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Corporate Social Responsibility and Organizational Growth: A Study of Tim Tali Rice Mill Limited, Langtang North Plateau State

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ABSTRACT

This study investigates the relationship between corporate social responsibility (CSR) practices and organizational growth, focusing on Tim Tali Rice Mill Limited in Langtang North, Plateau State. The study seeks to examine the influence of CSR dimensions energy efficiency and renewable energy adoption, water stewardship, waste management and recycling on the company's reputation among key stakeholders as a measure of organizational growth. Data were collected from 112 respondents using a structured questionnaire on a five-point Likert scale. The instrument demonstrated good internal consistency, with a Cronbach's alpha value of 0.842. Descriptive statistics indicated high mean scores for CSR practices and company reputation, suggesting strong positive perceptions among respondents. Pearson correlation analysis revealed significant positive relationships between all CSR dimensions and organizational reputation, with water stewardship ($r = .839$, $p < .001$) and waste management and recycling ($r = .767$, $p < .001$) showing particularly strong correlations. Energy efficiency and renewable energy adoption ($r = .313$, $p < .001$) also showed a moderate but significant relationship with stakeholder perceptions. These findings highlight the strategic role of CSR in enhancing organizational reputation and growth. It is recommended that companies in the agro-processing sector integrate sustainability initiatives into their core operations to improve stakeholder engagement and long-term success.

Keywords: Corporate Social Responsibility, Organizational Growth, Energy Efficiency, Water Stewardship, Waste Management

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1.0 INTRODUCTION

Corporate social responsibility (CSR) has evolved from a largely philanthropic activity into a strategic management and accountability framework that influences governance, competitiveness, stakeholder relations, and organisational value creation. Contemporary CSR integrates economic, social, and environmental considerations into core business operations, a shift reinforced by the Sustainable Development Goals, sustainability-reporting requirements, and stakeholder-oriented governance frameworks (Fatima & Elbanna, 2023; García-Rivas et al., 2023; Awa et al., 2024). Environmental CSR has consequently gained prominence as firms face growing scrutiny over energy use, water consumption, emissions, resource efficiency, waste generation, and wider ecological impacts.

Studies generally associate CSR with improved financial and non-financial performance, corporate reputation, stakeholder confidence, organisational resilience, and long-term competitiveness, although these outcomes depend on organisational characteristics, governance arrangements, institutional conditions, and implementation quality (Katenova & Qudrat-Ullah, 2024; Abdullah, 2024; Zheng & Lin, 2024; Oduro et al., 2025). Evidence from family-owned firms links CSR with stronger financial performance, innovation, reputation, and sustainability (Oduro et al., 2025), while research on third-sector and purpose-driven organisations shows that stakeholder participation, community relationships, and sustainability-oriented capabilities can support continuity and crisis adaptation (Fagbemi et al., 2025; Florez-Jimenez et al., 2025). CSR therefore produces stronger outcomes when it is strategically integrated, transparently communicated, effectively governed, and aligned with stakeholder expectations.

Rice processing in Nigeria provides a relevant setting for examining environmental CSR because parboiling and milling require substantial energy and water and generate wastewater, rice husks,

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bran, straw, and other residues that may cause environmental harm if poorly managed (Kandagatla et al., 2023; Odewole et al., 2024). Evidence from south-eastern Nigeria further identifies water consumption, energy use, greenhouse-gas emissions, noise, and solid-waste management as important sustainability concerns in smallholder rice processing (Onwusiribe et al., 2025). These challenges are compounded by Nigeria's water-security problems, including pollution, weak infrastructure, inefficient management, and unequal access (Isukuru et al., 2024). However, rice husks can also serve as biomass feedstock for renewable energy, reducing waste-disposal pressures and supporting cleaner energy supply for mills and surrounding communities (Lala et al., 2025). Environmental CSR can therefore improve compliance, legitimacy, operational resilience, resource efficiency, and competitiveness.

Against this background, the study examines Tim Tali Rice Mill Limited in Langtang North, Plateau State, Nigeria, focusing on how energy efficiency and renewable-energy use, water stewardship, and waste management and recycling influence corporate reputation and stakeholder-based growth. This firm-level approach recognises that CSR outcomes are shaped by institutional conditions, organisational capabilities, implementation processes, and stakeholder relationships (Fatima & Elbanna, 2023; Abdullah, 2024; Awa et al., 2024).

