

## 1) what are the core values of vision and mission?

- ❖ Every company, big or small, has its core values which forms the basis over which the members of a company make decisions, plan strategies, and interact with each other and their stakeholders.
- ❖ Core values reflect the core behaviors or guiding principles that guide the actions of employees as they execute plans to achieve the mission and vision.
  - Core values reflect what is important to the organization and its members.
  - Core values are intrinsic - they come from leaders inside of the company.
  - Core values are not necessarily dependent on the type of company or industry and may vary widely, even among organizations that do similar types of work.
- For many companies, adherence to their core values is a goal, not a reality.
- It is often said that companies that abandon their core values may not perform as well as those that adhere to them.

Organization mission and vision are critical elements of a company's organizational strategy and serves as the foundation for the establishment of company objectives.

Mission and vision statements play critical roles, such as –

- They provide unanimity of purpose to organizations and spell out the context in which the organization operates.
- They communicate the purpose of the organization to stakeholders.
- They specify the direction in which the organization must move to realize the goals in the vision and mission statements.
- They provide the employees with a sense of belonging and identity.

2) Explain the four types of Social entrepreneurs and give example of any one Social entrepreneur who made an impact on the society

- ❖ We often think of entrepreneurs as those who start their own businesses with the sole purpose of making money.
- ❖ Currently, there are 582 million entrepreneurs around the world.
- ❖ Social entrepreneurs are cut from the same mold. However, these are individuals who seek to impact a particular social cause, which benefits society and hopefully brings about positive change.

### 1. The Community Social Entrepreneur

This entrepreneur seeks to serve the social needs of a community within a small geographical area. These entrepreneurial initiatives could be anything from creating job opportunities for marginalized members to building a community center. Social entrepreneurs on this scale are usually individuals or small organizations. Microfinance loans are one example - offering financial solutions to local people with no access to banking.

These entrepreneurs work directly with members of the community. This means more vested interests and a slower decision process, but it comes with the advantage of long-term solutions

### 2. The Non-Profit Social Entrepreneur

These entrepreneurs are focused on social, not material gain, meaning they prioritize social well-being over traditional business needs. They reinvest any profits into the business to facilitate the further expansion of services

Non-profit social entrepreneurs are usually companies and organizations that choose to use their power for social good. The story of [Goodwill Industries](#) serves as a great example: In 1902, the company started employing poor residents to work with donated goods, reinvesting all profits into job training programs.

These entrepreneurs are usually more likely to meet their stated goals due to readily available funding. However, they are also dependent on its successful generation for social good.

This path is usually taken by more business-savvy entrepreneurs who want to use their skills for creating change. While the results often take longer to manifest, they can take effect on a larger scale. Joining a local non-profit or training program is usually a reliable way to start.

-

### 3. The Transformational Social Entrepreneur

These people are focused on creating a business that can meet the social needs that governments and other businesses aren't currently meeting. The transformational category is often what non-profits evolve to with sufficient time and growth. They become larger organizations with rules and regulations - sometimes growing to the point of working with or getting integrated into governmental bodies.

### 4. The Global Social Entrepreneur

These entrepreneurs seek to completely change social systems in order to meet major social needs globally. It's often where big companies end up when they realize their social responsibility and begin concentrating on positive change as opposed to just profits. It's also where the largest charity organizations, such as the [Bill & Melinda Gates Foundation](#), stand.

**3) Elaborate on the various diversity issues that could occur at workplace briefly discuss how these issues can be overcome**

#### **1. Acceptance and Respect**

A fundamental value that contributes to a successfully diversified workplace is respect among workers and employees. When there is a lack of acceptance of the diverse culture and beliefs among employees, conflicts may arise. Sometimes, this conflict turns to animosity and may even effectuate situations of violence.

#### **2. Accommodation of Beliefs**

Diversity in cultural, spiritual, and political beliefs can sometimes pose a challenge in a diverse workplace. Employees need to be reminded that they shouldn't impose their beliefs on others to prevent spats and disputes.

