Corporate Social Responsibility and Ethical Management in the Indian Education Sector: A Study with Reference to the National Education Policy 2020

Dr. Garima Choubey[1], Dr. Kirti Vishwakarma[2], Dr. Satveer kaurAhaluwalia[3].
[1]HOD (Management), Gyan Ganga College of Excellence, Jabalpur, Madhya Pradesh, India.
[2]Principal, Gyan Ganga College of Excellence, Jabalpur. Madhya Pradesh, India.
[3]HOD (Commerce), Gyan Ganga College of Excellence, Jabalpur, Madhya Pradesh, India.
Email id: garimachoubeyggc2020@gmail.com[1], principalggce2018@gmail.com[2], satveerkaurggce2018@gmail.com[3]

Abstract

The research proposal titled "Corporate Social Responsibility and Ethical Management in the Indian Education Sector: A Study with Reference to the National Education Policy 2020" aims to investigate the relationship between corporate social responsibility (CSR) and ethical management practices within the context of the Indian education sector, with a specific focus on the National Education Policy (NEP) 2020. The study aims to explore how CSR initiatives align with ethical management principles, and the impact of these practices on educational institutions and stakeholders.
Keywords: Corporate Social Responsibility, NEP2020, Ethical Management in Indian Education sector.

1. Introduction

Corporate Social Responsibility (CSR) in education involves businesses and organizations taking responsibility for their impact on the educational ecosystem and contributing to its improvement. CSR in education goes beyond profit-making objectives and emphasizes the role of businesses in fostering positive social change through their involvement in educational initiatives. Here are key aspects of CSR in education:

2. Access to Education

Financial Support: Companies can provide financial support to educational institutions, especially those in economically disadvantaged areas, to improve access to quality education.

Scholarships and Grants: Offering scholarships and grants to deserving students helps reduce financial barriers and encourages educational attainment.

3. Infrastructure Development

Building Schools and Facilities: Corporations can invest in the construction of schools, classrooms, libraries, and laboratories to enhance the physical infrastructure of educational institutions.

Technology Enhancement: Supporting the integration of technology in schools, such as providing computers, internet connectivity, and educational software, contributes to modernizing education.

Vocational Training: Companies can engage in initiatives that provide vocational training and skill development programs, aligning education with industry needs.

Internship Programs: Offering internship opportunities and apprenticeships helps students gain practical experience and enhances their employability.

4. Teacher Training and Professional Development

Training Programs: Providing training programs for teachers improves the quality of education. This can include workshops, seminars, and courses to enhance teaching methodologies and subject knowledge.

Support for Higher Education: Supporting teachers in pursuing advanced degrees or certifications contributes to their professional development.

4.1 Community Engagement

Local Community Initiatives: Engaging with local communities to understand their educational needs and implementing targeted interventions fosters a sense of social responsibility.

Health and Nutrition Programs: Supporting initiatives that address the health and nutrition needs of students can positively impact their educational outcomes.

4.2 Research and Innovation

Funding Research: Corporations can contribute to educational research and innovation by funding research projects, supporting educational start-ups, and promoting innovation in teaching and learning methods.

Industry-Academia Collaboration: Collaborating with educational institutions for joint research projects and knowledge exchange helps bridge the gap between academia and industry.

4.3 Promoting Ethical Practices

Ethical Advertising: Corporations involved in the education sector should adhere to ethical marketing practices, providing accurate information to prospective students and avoiding misleading advertising.

Fair Employment Practices: Ensuring fair and ethical employment practices within educational institutions contributes to a positive working environment.

4.4 Environmental Sustainability

Green Initiatives: Implementing environmentally sustainable practices within educational institutions aligns with broader CSR goals related to environmental responsibility.

4.5 Monitoring and Evaluation

Impact Assessment: Regularly assessing the impact of CSR initiatives in education ensures that resources are effectively utilized and objectives are met.

Continuous Improvement: Companies should be open to feedback, adapt their strategies based on

lessons learned, and continuously seek ways to improve their contributions to the education sector. CSR in education is a multifaceted approach that requires a long-term commitment to sustainable development and positive social impact. It is not only about financial contributions but also about actively participating in initiatives that enhance the overall quality and accessibility of education. Ethical management refers to the practice of conducting business and organizational activities in a manner that is morally and socially responsible. It involves making decisions and implementing policies that align with principles of fairness, integrity, transparency, and accountability. Ethical management extends beyond legal compliance and focuses on the impact of organizational actions on various stakeholders, including employees, customers, communities, and the environment. Here are key aspects of ethical management:

4.6 Integrity and Honesty

Truthfulness: Ethical managers prioritize truthfulness and honesty in all communications, both within the organization and with external stakeholders.

