

Application Form – Excellence in Community Impact

The “**Excellence in Community Impact**” award recognizes HR initiatives that demonstrate outstanding commitment to fostering positive change across key pillars – community engagement, social responsibility, sustainability, and governance impact. Candidates will be evaluated based on their ability to engage with and support local communities, promote social inclusion and equity, implement sustainable practices, and uphold high standards of ethical governance. Organizations must showcase innovative strategies that not only address immediate community needs but also contribute to long-term social and environmental well-being, making a lasting impact on society through people-driven initiatives.

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Section 1 | Quantitative Section

All questions are mandatory, unless stated otherwise; your questionnaire may not be considered complete if these questions are left blank.

Generic Organization Information

1. Company Name	
2. Date of incorporation	
3. Details of award SPOC	
<i>Name:</i>	
<i>Designation:</i>	
<i>Contact number:</i>	
<i>Email ID:</i>	
4. Nature of Business	
5. Type of Entity	Enterprise
6. Nature of ownership in India	Others
7. In case of other, please specify	
8. Revenues as of FY 2025-26	≥1250 crores per year

HR Metrics

Metrics	Units	FY 2023-24	FY 2024-25	FY 2025-26
Revenue Growth	%			
Profit Growth	%			
Total Employee Headcount – FTE/ Permanent Employees	Nos.			
Total Contractual Employee Headcount	Nos.			
Total HR Employee Strength	Nos.			
HR to Employee Ratio	%			
Gender Diversity Ratio [females to males]	%			
Average Employee Age	Years/Months			
Voluntary Attrition Rate (Annual)	%			
Employee Engagement Scores	On a scale of 1 to 10			

Category Metrics

Metrics	How this is measured (formula)	FY 2023-24	FY 2024-25	FY 2025-26
Budget allocation for community initiatives				
Budget utilization				
External funds raised through advocacy – if any				
Number of people impacted through these initiatives				
Ratio of volunteers to total headcount				
Volunteer man-days in community initiatives				
Number of people impacted through community initiatives				
Net results in key community/environment/ESG/CSR activities (minimum two) <i>(Share metrics/ success measures for two or more specific initiatives. Please define the metric and share its net result)</i>				

Section 2 | Qualitative Section

This segment captures the depth and breadth of the organization’s practice. The evaluation criteria are a three-by-three matrix, each unique to the award category. The three pillars of evaluation are Innovation, Sustainability and Impact. Each evaluation criteria clearly defines the expectation. Please go through the definition for each and then share your response in the space provided. Please be sure to include, metrics, success stories, or stakeholder VOCs or anything else to substantiate your responses.

INNOVATION

This criterion recognizes HR practices that are creative and pioneer new approaches, technologies and methodologies to enhance organizational effectiveness, employee engagement, or talent management. Entries must showcase inventive solutions that push the boundaries of traditional HR practices, driving positive change and fostering a culture of creativity within the workplace.

1. Novel Approaches to Community Impact

The organization demonstrates the use of new or original ideas, models, or approaches to address community needs in ways that go beyond traditional CSR or compliance-driven efforts.

Based on the definition provided, use this space to share your response.

2. Integration of Technology or Digital Tools

The organization showcases how technology, data, or digital platforms have been leveraged to improve the reach, effectiveness, or efficiency of its community impact programs.

Based on the definition provided, use this space to share your response.

3. Employee-led Innovation

The organization creates opportunities for employees to contribute innovative ideas or take ownership of community impact efforts, encouraging grassroots involvement and creativity at all levels.

Based on the definition provided, use this space to share your response.

SUSTAINABILITY

This criterion recognizes HR practices that are built for long-term impact, with alignment to business goals and the ability to scale and sustain over time. Entries must demonstrate how frameworks, processes, and technologies ensure continuity, adaptability, and strategic relevance-beyond individual initiatives or short-term wins.

1. Strategic Alignment

The organization shows clear alignment between its community initiatives and its long-term business strategy, values, and ESG/CSR objectives, indicating that these efforts are embedded in its broader people and purpose agenda.

Based on the definition provided, use this space to share your response.

2. Longevity and Scalability

The organization demonstrates that its community impact practices are designed to evolve and grow over time - through long-term partnerships, deepening community relationships, and programs that mature in relevance and effectiveness year after year.

Based on the definition provided, use this space to share your response.

3. Governance and Institutionalization

The organization has governance structures, ownership models, and institutional processes in place to ensure that community impact practices are consistent, adaptable, and not dependent on individual leaders or short-term programs.

Based on the definition provided, use this space to share your response.

IMPACT

This criteria honours HR practices that deliver measurable and substantial results in advancing organizational objectives. Entries must showcase tangible outcomes such as enhanced organizational efficiency and effectiveness or any other measurable metric as an outcome of the transformative initiative.

1. Tangible Community Outcomes

The organization provides measurable evidence of the positive outcomes achieved through its community initiatives. The focus is on programs that use metrics and evaluation frameworks to demonstrate real and sustained societal value.

Based on the definition provided, use this space to share your response.

2. Employee Engagement and Enablement

The organization demonstrates that employees are meaningfully engaged in community initiatives, and that these efforts contribute to employee motivation, or retention.

Based on the definition provided, use this space to share your response.

3. Reputational and Strategic Value

The organization demonstrates how its community impact efforts have helped build a strong, positive reputation, increased trust with local communities or key stakeholders, and supported long-term business goals such as customer loyalty or employee pride.

Based on the definition provided, use this space to share your response.



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