#### **3. Ethnic and Cultural Differences**

Sadly, issues from ethnic and cultural differences are still present in the workplace. There are still some individuals who hold prejudice against people who have different ethnic, cultural, and religious backgrounds as their own. This prejudice and discrimination should never be tolerated in the workplace

#### **4. Gender Equality**

According to a recent survey, 40% of people believe that both men and women will hire men over women. This is supported by another study that shows that men are 30% more likely to be promoted to a managerial position than women. Additionally, men earn an approximately

#### **5. Physical and Mental Disabilities**

Often, disabled employees have a difficult time navigating through their workplace because proper accommodations as simple as wheelchair ramps are not available. Some special needs employees also have service dogs, and some office buildings don't allow them inside. Make

#### **6. Generation Gaps**

By 2025, millennials will make up 75% of the workforce, and they are changing the work culture. Employees from other generations may have difficulties adapting to changes in the workplace and the work culture that the younger generation are bringing about.

#### **7. Language and Communication**

Language and communication barriers are ever-present in companies with a diverse workforce. Often, US or UK companies hire people whose native tongue or first language is not English, so employees and managers sometimes have difficulties in getting their message across. This can lead to miscommunication and productivity loss.

## **overcome the diversity issues**

### **Upholding Fairness**

Fairness is highly important, especially when solving different problems among multiple workers in the workplace. Equality and fairness in how the manager responds to issues in the workplace determine whether the team members will stay together in cohesion or not.