The study is anchored in stakeholder theory and the resource-based view. Stakeholder theory holds that organisations should respond to the legitimate interests of employees, customers, suppliers, regulators, communities, investors, and other affected groups (Freeman, 1984; Awa et al., 2024). Environmental CSR can therefore strengthen trust, legitimacy, stakeholder support, and organisational relationships. The resource-based view maintains that sustained competitive advantage arises from valuable, rare, difficult-to-imitate, and appropriately organised resources and capabilities (Barney, 1991), while the natural-resource-based view identifies environmental capabilities as potential sources of competitive advantage (Hart, 1995). Sustainability and resilience may similarly function as organisational capabilities that support long-term performance (Florez-Jimenez et al., 2025).

Accordingly, energy efficiency and renewable-energy use may reduce operating costs, supply disruptions, and fossil-fuel dependence; water stewardship may reduce operational, regulatory,

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environmental, and community risks; and waste management, recycling, and valorisation may reduce pollution while converting residues into useful products or renewable energy sources (Kandagatla et al., 2023; Odewole et al., 2024; Lala et al., 2025). Together, these practices may strengthen the reputation, stakeholder relationships, and sustainable growth of Tim Tali Rice Mill Limited.

Objective of the Study

The following objective will guide this research:

i. To assess the impact of environmental Corporate Social Responsibility on the reputation and stakeholder-based growth of Tim Tali Rice Mill Limited, Langtang North, Plateau State.

Research Hypothesis

i. Ho_1: Environmental Corporate Social Responsibility does not significantly influence the reputation and stakeholder-based growth of Tim Tali Rice Mill Limited, Langtang North, Plateau State.

2.0 LITERATURE REVIEW

Corporate Social Responsibility

Corporate social responsibility (CSR) refers to the strategic integration of economic, social, ethical, and environmental considerations into organisational decision-making and operations. It enables firms to respond to stakeholder expectations while improving governance, resource efficiency, competitiveness, and long-term value creation (Fatima & Elbanna, 2023; García-Rivas et al., 2023; Awa et al., 2024). In agro-processing organisations such as Tim Tali Rice Mill Limited, environmental CSR provides a framework for reducing ecological risks, strengthening stakeholder relationships, improving operational resilience, and supporting sustainable organisational growth.

This study conceptualises environmental CSR through three dimensions: energy efficiency and renewable-energy use, water stewardship, and waste management and recycling. Energy efficiency and renewable-energy use can reduce dependence on conventional energy sources, lower operating costs, limit supply disruptions, and decrease the environmental effects associated with fossil-fuel consumption. In rice-processing firms, rice husks may also be converted into

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biomass energy, thereby addressing both energy needs and waste-disposal challenges (Lala et al., 2025).

Water stewardship involves the responsible use, conservation, treatment, and management of water throughout organisational operations. This is particularly important in rice processing because parboiling and milling may require substantial quantities of water and generate wastewater that can harm the surrounding environment when inadequately managed (Kandagatla et al., 2023). Responsible water practices can therefore reduce operational, regulatory, and community-related risks, particularly within Nigeria's context of water pollution, weak infrastructure, inefficient management, and unequal access (Isukuru et al., 2024).

Waste management and recycling concern the reduction, recovery, reuse, and conversion of rice-processing residues, including husks, bran, straw, and wastewater. Poorly managed residues may create pollution and public-health concerns, whereas recycling and waste valorisation can convert them into useful products or renewable-energy resources (Kandagatla et al., 2023; Odewole et al., 2024). Evidence from Nigerian rice-processing systems further shows that energy consumption, water use, emissions, noise, and solid-waste practices are important determinants of environmental sustainability (Onwusiribe et al., 2025).

The adoption of these environmental CSR practices may enable Tim Tali Rice Mill Limited to improve operational efficiency, strengthen stakeholder trust, enhance corporate reputation, reduce environmental risks, and develop organisational capabilities that support sustainable growth and competitive advantage (Awa et al., 2024; Florez-Jimenez et al., 2025).