Promoting a Culture of Integrity: Establishing a culture that values and rewards integrity helps create an ethical organizational environment.

Fair Treatment of Employees:

Equal Opportunities: Ethical management ensures that all employees have equal opportunities for advancement and are treated fairly regardless of factors such as gender, race, or background.

Employee Well-being: Prioritizing the well-being of employees, including health and safety measures, fair compensation, and work-life balance, contributes to ethical management practices.

4.7 Transparent Communication

Openness: Ethical managers promote open and transparent communication within the organization, sharing information about decision-making processes, goals, and challenges.

Disclosure: Being transparent with stakeholders, including customers and investors, about the organization's practices and performance is a key ethical consideration.

Customer Focus:
Fair Pricing and Marketing Practices: Ethical management involves ensuring that products and services are fairly priced, and marketing practices are honest and transparent.

Customer Privacy: Respecting customer privacy and handling data ethically is a crucial aspect of ethical management in the digital age.

4.8 Social Responsibility

Community Engagement: Ethical managers consider the impact of the organization on the local community and actively engage in initiatives that contribute positively to society.

Environmental Stewardship: Implementing environmentally sustainable practices and minimizing the ecological footprint of operations demonstrates a commitment to ethical and responsible management.

4.9 Compliance with Laws and Regulations

Legal Compliance: Ethical management ensures that the organization complies with all relevant laws and regulations in the jurisdictions where it operates.

Ethical Standards Beyond Legal Requirements: Going beyond mere compliance, ethical managers consider ethical standards that may exceed legal requirements to ensure responsible business conduct.

Conflict of Interest Management:
Disclosure and Mitigation: Ethical managers are proactive in identifying and managing conflicts of interest within the organization. This includes disclosing potential conflicts and implementing measures to mitigate them.

Long-Term Perspective:
Sustainable Practices: Ethical management involves considering the long-term impact of business decisions on the organization, stakeholders, and the environment.

Corporate Governance: Implementing strong corporate governance practices helps ensure that decision-making is ethical and aligned with the organization's long-term interests.

5. Ethical Decision-Making

Ethical Dilemmas: Ethical managers are equipped to navigate ethical dilemmas by considering the broader impact of decisions and making choices that uphold ethical principles.

Ethics Training: Providing ethics training for employees and managers can enhance ethical decision-making capabilities within the organization.

6. Continuous Improvement

Feedback Mechanisms: Ethical management involves creating mechanisms for feedback and improvement based on ethical considerations.

Adaptability: Organizations with ethical management practices are adaptable and willing to evolve their policies and practices based on changing ethical standards and societal expectations. Ethical management is fundamental to building trust, maintaining a positive organizational culture, and contributing to the overall well-being of society. Organizations that prioritize ethical management are often better positioned to attract and retain talent, build strong customer relationships, and achieve long-term success.

7. Ethics Management in Educational Sector

Educational management is liable of realizing the government's education policies and the general and specific aims determined by the authorized units through these policies. The educational administrators should behave suitable not only to the laws and politics but professional ethics rules also as we consider that the administrative ethics rules are centered on Universal values. Ethical rules make the administrators keep away from arguable actions and decisions and Beware of attractive but incorrect approaches. Both personally, and especially through their professional organization, the Association of College Officials, (ACO), College business officials have a history of concern for ethical issues. The organization prescribes a code of ethics for administrators. This code begins with the well-being of students as fundamental to all actions and decision making. It stresses principles, such as honesty and integrity, and actions, such as maintaining standards, honoring contracts, obeying laws, and adhering to rules, regulations, and

policies. Underlying this code is the belief that the college administrator must exemplify professional conduct. This expectation applies to contacts in the college, the community, and the profession [1] (Hartman and Stefkovich, 2005). It's important for higher education to communicate the code of conduct clearly to all members of the college community, and institutions often provide orientation sessions to ensure that students and staff are aware of and understand the expectations. Regular reviews and updates to the code of conduct may be necessary to address evolving challenges and maintain a safe and respectful campus environment.