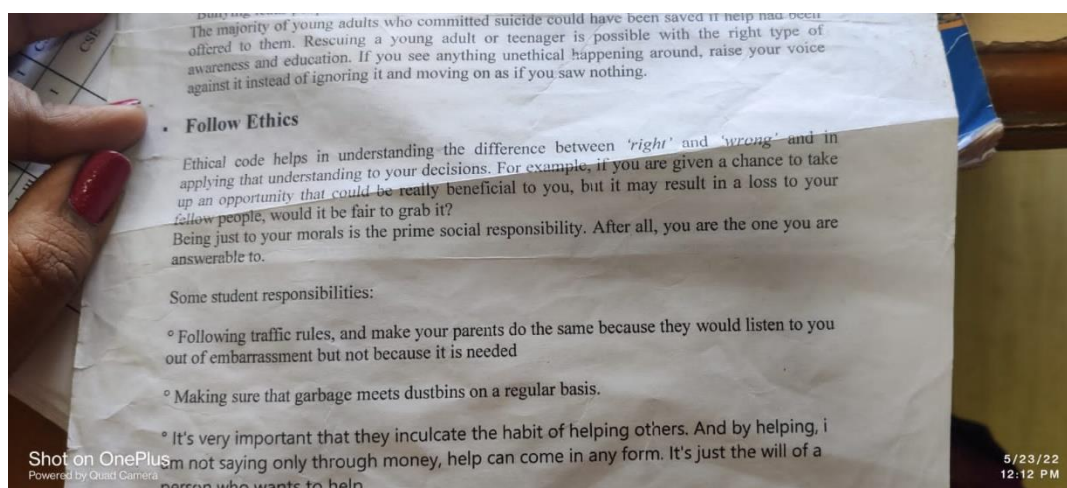
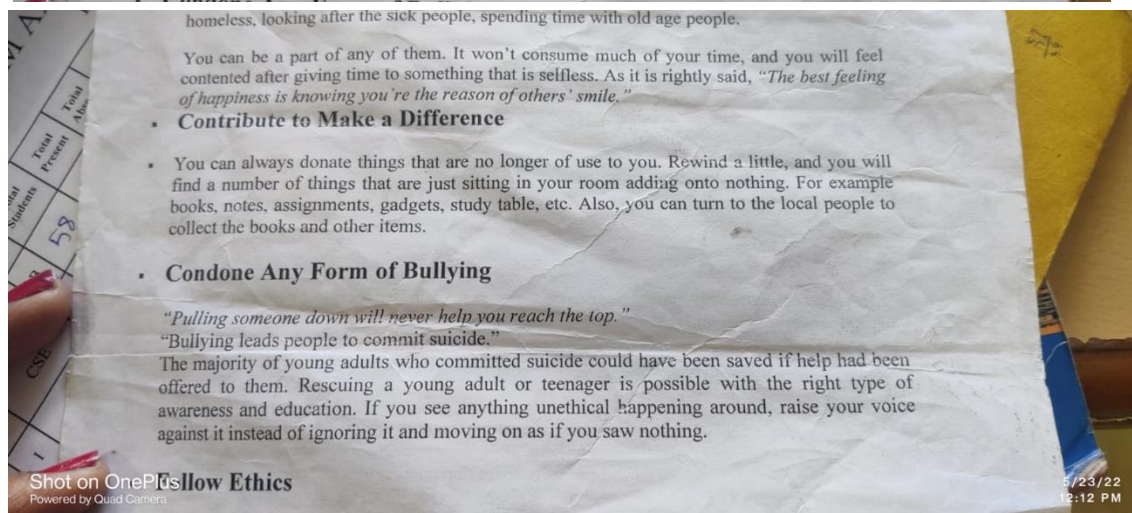
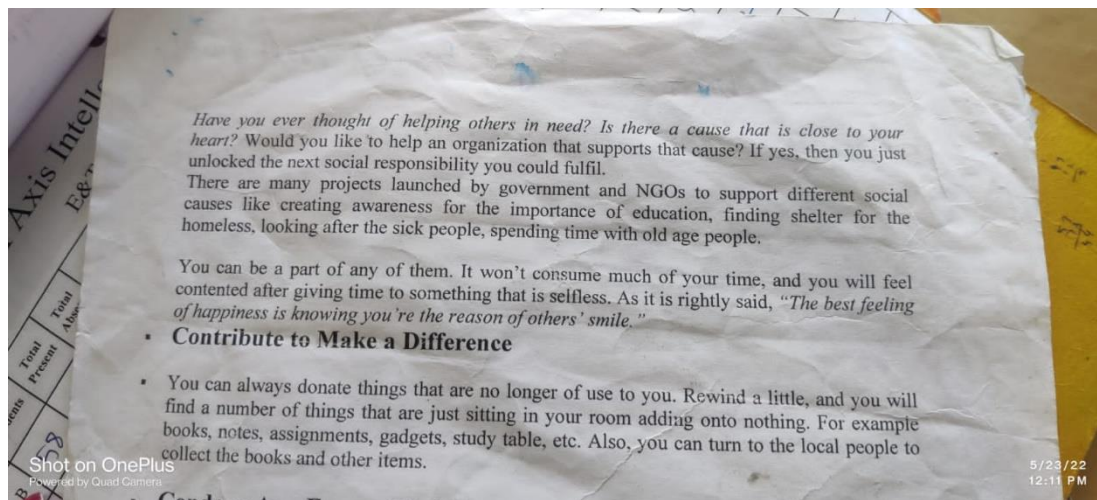
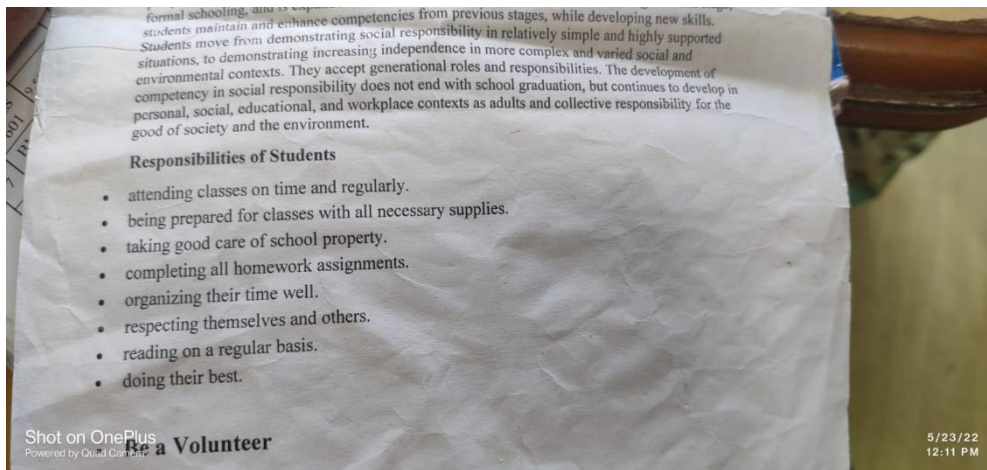
### **Team Building And Interactions**

There is no better way to level out diversity in the workplace than encouraging members to interact with each other and in team building. Social interactions in a workplace setting help members of the workforce to know each other better while eliminating some of the inherent differences that members may have..

### **Have the right policy**

Sometimes, some of the challenges that workplaces face as far as diversity is concerned can be effectively resolved by ensuring that the workplace has an appropriate workplace diversity policy. A rule of thumb when creating such a policy is to bring everyone on board, including the individual workers, to help ensure inclusiveness.

#### 4) what are the responsibilities of a student in a society (STUDENT SOCIAL RESP)?



**5) Who are Social entrepreneurs? Write a brief note on any four Social entrepreneurs and their impact on the society**

- A social entrepreneur signifies an individual running an organization or enterprise to address social problems and bring about social change through innovative solutions.
- The pressing community-related problems may include supplying food to poor people, providing low-income individuals with access to financial services, supporting orphaned children, empowering women, etc.