Energy Efficiency and Renewable Energy Adoption

Energy efficiency involves reducing the energy required to maintain or improve organisational output, while renewable energy adoption entails replacing or supplementing conventional energy sources with cleaner alternatives. Within environmental CSR, these practices include energy-efficient machinery, preventive maintenance, energy audits, staff awareness programmes, solar photovoltaic systems, rice-husk biomass, and hybrid energy solutions. Such measures can reduce energy intensity, operating costs, emissions, and exposure to energy-supply disruptions

(International Energy Agency [IEA], 2024; International Renewable Energy Agency [IRENA], 2024).

Renewable energy adoption is particularly relevant in Nigeria, where unreliable electricity increases production costs, constrains productivity, and weakens firms' competitiveness (World Bank, 2023). Rice husks generated during milling also provide a viable biomass resource that can supply cleaner and potentially more affordable energy to rice mills and neighbouring communities (Lala et al., 2025). For Tim Tali Rice Mill Limited, investments in efficient machinery, equipment maintenance, solar energy, rice-husk biomass, and hybrid power systems may improve operational reliability, resource efficiency, and environmental performance. These practices may also reduce dependence on fossil-fuel generators, strengthen stakeholder confidence, enhance competitiveness, and support the firm's long-term sustainability.

Water Stewardship

Water stewardship is a key dimension of environmental corporate social responsibility that concerns the responsible, equitable, and sustainable management of water resources. It requires organisations to understand their water use, risks, impacts, and dependencies and to collaborate with relevant stakeholders in addressing shared water challenges (Alliance for Water Stewardship [AWS], 2026). Effective water stewardship can also reduce operational and supply-chain risks, strengthen relationships with water-related stakeholders, and contribute to sustainable water management within the surrounding catchment.

Water stewardship is particularly important in rice processing because parboiling and milling require substantial water and generate wastewater that may contain organic matter, suspended solids, nutrients, and other pollutants. Responsible practices therefore include water-use monitoring, efficient production technologies, preventive maintenance, wastewater treatment, water reuse, recycling, and the recovery of useful resources from rice-mill effluent (Kandagatla et al., 2023). These measures can reduce freshwater consumption, wastewater discharge, pollution, and the environmental effects of production.

The need for responsible water management is especially significant in Nigeria, where water security is affected by pollution, inadequate infrastructure, inefficient resource management,

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climate pressures, and unequal access to safe water (Isukuru et al., 2024; Irene et al., 2025). Agro-processing firms operating within this context must therefore consider not only their internal water requirements but also the effects of their activities on surrounding communities and ecosystems.

For Tim Tali Rice Mill Limited, water-efficient machinery, wastewater recycling, effluent treatment, regular water audits, and community-focused water initiatives may reduce operational and environmental risks. Such practices may also demonstrate responsiveness to stakeholder expectations, strengthen community relationships, improve corporate legitimacy, and support sustainable organisational growth (Awa et al., 2024). Water stewardship can therefore serve both as an environmental responsibility and as a strategic capability that supports operational resilience, stakeholder trust, and long-term competitiveness.

Waste Management and Recycling

Waste management and recycling are important dimensions of environmental corporate social responsibility, particularly in agro-processing industries that generate substantial solid and liquid residues. Rice milling produces waste streams such as rice husks, bran, straw, broken grains, ash, and wastewater. When poorly managed, these residues may contribute to land and water pollution, greenhouse-gas emissions, community health concerns, and environmental degradation (Kandagatla et al., 2023; Odewole et al., 2024). Evidence from rice-processing systems in south-eastern Nigeria further identifies solid-waste disposal, emissions, wastewater generation, and noise as important determinants of environmental sustainability (Onwusiribe et al., 2025).

Responsible waste management involves preventing and reducing waste, separating waste at source, recycling usable materials, treating wastewater, and recovering value from processing residues. A circular-economy approach enables rice-processing firms to convert husks, bran, and straw into useful inputs and products rather than disposing of them as waste (Odewole et al., 2024). Rice husks can also be processed as biomass fuel, thereby reducing waste-disposal pressures while providing cleaner and potentially more affordable energy for rice mills and surrounding communities (Lala et al., 2025).

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From a stakeholder perspective, responsible waste management demonstrates organisational responsiveness to the environmental expectations of communities, regulators, employees, customers, and other stakeholders. Such responsiveness can strengthen stakeholder relationships, organisational legitimacy, corporate reputation, sustainability, and competitive advantage (Freeman, 1984; Awa et al., 2024).

