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**Assignment**

Ans -

Culture of TCS relevant from the employees’ perspective:

The Culture of TCS is observed to be highly ethical as is the case with most TATA Group Companies. The culture according to the various interviews was found to be highly networked although the job responsibilities and positions of employees were clearly defined. This helped the employees settle down in the organization quickly and effectively along with giving providing them the autonomy to bring out the best in themselves due to highly networked nature of the environment. This is well exemplified by the fact that even the CEO of the company is addressed by his first name. The culture of TCS is also the one that supports growth and learning by providing and facilitating platforms for individuals to innovate and experiment even if that is not a direct requirement of their project. One of the most striking feature of this company is that employees are referred to as associates and not ’employees’. This reflects the pride the company wants to experience in being ‘associated’ with the concerned individuals and holds them as important and superior as the company itself. However since TCS is huge organization with approximately 170,000 employees, many-a-times underutilization of human resources is observed before the project allocation. Hence periods of inactivity is observed in such cases. The size of the company and it’s well defined hierarchy is centralized at higher management level and localized at domain or vertical level. The company is also studied to be too customer driven even when it’s not a part of the customer requirement or specification.

TCS overall is an employee driven company, The Company provides the best in the class facilities to work and learn. TCS has a separate learning and development cell, which encourages the associates to learn and develop their technical, managerial, interpersonal communication and other skills. The company provides a good mix of talent and challenging work which appeals to the associates. In the interviews, we didn’t find one thing that was low on culture practices at TCS. The employees are well paid, well satisfied and love the culture.

Apart from the learning and growth prospects, TCS also provides timely work review, assessments, various bonuses, leaves and also growth opportunities. The boundary of management and associates is low and the management is easily assessable. The level of respect for every employee is very high and is maintained with the high to low management and associates.