### **Types Of Social Entrepreneurship**

#### **#1 – Trading Enterprises**

- These are cooperatives, collectives, and other organizations co-owned by workers or employees. Compared to other business models, joint ownership allows for improved efficiency, profitability, and revenue.

#### **#2 – Financial Institutions**

- These are member-owned institutions, such as cooperative banks, credit unions, and revolving loan funds. Credit unions are member-owned financial cooperatives using deposited funds to benefit their members, and non-profits offering high savings rates and low-interest rates on loans. Thus, they serve as a secure place to save and borrow at competitive rates.

#### **#3 – NGOs And Charities**

- These organizations operate both on local and global scales to improve issues related to the environment, society, activism, and human rights. Non-governmental organizations (NGOs) undertake various service and humanitarian roles, advocate for and monitor policies, and foster political participation, bringing citizen concerns to governments.

#### **#4 – Community-Oriented Organizations**

- These are the organizations that work to improve the development of territories and communities. Their members believe in the mission of the organization. They often seek to reinvest revenues back into the community.

### **Social Entrepreneur Characteristics**

1. Passionate For Social Change
2. Innovative Solutions
3. Self-Supportive & Financially Sustainable
4. Scaling Improvement
5. Entrepreneurial Approach

**6) Define CSR as given in the Companies rules and Give the Types of CSR responsibilities with suitable examples**

- **Corporate Social Responsibility (CSR) can be defined as a Company's sense of responsibility towards the community and environment (both ecological and social) in which it operates.**

**1. Ethical Responsibility**

Ethical responsibility is about looking after the welfare of the employees by ensuring fair labor practices for the employees and also the employees of their suppliers. Ethical labor practices for suppliers mean that the companies will ensure the use of products that have been certified as meeting fair trade standards

Here, a good example can be Google. Google employees have high levels of job satisfaction because they are well compensated and well paid at work. The work environment at Google is supportive and the company looks after the well-being of its employees. Google offers free meals at work which saves a lot of money from their wages. Google gives its employees free access to campus cafes, micro kitchens, and other options for breakfast, lunch, and dinner.

**2. Philanthropic Responsibility:**

Philanthropic responsibility means serving humanity. This criterion pays attention to the well-being of the unprivileged or needy people who badly require our support to sustain themselves on this planet. Companies fulfill their philanthropic responsibility by donating their time, money, or resources to charities and organizations at national or international levels.

**3. Environmental Responsibility:**

Currently, we need to focus on two main areas of our environment: limiting pollution and reducing greenhouse gases. Companies are bound to fulfill their economic responsibility because awareness of environmental issues is growing largely among the consumers and today they want businesses to take necessary steps to save our planet and preserve all the lives in it.

**4. Economic Responsibility:**

Economic responsibility is an interconnected field that focuses to strike a balance between business, environmental, and philanthropic practices. Economic responsibility abides by, the set standards of ethical and moral regulations. In this context, companies try to find out a solution that can facilitate their business growth and generate profits by benefitting the community and our society



## 7) what are the major impacts of social entrepreneurs in society?

### Consumer Empowerment

- When a business seeks to make social change, consumers indirectly take a stand with their spending.
- Customers shopping at social businesses don't merely get the goods or services they set out to buy — their purchase also allows them to make a difference through their consumer behavior.
- According to a 2018 global [Nielsen report](#), 73% of consumers say they would adjust their consumption habits to reduce their impact on the environment. These numbers suggest that consumers will adapt their spending habits to support their values and expect businesses to champion causes so shoppers can make socially conscious choices.

### Public Trust

- Social enterprises signal their values with their initiatives, allowing the public to purchase goods and services with the knowledge of, for the most part, how their dollars will be used long-term.
- A social entrepreneur starts a conversation with the consumer and is transparent about what they value, and the public can decide whether they want to partake. This openness fosters trust between the public and organizations.

### Social Impact

- The social impact of social entrepreneurship is vast. As consumers are empowered and more companies begin supporting community causes, the possibility of businesses having a significant role in social and environmental change will grow.
- Through social innovation, organizations are no longer beholden to profit only, but also to greater ideals that make consumers and employees proud and stronger than ever before. By creating jobs and giving back, companies can create a cycle of social impact that is sustainable and inspiring.