For Tim Tali Rice Mill Limited, practices such as waste segregation, rice-husk recovery, wastewater treatment, recycling, composting, and waste-to-energy conversion may reduce pollution, improve resource efficiency, lower disposal and energy costs, and minimise regulatory and community-related risks. Waste management and recycling therefore represent strategic environmental CSR practices that may strengthen stakeholder confidence, corporate reputation, operational resilience, and sustainable organisational growth.

Organisational Growth

Organisational growth refers to the sustained improvement of a firm's productive capacity, operational performance, competitiveness, innovation, stakeholder relationships, and ability to create long-term value. It extends beyond increases in revenue, assets, or market share to include resilience, resource efficiency, reputation, sustainability, and adaptation to changing environmental and stakeholder expectations. Recent evidence indicates that corporate responsibility and sustainability practices can support financial performance, innovation, reputation, and long-term organisational prosperity, although these outcomes are influenced by firm-specific and institutional conditions (Oduro et al., 2025; Florez-Jimenez et al., 2025).

Corporate reputation is an important dimension of organisational growth because it represents the accumulated perceptions and evaluations of a firm held by its stakeholders. It is a valuable intangible resource that can support business continuity, stakeholder confidence, customer preference, risk management, and organisational value creation (von Berlepsch et al., 2024; Ennenbach & Barkela, 2024). However, reputation develops gradually through consistent organisational conduct and may be weakened when stakeholders perceive environmental or social responsibility claims as insincere or inconsistent with actual practices.

In agro-industrial firms such as Tim Tali Rice Mill Limited, corporate reputation is particularly important because production activities affect natural resources, host communities, regulators,

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employees, suppliers, and customers. Responsible environmental practices can enhance stakeholder perceptions, strengthen relationships with key stakeholder groups, and attract the support and resources required for organisational continuity and growth (Awa et al., 2024; Liu & Wang, 2024). Evidence further indicates that environmentally responsible process improvements can increase corporate value through improved profitability, productivity, supplier support, employee outcomes, and government recognition (Liu & Wang, 2024).

Accordingly, this study conceptualises organisational growth through reputation-driven stakeholder value. This reflects the extent to which the energy-efficiency and renewable-energy, water-stewardship, and waste-management practices of Tim Tali Rice Mill Limited strengthen its corporate reputation, stakeholder confidence, operational resilience, competitiveness, and prospects for sustainable growth. Although reputation does not represent every dimension of organisational growth, it provides a relevant stakeholder-based indicator of how environmental CSR may support the firm’s long-term legitimacy and performance.

Company reputation among key stakeholders

Company reputation refers to the collective perceptions of an organisation’s credibility, responsibility, reliability, and performance among key stakeholders, including employees, customers, suppliers, regulators, investors, and host communities. A favourable reputation strengthens stakeholder trust, legitimacy, loyalty, and access to resources, thereby supporting organisational competitiveness and sustainable growth (Awa et al., 2024; von Berlepsch et al., 2024). For Tim Tali Rice Mill Limited, responsible energy use, water stewardship, and waste management may improve stakeholder perceptions by demonstrating environmental accountability and responsiveness to community concerns. However, reputation depends on consistent practices and credible communication, as unsupported CSR claims may create stakeholder scepticism (Ennenbach & Barkela, 2024).

Conceptual Framework

The conceptual framework explains the relationship between environmental corporate social responsibility and organisational growth. Environmental CSR is the independent variable, represented by energy efficiency and renewable-energy adoption, water stewardship, and waste management and recycling. These practices reflect the firm’s efforts to reduce environmental

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impacts, improve resource efficiency, and integrate sustainability into its operations (Kandagatla et al., 2023; Awa et al., 2024; Lala et al., 2025).

Organisational growth is the dependent variable and is measured through company reputation among key stakeholders. A favourable reputation can strengthen stakeholder trust, legitimacy, customer loyalty, community support, and organisational competitiveness (von Berlepsch et al., 2024). The framework proposes that effective environmental CSR practices improve stakeholder perceptions and thereby contribute to the sustainable growth of Tim Tali Rice Mill Limited.

