)	03 (10.34)	04 (13.79)	29 (100.00)
		Clerks	08 (33.33)	09 (37.50)	03 (12.50)	01 (4.17)	03 (12.50)	24 (100.00)
		<b>Total:</b>	<b>35 (31.15)</b>	<b>32 (28.48)</b>	<b>05 (4.45)</b>	<b>06 (5.34)</b>	<b>11 (9.79)</b>	<b>89 (100)</b>
2	Vishakhapatnam	Managers	16 (40.00)	18 (45.00)	03 (7.50)	01 (2.50)	02 (5.00)	40 (100.00)
		Officers	05 (26.32)	06 (31.58)	03 (15.79)	01 (10.53)	03 (15.79)	19 (100.00)
		Clerks	08 (36.36)	08 (36.36)	02 (9.09)	01 (4.55)	03 (13.64)	22 (100.00)
		<b>Total:</b>	<b>29 (23.49)</b>	<b>32 (25.92)</b>	<b>08 (6.48)</b>	<b>04 (3.24)</b>	<b>08 (6.48)</b>	<b>81 (100.00)</b>
	<b>Grand Total (1+2)</b>		<b>64</b>	<b>64</b>	<b>13</b>	<b>10</b>	<b>19</b>	<b>170</b>

Source: Primary Data

The above table reveals that the TCS waste such as outdated computers, mobile phones, or other company products under CSR programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 35 (31.15 per cent) respondents are strongly agree, 32 (28.48 per cent) are agreed, 05 (4.45 per cent) are no response, 06 (5.34 per cent) are dis agree, and 11 (9.79 per cent) are strongly disagreed respectively. Majority 18 (50.00 per cent) of the Managers are strongly agree with TCS waste such as outdated computers, mobile phones, or other company products under CSR programme.

Out of 81 respondents of Vishakhapatnam city there are 29 (23.49 per cent) respondents are strongly agree, 32 (25.92 per cent) are agreed, 08 (6.48 per cent) are no response and strongly disagree, 04 (3.24 per cent) dis agree respectively. Majority 18 (45.00 per cent) of the Managers are agree with TCS motivate the public relations activities to the communities under CSR programme.

Table – 6

TCS conduct Citizens' Waterways Monitoring Programme (WAMP) under CSR programme.

Sl. No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	19 (52.78)	14 (38.89)	02 (5.56)	01 (2.78)	00	36 (100.00)
		Officers	12 (41.38)	08 (27.59)	03 (10.34)	03 (10.34)	03 (10.34)	29 (100.00)
		Clerks	08 (33.33)	06 (25.00)	01 (4.17)	04 (16.67)	05 (20.83)	24 (100.00)
		<b>Total:</b>	<b>39 (34.71)</b>	<b>28 (24.92)</b>	<b>06 (5.34)</b>	<b>08 (7.12)</b>	<b>08 (7.12)</b>	<b>89 (100)</b>
2	Vishakhapatnam	Managers	12 (30.00)	14 (35.00)	08 (20.00)	03 (7.50)	03 (7.50)	40 (100.00)
		Officers	07 (36.84)	07 (36.84)	03 (15.79)	02 (10.53)	00	19 (100.00)
		Clerks	06 (27.27)	08 (36.36)	04 (18.18)	02 (9.09)	02 (9.09)	22 (100.00)
		<b>Total:</b>	<b>25 (20.25)</b>	<b>29 (23.49)</b>	<b>15 (12.15)</b>	<b>07 (5.67)</b>	<b>05 (4.05)</b>	<b>81 (100.00)</b>
	<b>Grand Total (1+2)</b>		<b>64</b>	<b>57</b>	<b>21</b>	<b>15</b>	<b>13</b>	<b>170</b>

Source: Primary Data

The above table reveals that the TCS conduct Citizens' Waterways Monitoring Programme (WAMP) under CSR programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 35 (31.15 per cent) respondents are strongly agree, 32 (28.48 per cent) are agreed, 05 (4.45 per cent) are no response, 06 (5.34 per cent) are dis agree, and 11 (9.79 per cent) are strongly disagreed respectively. Majority 18 (50.00 per cent) of the Mangers are strongly agree with TCS waste such as outdated computers, mobile phones, or other company products under CSR programme.

Out of 81 respondents of Vishakhapatnam city there are 29 (23.49 per cent) respondents are strongly agree, 32 (25.92 per cent) are agreed, 08 (6.48 per cent) are no response and strongly disagree, 04 (3.24 per cent) dis agree respectively. Majority 18 (45.00 per cent) of the Mangers are agree with TCS motivate the public relations activities to the communities under CSR programme.

