



HR Department Questionnaire

HR Questionnaire for the research on CSR and Employee engagement

Name of the Organisation *

Name of the Respondent *

Email Id

Do you have Separate CSR department? *

- Yes
- No

**In what way CSR activities are proving beneficial to your organization from HR point of View?
(Tick all appropriate answers) ***

- helps in building good rapport with the community
- Increases organisational ability of employee engagement
- It helps in attracting responsible workforce
- It helps in retaining responsible workforce

How do the employees participate in CSR activities? *

- Compulsory
- Voluntary
- By devoting fixed number of hours per year

If by devoting fixed number of hour. How Many Hours/year?

Are the family members of employees encouraged to participate in CSR? *

- Yes
- No

Any specific reason for involving family members

Does KRA include CSR? *

- Yes
- No



What are the ways adopted to increase the awareness about CSR among your Employees?(Tick all appropriate answers) *

- Through Policy decisions.
- Orientation Programme includes the briefing about employee participation in CSR activities
- Dedicated CSR training Programmes are organised for employees
- By assigning this job to dedicated Counselors or social workers for informal counselling

How Can you rate the awareness about CSR in employees of the company? *

1 2 3 4 5 6 7

Poor Outstanding

Is CSR awareness increasing steadily? *

- Yes
- No
- Can't Say

How do you look at the following statements *

	Strongly Agree	Agree	Neutral	Disagree
a) HR department substantially contributes towards increasing employee participation in CSR				
b) Employee participation in CSR helps in increasing trust in the minds of employees				
c) It is observed that employees' involvement in organisation has increased because of CSR				
d) Employee participation in CSR has positive impact on the employee belongingness towards organisation				
e) Employees are showing more sensitivity towards their work since the participation in CSR increased				
f) HR can take care of CSR and there is no need of separate CSR department				



If employee participation in CSR is giving positive impact, whom will you give its credit? (Tick all appropriate answers) *

- Management
- HR Department
- CSR Department

Other:

Literature Review reflects that employee involvement in CSR contributes to following advantages, are any of the following points true in your case? *

- It works as a rejuvenation activity for employees.
- The bonding between employer- employees increases.
- Likeminded employees come together to actively contribute towards social cause
- New leaders can be identified and groomed
- It contributes to address the issue of employee engagement to some extent

Do you give any weightage in the performance appraisal of the employee for his /her involvement in CSR activities organized by the company? *

- Yes
- No

Mention the % of weightage given in performance appraisal.

Literature review reflects, HR department of the organisation helps in making CSR activity successful in following manner, How far is it true in your case? *

- HR leads and educate organizational members on the value of CSR and
- HR department works as a strategic partner in the CSR activity
- HR department makes sure that the importance of CSR is emphasized during employee orientation programmes and other training sessions
- HR department of the organisation plays positive role in facilitating CSR performance of the organisation.

Can you rate the level of involvement of HR department in the CSR performance of the company? *

1 2 3 4 5 6 7

Poor

Outstanding



Does your Employee Satisfaction Survey includes CSR aspect?

- Yes
- No

I feel our employees are engaged in CSR activities- *

- Physically
- Mentally
- Equal

Being at senior position in HR My frank Opinion about CSR is: -