The framework is anchored in stakeholder theory, which emphasises responsiveness to stakeholder interests (Freeman, 1984; Awa et al., 2024), and the shared-value perspective, which holds that responsible business practices can generate simultaneous benefits for organisations and society (Porter & Kramer, 2011). The relationship among the study variables is presented in Figure 1.

Source: Researcher's design 2026

Fig. 1 Conceptual Framework of Corporate Social Responsibility (CSR) and organizational growth

Theoretical Review

This study is anchored in stakeholder theory and the resource-based view (RBV), which jointly explain how environmental CSR may influence organisational growth. Stakeholder theory holds that firms achieve long-term success by creating value for employees, customers, suppliers, regulators, communities, investors, and other affected groups rather than focusing exclusively on shareholders (Freeman, 1984; Awa et al., 2024). Applied to Tim Tali Rice Mill Limited, the

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theory suggests that energy efficiency, water stewardship, and responsible waste management can strengthen stakeholder trust, corporate reputation, legitimacy, and community support.

The RBV maintains that sustained competitive advantage arises from valuable, rare, difficult-to-imitate, and appropriately organised resources and capabilities (Penrose, 1959; Barney, 1991). Environmental CSR practices may therefore function as strategic capabilities by improving resource efficiency, reputation, stakeholder relationships, operational resilience, and environmental performance. Together, the theories explain how responsible environmental practices can enhance stakeholder value, strengthen competitiveness, and support the sustainable growth of Tim Tali Rice Mill Limited.

Empirical Review

Oyewumi, Ogunmeru, and Oboh (2018) examined CSR investment, disclosure, and financial performance among Nigerian banks using content analysis and panel-data techniques. The findings showed that CSR investment made little or no contribution to financial performance when it was not adequately disclosed. This suggests that implementing CSR practices must be accompanied by credible communication to improve stakeholder awareness and organisational outcomes.

Chijoke-Mgbame et al. (2020) investigated CSR disclosure and firm performance using 841 firm-year observations from Nigerian listed companies between 2007 and 2016. Fixed-effects regression showed that CSR disclosure had positive performance implications, while board independence strengthened the relationship between CSR and firm performance. The study demonstrates that effective governance can improve the organisational benefits derived from CSR activities.

Igbudu, Garanti, and Popoola (2018) examined the relationship between sustainable banking practices, corporate image, and customer loyalty. Using structural equation modelling, the study found that sustainable practices positively influenced corporate image and customer loyalty, while corporate image mediated the relationship between sustainable practices and loyalty. The findings support the use of company reputation as a stakeholder-based measure of organisational growth.

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Fatma, Rahman, and Khan (2015) surveyed 303 banking customers to determine how CSR influenced corporate reputation and brand equity. The findings showed that CSR strengthened reputation and brand equity through customer trust. Although the study was conducted in India, it demonstrates that stakeholders' perceptions of responsible organisational behaviour can generate important intangible benefits.

Famiyeh, Kwarteng, and Dadzie (2016) examined CSR, corporate reputation, and organisational performance in Ghana. The study found that CSR initiatives improved reputation in relation to product and service quality, management performance, and organisational attractiveness, which subsequently supported overall firm performance. The findings provide relevant evidence from a developing African economy that CSR can enhance organisational outcomes through reputation.

Liu and Wang (2024) investigated how green-process innovation creates corporate value through stakeholder support. Their findings showed that environmentally responsible process improvements enhanced firm value through profitability, supplier credit, labour productivity, employee outcomes, and government recognition. This supports the argument that energy efficiency, resource conservation, and waste reduction can strengthen both stakeholder relationships and organisational value.

Onwusiribe et al. (2025) assessed the sustainability of traditional and modern paddy-rice processing techniques among 240 rice producers in south-eastern Nigeria. The study identified energy use, water consumption, greenhouse-gas emissions, noise, and waste-management practices as important determinants of sustainable rice processing. Its findings provide direct sectoral evidence that environmental practices are relevant to the efficiency and sustainability of Nigerian rice-processing enterprises.

Lala et al. (2025) experimentally assessed the energy content of rice husks obtained from indigenous Nigerian rice varieties. The results demonstrated that rice husks possess considerable potential as sustainable solid biofuel. Although the study did not directly examine organisational performance, it supports the adoption of rice-husk biomass as a renewable-energy and waste-valorisation option for rice mills such as Tim Tali Rice Mill Limited.