**Table – 7**  
**TCS Provide community with information about the Environmental and Social conditions**

Sl. No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	20 (55.56)	12 (33.33)	01 (2.78)	01 (2.78)	02 (5.56)	<b>36 (100.00)</b>
		Officers	11 (37.93)	08 (27.59)	04 (13.79)	03 (10.34)	03 (10.34)	<b>29 (100.00)</b>
		Clerks	10 (41.67)	05 (20.83)	01 (4.17)	05 (20.83)	03 (12.50)	<b>24 (100.00)</b>
		<b>Total:</b>	<b>41 (36.49)</b>	<b>25 (22.25)</b>	<b>06 (5.34)</b>	<b>09 (8.01)</b>	<b>08 (7.12)</b>	<b>89 (100)</b>
2	Vishakhapatnam	Managers	15 (37.50)	16 (40.00)	03 (7.50)	03 (7.50)	03 (7.50)	<b>40 (100.00)</b>
		Officers	08 (42.11)	07 (36.84)	02 (10.53)	01 (5.26)	01 (5.26)	<b>19 (100.00)</b>
		Clerks	07 (31.82)	09 (40.91)	02 (9.09)	01 (4.55)	03 (13.64)	<b>22 (100.00)</b>
		<b>Total:</b>	<b>30 (24.30)</b>	<b>32 (25.92)</b>	<b>07 (5.67)</b>	<b>05 (4.05)</b>	<b>07 (5.67)</b>	<b>81 (100.00)</b>
	<b>Grand Total (1+2)</b>		<b>71</b>	<b>57</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>170</b>

Source: Primary Data

The above table reveals that the TCS Provide community with information about the Environmental and Social conditions in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 41 (36.49 per cent) respondents are strongly agree, 25 (22.25 per cent) are agreed, 06 (5.34 per cent) are no response, 09 (8.01 per cent) are dis agree, and 08 (7.12 per cent) are strongly disagreed respectively. Majority 20 (55.56 per cent) of the Mangers are strongly agree with TCS Provide community with information about the Environmental and Social conditions.

Out of 81 respondents of Vishakhapatnam city there are 30 (24.30 per cent) respondents are strongly agree, 32 (25.92 per cent) are agreed, 07 (6.48 per cent) are no response and strongly disagree, 05 (4.05 per cent) dis agree respectively. Majority 16 (40.00 per cent) of the Mangers are agree with TCS Provide community with information about the Environmental and Social conditions.



Table – 8

TCS maintaining a register of all dangerous chemicals used and amount and make this register publicly available under CSR Programme

Sl.No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	18 (50.00)	15 (41.67)	02 (5.56)	01 (2.78)	00	36 (100.00)
		Officers	10 (34.48)	09 (31.03)	03 (10.34)	03 (10.34)	04 (13.79)	29 (100.00)
		Clerks	08 (33.33)	07 (29.17)	02 (8.33)	01 (4.17)	06 (25.00)	24 (100.00)
		<b>Total:</b>	<b>36 (32.04)</b>	<b>31 (27.59)</b>	<b>07 (6.23)</b>	<b>05 (4.45)</b>	<b>10 (8.9)</b>	<b>89 (100)</b>
2	Vishakhapatnam	Managers	15 (37.50)	16 (40.00)	03 (7.50)	03 (7.50)	03 (7.50)	40 (100.00)
		Officers	09 (47.37)	08 (42.11)	02 (10.53)	00	00	19 (100.00)
		Clerks	06 (27.27)	07 (31.82)	01 (4.55)	03 (13.64)	05 (22.73)	22 (100.00)
		<b>Total:</b>	<b>30 (24.30)</b>	<b>31 (25.11)</b>	<b>06 (4.86)</b>	<b>06 (4.86)</b>	<b>08 (6.48)</b>	<b>81 (100.00)</b>
	<b>Grand Total (1+2)</b>		<b>66</b>	<b>62</b>	<b>13</b>	<b>11</b>	<b>18</b>	<b>170</b>

Source: Primary Data

The above table explains that TCS maintaining a register of all dangerous chemicals used and amount and make this register publicly available under CSR Programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 36 (32.04 per cent) respondents are strongly agree, 31 (27.59 per cent) are agreed, 07 (6.23 per cent) are no response, 05 (4.45 per cent) are dis agree, and 10 (8.90 per cent) are strongly disagreed respectively. Majority 18 (50.00 per cent) of the Managers are strongly agree with TCS maintaining a register of all dangerous chemicals used and amount and make this register publicly available under CSR Programme

Out of 81 respondents of Vishakhapatnam city there are 30 (24.30 per cent) respondents are strongly agree, 31 (25.11 per cent) are agreed, 06 (4.86 per cent) are no response and disagree, 08 (6.48 per cent) strongly dis agree respectively. Majority 16 (40.00 per cent) of the Managers are agree with TCS maintaining a register of all dangerous chemicals used and amount and make this register publicly available under CSR Programme.

