

## 1) About HCLFoundation (HCLF)

HCLFoundation (HCLF) was established in 2011 as the Corporate Social Responsibility (CSR) arm of HCL Tech in India. It is a value-driven, not-for-profit organization committed to contributing toward both national and international development goals. Through long-term, sustainable programs, HCLFoundation aims to create a lasting positive impact on individuals and communities.

The beginning of HCLFoundation in 2011 marked the transformation of the passion, dedication, and relentless efforts of HCL Tech employees into a formal CSR initiative—channeling their collective energy to drive meaningful change in the world.

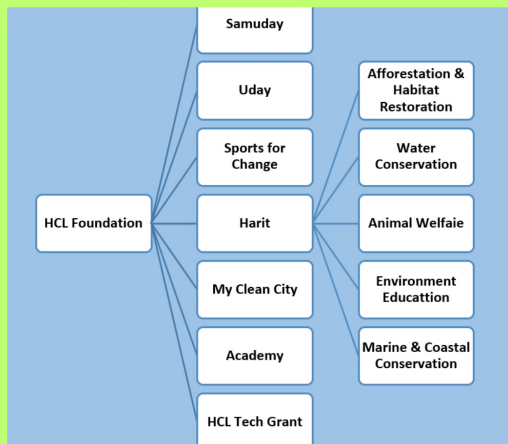


Figure-1 Projects of HCL Foundation's Thematic Areas of Work and its projects under Harit

## 2) Organization Vision & Mission

**Vision-** To be the source code for sustainable socio-economic and environmental development.

**Mission-** Nurture clean, green and healthy communities where everyone is empowered and equipped to reach their full potential in full engagement with our employees and partners, showcasing and establishing international standards of planning, implementation, monitoring and evaluation in community development.

## 3) Organization Structure

HCL Foundation has a well-organized hierarchy to ensure the smooth functioning of the organization. In it, the CSR Director is at the top, followed by other Project directors, General managers, and so on till the Program officer.



Figure-2 the organizational structure of HCL Foundation.

Name-Aarushi Saxena  
Stream- Development Management  
Roll No.- IIHMR-U/10/2024-26/0052  
Faculty Mentor- Dr. Himadri Sinha  
Industry Mentor- Ravi Kumar Sharma

## 4) Difference between practical exposure at the SIP organization and theoretical understanding from IIHMR University

| S. No. | Theoretical Exposure (IIHMR University)                  | Practical Exposure (HCL Foundation)                               |
|--------|----------------------------------------------------------|-------------------------------------------------------------------|
| 1.     | We learn different theories and models in class          | We observe how these theories are implemented at the ground level |
| 2.     | Opportunity to enhance academic knowledge                | Opportunity to apply that knowledge in real-life situations       |
| 3.     | A Platform to explore various domains briefly            | A Platform to explore a specific domain in-depth                  |
| 4.     | Focus on ideal scenarios and conceptual frameworks       | Focus on practical challenges and real-time decision-making       |
| 5.     | Learning through lectures, case studies, and assignments | Learning through hands-on tasks and field visits.                 |

Table-1 Difference between practical exposure and theoretical understanding

## 5) SWOT analysis

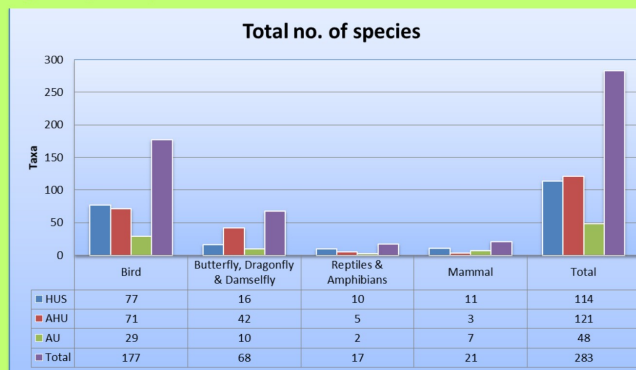
I work on the data of biodiversity collected through mixed methods—including Point Count, Transit, and Opportunistic methods. These methods have many advantages and disadvantages, which will be elaborated through SWOT analysis

| Strengths                                                                                                                                                                                                                                                                         | Weaknesses                                                                                                                                                                                                                                                                 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>Provides comprehensive and diverse biodiversity data.</li> <li>Methods are cost-effective and adaptable to various field conditions.</li> <li>Involves multiple observers, allowing broader coverage.</li> </ul>                           | <ul style="list-style-type: none"> <li>No standardized data collection protocol (SOP) in place.</li> <li>Observers' skill levels vary, causing inconsistency.</li> <li>Difficult to replicate exact survey conditions.</li> </ul>                                          |
| Opportunities                                                                                                                                                                                                                                                                     | Threats                                                                                                                                                                                                                                                                    |
| <ul style="list-style-type: none"> <li>Potential to engage citizens and promote participatory science.</li> <li>Can contribute to building long-term biodiversity monitoring programs.</li> <li>Raises can influence conservation planning and restoration strategies.</li> </ul> | <ul style="list-style-type: none"> <li>Incorrect identification of species by untrained individuals.</li> <li>Scientific/academic bodies may question the reliability of the data.</li> <li>Risk of over-reliance on citizen science without proper validation.</li> </ul> |

Figure-3 SWOT Analysis of Mixed Methodology

## 6) Challenges faced during internship

During my internship, I was tasked with using data collected through mixed methods—including Point Count, Transit, and Opportunistic methods—to study biodiversity. This was the biggest challenge because there was no baseline data available, and the existing data was inconsistent since there was no SOP (Standard Operating Procedure) for data collection. Additionally, the data was gathered by both experts and citizens, increasing the likelihood of errors. However, with the support of my mentors, I carefully analyzed the data to draw meaningful insights despite these limitations.



Graph 1 Total no. of species found in three restored sites of Harit project

## 7) Major learnings during internship

This summer internship program provides a platform to get exposure to the corporate world in the field of afforestation and habitat restoration. It allows learning various things, including-

- Methods of Plantation
- Method of enhancing biodiversity



Figure-4 Insect Hotels

- Plantation related Challenges
- Method of Biodiversity Survey
- Process of Restoration
- Social and Cultural Conflict
- Community engagement programs



Figure-5 Volunteers getting Environment Education in Harit Upvan Upralsi

- Methods of imparting environmental education via Green Games
- Role of investors and stakeholders in CSR Activities



Figure-6 Stakeholders visit to Harit Upvan Upralsi

## 8) The suggestions that you would like to give to the organization related to the day-to-day operations and management of the department/organization.

During the internship, I came across various problems on-site for which I have identified certain solutions, such as

-Standardized data collection methods were missing. Therefore chances of error were high. For the same, the organization must create an SOP and a proper data collection software, like a website or an app, to ensure that data is collected properly in a systematic and well-defined manner, and to ensure that data is stored properly.

-People involved in a citizen science program should be trained well before they go to collect data.

-Walls around the restored sites should be made with bio-fencing so that mammals and amphibians can easily enter the Urban Forest Areas.

-The community around the restored sites should be sensitized about the benefits of afforestation and habitat restoration so that they actively participate in protecting, maintaining, and sustaining these green spaces in the long run.