More recently, Nnedu, Okpanachi, and Uwaleke (2025) examined sustainability reporting and profitability among 16 Nigerian consumer-goods firms, generating 112 firm-year observations

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from 2018 to 2024. Their panel-regression results showed that environmental sustainability reporting significantly improved return on assets, while the effects of economic and governance reporting were insignificant and social reporting had a negative effect. The findings indicate that environmental sustainability can improve performance, although the effects vary across sustainability dimensions.

Collectively, the reviewed studies show that CSR and environmental sustainability practices can improve financial performance, operational efficiency, reputation, stakeholder support, loyalty, and organisational value. However, most Nigerian studies have concentrated on listed banks, manufacturing firms, and consumer-goods companies, while sector-specific evidence from individual rice-processing firms remains limited. Moreover, few studies have jointly examined energy efficiency and renewable-energy adoption, water stewardship, and waste management as predictors of company reputation among key stakeholders. The present study addresses this gap by examining these relationships within Tim Tali Rice Mill Limited.

3.0 METHODOLOGY

Research Design

This study employs a quantitative research approach to evaluate the impact of Corporate Social Responsibility (CSR) on organizational growth at Tim Tali Rice Mill Limited, Langtang North, Plateau State. A descriptive survey design is utilized to obtain data from selected stakeholder groups: customers, employees, community members, and regulators. This approach allows for the structured measurement of how CSR dimensions - Improved renewable energy adoption, water stewardship practices, and waste management initiatives on organizational growth from the perspectives of internal and external stakeholders.

Nature and Sources of Data

Primary data for this study were collected through a structured questionnaire administered to selected stakeholders of Tim Tali Rice Mill Limited, including customers, employees, community members, and regulators. The questionnaire was designed using closed-ended items measured on a five-point Likert scale to assess respondents' perceptions of the company's environmental Corporate Social Responsibility (CSR) practices, including energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling, and their

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influence on organisational growth measured through stakeholder reputation. The study population consisted of 160 purposively selected stakeholders, from which a sample of 114 respondents was determined using Yamane's (1967) formula and selected through stratified random sampling to ensure representation across the four stakeholder groups. Secondary data were obtained from academic literature, company documents, policy materials, government publications, and relevant industry sources to provide supporting evidence and contextual understanding. All respondents were informed of the study objectives, and ethical standards relating to voluntary participation, confidentiality, and informed consent were observed throughout the data collection process.

Methods of Data Analysis

The data collected for this study were analysed using both descriptive and inferential statistical techniques. Descriptive statistics, including frequency, percentage, mean, and standard deviation, were employed to summarise respondents' demographic characteristics and examine stakeholder perceptions of the environmental Corporate Social Responsibility (CSR) practices of Tim Tali Rice Mill Limited, including energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling. Inferential statistics were applied to test the research hypotheses and determine the relationships between the independent variables (environmental CSR dimensions) and the dependent variable (organisational growth measured through company reputation among key stakeholders). Specifically, Pearson Product Moment Correlation analysis was used to assess the strength, direction, and significance of the relationships between CSR practices and stakeholder-based organisational growth. All statistical analyses were conducted using SPSS version 27.0, and the results were presented in tables to facilitate interpretation, comparison, and discussion of findings.

4.0 DATA PRESENTATION AND ANALYSES

Data Presentation

Table 4.1 presents the descriptive statistics for the major constructs of the study: Energy Efficiency and Renewable Energy Adoption, Water Stewardship, Waste Management and Recycling, and Company's Reputation Among Key Stakeholders, which serves as the proxy for organisational growth. The analysis is based on 112 valid responses, with no missing values

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recorded across all variables. The standard deviation values range from 2.761 for Waste Management and Recycling to 4.103 for Energy Efficiency and Renewable Energy Adoption, indicating moderate variation in respondents' perceptions while generally reflecting a consistent level of agreement regarding the company's environmental CSR practices.

The minimum scores across the variables ranged from 24 to 41, while the maximum scores ranged from 39 to 60, indicating that respondents' perceptions covered a broad but generally positive range. The mean scores were 32.68 for Energy Efficiency and Renewable Energy Adoption, 34.19 for Water Stewardship, 34.23 for Waste Management and Recycling, and 52.25 for Company's Reputation Among Key Stakeholders. These results suggest that respondents generally perceived Tim Tali Rice Mill Limited's environmental CSR practices positively, with waste management and recycling receiving the highest mean score among the CSR dimensions and stakeholder reputation recording the strongest overall perception.