Table – 9

TCS conduct rain harvesting, pollution control, tree planting, and vegetable roof gardening programmes under CSR programme

Sl. No.	Name of the City	Category of Employees	Rating Points of Respondents					TOTAL
			SA	A	NO	DA	SDA	
			1	2	3	4	5	
1	Hyderabad	Managers	23 (63.89)	09 (25.00)	03 (8.33)	01 (2.78)	00	36 (100.00)
		Officers	09 (31.03)	09 (31.03)	03 (10.34)	01 (3.45)	07 (24.14)	29 (100.00)
		Clerks	08 (33.33)	08 (33.33)	02 (8.33)	01 (4.17)	05 (20.83)	24 (100.00)
		<b>Total:</b>	<b>40 (35.60)</b>	<b>26 (23.14)</b>	<b>08 (7.12)</b>	<b>03 (2.67)</b>	<b>12 (10.68)</b>	<b>89 (100)</b>
2	Vishakhapatnam	Managers	16 (40.00)	15 (37.50)	02 (5.00)	02 (5.00)	05 (12.50)	40 (100.00)
		Officers	08 (42.11)	06 (31.58)	01 (5.26)	01 (5.26)	03 (15.79)	19 (100.00)
		Clerks	04 (18.18)	10 (45.45)	03 (13.64)	02 (9.09)	03 (13.64)	22 (100.00)
		<b>Total:</b>	<b>28 (22.68)</b>	<b>31 (25.11)</b>	<b>06 (4.86)</b>	<b>05 (4.05)</b>	<b>11 (8.91)</b>	<b>81 (100.00)</b>
	<b>Grand Total (1+2)</b>		<b>68</b>	<b>57</b>	<b>14</b>	<b>08</b>	<b>23</b>	<b>170</b>

Source: Primary Data

The above table shows that the TCS conduct rain harvesting, pollution control, tree planting, and vegetable roof gardening programmes under CSR programme in two cities of Hyderabad and Vishakhapatnam. Out of 89 respondents of Hyderabad city there are 40 (35.60 per cent) respondents are strongly agree, 26 (23.14 per cent) are agreed, 08 (7.12 per cent) are no response, 03 (2.67 per cent) are disagree, and 12 (10.68 per cent) are strongly disagreed respectively. Majority 23 (63.89 per cent) of the Managers are strongly agree with TCS conduct rain harvesting, pollution control, tree planting, and vegetable roof gardening programmes under CSR programme.

Out of 81 respondents of Vishakhapatnam city there are 28 (22.68 per cent) respondents are strongly agree, 31 (25.11 per cent) are agreed, 06 (4.86 per cent) are no response, 05 (4.05 per cent) are disagree, and 11 (8.91 per cent) are strongly disagree respectively. Majority 16 (40.00 per cent) of the Managers are strongly agree with TCS conduct rain harvesting, pollution control, tree planting, and vegetable roof gardening programmes under CSR programme.

### Conclusion:

The evolution of corporate social responsibility in India refers to changes over time in India of the cultural norms of corporations engagement of corporate social responsibility (CSR), with CSR referring to way that businesses are managed to bring about an overall positive impact on the communities, cultures, societies and environments in which they operate. The fundamentals of CSR rest on the fact that not only public policy but even corporate should be responsible enough to address social issues. There are three dimensional aspect of corporate social responsibility (CSR) includes Economic aspects, Social aspects, and Environmental aspects. How social responsibility is significant for organizations like by motivating employees, profitability, increasing value etc. For managing social responsibility many steps are taken by the different companies for doing significant improvements in their environmental and social management practices. Different forces at work which help in managing CSR which includes globalization, technological, environmental changes etc. At the end current State of CSR in India. Different Indian companies used CSR. Companies have specialized CSR teams that formulate policies, strategies and goals for their CSR programs and set aside budgets to fund them. These programs are often determined by social philosophy which have clear objectives and are well defined and are aligned with the mainstream business. The programs are put into practice by the employees who are crucial to this process. CSR programs ranges from community development to development in education, environment and healthcare etc. CSR contributes a lot to the organization. Every organization should adopt it make their business more efficient and profitable.

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