8. Literature Review

In the light of this study the researchers examine various literature where it has been mentioned that Social Responsibility is inherent feature of Indian Culture-According to Vedic culture. The concept of "Good Governance and Responsibility of Business" in present era termed as Corporate Social Responsibility it is not new for one of the most ancient Indian Culture [2]. The exploration of CSR starts with some scholars and practitioners who notice that the aims of companies are not only to make profit, but also to consider social obligations and benefits to society. The evolution of the theme CSR has promoted leadership theory development and has produced a new concept of responsible leadership. According to the report INDIA CSR The investigation of this CSR-related leadership and ethical management is at the very initial stage and there are many gaps to be filled, such as the structure and measurement of this leadership style specially into educational institutions.

9. Objective of Study

- To understand the need of corporate social responsibility (CSR) and ethical management towards education in India.
- To study the issues in (CSR) activities and Ethical Management conducted by Educational Institutes.
- To know the initiatives & strategies of CSR and Ethical Management in education sector.

10. Research Methodology

Research Information was gathered for this study through a Secondary Data combination of Internet searches form scholarly articles. A review of online databases accessed through the University library, public libraries, and an examination of the bibliographical information provided in previously published studies. Websites related to higher education were analyzed for content and reference to scholars and experts on the subject. National Education Policy 2020 and the Evolution of CSR &Ethical Management in Educational Institution shows in Figure 1.
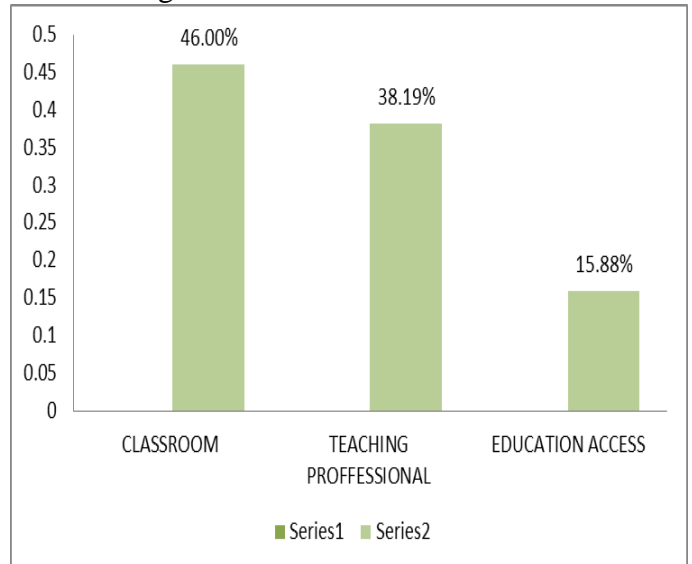
Figure 1 National Education Policy 2020 and the Evolution of CSR &Ethical Management in Educational Institution

11. Result Analysis

National Education Policy 2020 proposal, it proposed that an autonomous body, the National Educational Technology Forum (NETF), will be created to provide a platform for the free exchange of ideas on the use of technology to enhance learning, assessment, planning, administration, both for school and higher education." It Will Improve Classroom Teaching Processes up to 46.15% .It Will Support Teacher Professional Development up to 38.19% Enhance Educational Access for Disadvantaged Groups such groups belongs to Educationally disadvantaged students means students who are economically disadvantaged,

students with disabilities, migrant students, limited language proficient students, neglected or delinquent students, and homeless students up to 15.88% these figures to be envisaged to reach its absolute goal [4,5].

12. Findings

It has been found that to reach CSR goal of Educational Institutions [3]. Each Institute has to provide duration of time for students to complete the community engagement, internship field project work within the academic year. For this it is mandatory to make environment for student to understand the objective of new education policy. It has been analyzed that students pursuing research internships would be given hands-on training in methodologies, research tools, equipment, and techniques and learn other aspects of pursuing quality research Students will also be given experience by scientists in HEIs, industrial research labs, research institutes, and nationally-reputed organizations as well as individuals distinguished in specific fields like artisans, draftsmen, artists, choreographers, musicians, beauticians, fashion designer etc.

Conclusion

The field of Corporate Social Responsibility and Ethical Management in Educational Institution is broad and encompasses many themes. Such as the role of the higher education institution in society, higher education institution partnerships, or general discussions about morality, ethics and the responsibility of higher education institutions to contribute to human and social development. The literature on university-community engagement is vast, however there is a growing body of literature on the finer details of the orientation of HE curriculum, programming and partnerships. This research paper would inquiries and examines the interplay between the Educational Institutions and society which will provides useful insights into the capacity for the higher education institution to contribute to the advancement and improvement of our world.

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