Table 4.1: Descriptive Statistics Analysis of Key Variables

Descriptive Statistics					
		Energy Efficiency and Renewable Energy Adoption	Water Stewardship	Waste Management and Recycling	Company's Reputation Among Key Stakeholders
N	Frequency	112	112	112	112
	Missing	0	0	0	0
Mean		32.68	34.19	34.23	52.25
Std. Deviation		4.103	3.086	2.761	3.680
Minimum		24	24	28	41
Maximum		40	40	39	60

Source: Researcher's Survey, 2026

Table 4.2 presents the Pearson correlation coefficients showing the relationships between the environmental Corporate Social Responsibility (CSR) dimensions and Company's Reputation Among Key Stakeholders, which serves as the measure of organisational growth at Tim Tali Rice Mill Limited. The findings reveal a significant positive relationship between Water Stewardship and Company's Reputation Among Key Stakeholders ($r = 0.839$, $p < .001$), indicating that effective water management practices strongly influence stakeholder perception

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and organisational reputation. Similarly, Waste Management and Recycling demonstrate a strong positive correlation with company reputation ($r = 0.767$, $p < .001$), suggesting that responsible waste handling and recycling initiatives contribute significantly to stakeholder trust and organisational growth.

Energy Efficiency and Renewable Energy Adoption also shows a positive and significant relationship with the company's reputation among key stakeholders ($r = 0.313$, $p = .001$), although the relationship is comparatively moderate, indicating that sustainable energy practices contribute positively to stakeholder perceptions. Furthermore, the CSR dimensions are positively correlated with one another, with Energy Efficiency and Renewable Energy Adoption significantly associated with Water Stewardship ($r = 0.602$, $p < .001$) and Waste Management and Recycling ($r = 0.560$, $p < .001$), while Water Stewardship is positively related to Waste Management and Recycling ($r = 0.552$, $p < .001$).

These findings demonstrate that an integrated environmental CSR approach strengthens stakeholder relationships and enhances organisational reputation. All correlation coefficients are statistically significant at the 0.01 level, confirming the consistency of responses and highlighting the strategic importance of environmental sustainability practices in promoting organisational growth at Tim Tali Rice Mill Limited.

Table 4.2 Pearson Correlation Analysis

Pearson Correlations					
		Energy Efficiency and Renewable Energy Adoption	Water Stewardship	Waste Management and Recycling	Company's Reputation Among Key Stakeholders
Energy Efficiency and Renewable Energy Adoption	Pearson Correlation	1	.602**	.560**	.313**
	Sig. (2-tailed)		0.000	0.000	0.001
	N	112	112	112	112
Water Stewardship	Pearson Correlation	.602**	1	.552**	.839**
	Sig. (2-tailed)	0.000		0.000	0.000
	N	112	112	112	112
Waste Management and Recycling	Pearson Correlation	.560**	.552**	1	.767**
	Sig. (2-tailed)	0.000	0.000		0.000
	N	112	112	112	112

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Company's Reputation Among Key Stakeholders	Pearson Correlation	.313**	.839**	.767**	1
	Sig. (2-tailed)	0.001	0.000	0.000	
	N	112	112	112	112

Source: Researcher's Survey 2026

Test for Hypotheses

To determine whether the environmental Corporate Social Responsibility (CSR) dimensions significantly influence organisational growth at Tim Tali Rice Mill Limited, Pearson correlation analysis was conducted using data obtained from 112 respondents. The results revealed that Water Stewardship had a strong, positive, and statistically significant relationship with Company's Reputation Among Key Stakeholders, which serves as the proxy for organisational growth ($r = 0.839$, $p < .001$). Similarly, Waste Management and Recycling demonstrated a strong positive and significant relationship with stakeholder reputation ($r = 0.767$, $p < .001$), indicating that effective waste management practices contribute substantially to improved organisational reputation. Energy Efficiency and Renewable Energy Adoption also showed a positive and statistically significant relationship with company reputation ($r = 0.313$, $p = .001$), suggesting that sustainable energy practices contribute to enhanced stakeholder perception, although with a comparatively moderate effect.

The findings provide empirical evidence that all three environmental CSR dimensions positively influence organisational growth through improved stakeholder reputation. Consequently, the null hypotheses stating that energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling have no significant relationship with company reputation are rejected. The results demonstrate that environmental CSR practices are important strategic factors in strengthening stakeholder trust, improving corporate image, and supporting sustainable growth at Tim Tali Rice Mill Limited.

These findings highlight the importance of integrating environmental sustainability initiatives into core business strategies, particularly within resource-intensive agro-processing industries. By investing in renewable energy solutions, responsible water management, and effective waste recycling systems, organisations can enhance stakeholder relationships, reduce operational risks, and build long-term competitive advantage.

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5.0 SUMMARY OF FINDINGS, CONCLUSION, AND RECOMMENDATIONS

Summary of Findings

The findings of this study demonstrate that environmental Corporate Social Responsibility (CSR) practices significantly enhance organisational growth at Tim Tali Rice Mill Limited, Langtang North, Plateau State, through improved stakeholder reputation and trust. The study established that energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling all have positive and statistically significant relationships with the company's reputation among key stakeholders. Water stewardship recorded the strongest relationship with stakeholder reputation ($r = 0.839$, $p < .001$), followed by waste management and recycling ($r = 0.767$, $p < .001$), while energy efficiency and renewable energy adoption showed a moderate but significant relationship ($r = 0.313$, $p = .001$). These findings indicate that environmental CSR practices extend beyond regulatory compliance and serve as strategic tools for strengthening stakeholder confidence, organisational legitimacy, and long-term competitiveness within Nigeria's agro-processing sector.

Conclusion

The findings of this study demonstrate that environmental Corporate Social Responsibility (CSR) practices significantly contribute to organisational growth at Tim Tali Rice Mill Limited by enhancing stakeholder reputation and trust. Energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling were found to positively influence stakeholder perceptions of the company's sustainability commitment, with water stewardship and waste management showing the strongest relationships. The study confirms that CSR should be viewed as a strategic business approach rather than merely a compliance requirement, as environmentally responsible practices can improve competitiveness, stakeholder relationships, and long-term sustainability. However, the study's focus on a single organisation and reliance on self-reported stakeholder perceptions may limit generalisability. Future research should examine multiple agro-processing firms using broader samples and longitudinal approaches to further assess the long-term impact of environmental CSR on organisational growth.

Recommendations

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Based on the findings, Tim Tali Rice Mill Limited should strengthen its environmental CSR practices by integrating sustainability into its core strategies. The company should invest in energy-efficient technologies and renewable energy solutions, improve water conservation and wastewater management systems, and adopt circular economy approaches for waste recycling and by-product utilisation. These initiatives will enhance operational efficiency, reduce environmental impacts, strengthen stakeholder trust, and support long-term organisational growth. The company should also improve stakeholder engagement through transparent CSR reporting, community consultations, and sustainability awareness programmes to reinforce its reputation. Furthermore, policymakers and regulators should provide supportive frameworks, incentives, and technical assistance to encourage sustainable practices among agro-processing firms in Nigeria. Future research should expand beyond single-firm studies by examining multiple organisations and adopting longitudinal approaches to assess the long-term impact of CSR on organisational performance.

Contribution to Knowledge

This study contributes to CSR and organisational growth literature by providing empirical evidence on how environmental CSR dimensions, energy efficiency and renewable energy adoption, water stewardship, and waste management and recycling, enhance organisational growth through improved stakeholder reputation in Nigeria's agro-processing sector. It extends existing knowledge by demonstrating that environmental responsibility creates measurable organisational value through increased stakeholder trust, legitimacy, and competitiveness. Furthermore, the study provides contextual insights into CSR practices within a rural agro-industrial setting, addressing gaps in understanding how environmental initiatives influence growth outcomes among Nigerian agricultural firms. The findings reinforce the relevance of Stakeholder Theory and the Resource-Based View by highlighting environmental CSR practices as strategic resources that strengthen stakeholder relationships, enhance reputation, and support sustainable organisational development. Consequently, the study provides practical insights for managers, policymakers, and researchers seeking to advance sustainable industrial growth in emerging economies.

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