

**The Impact of Green Training and Development on Green Organizational Citizenship Behavior: With The Mediating Effect of Green Employee Attitudes at a Selected Apparel Sector Company at Biyagama Export Processing Zone, Sri Lanka**

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The primary objective of this research study is to examine the impact of green training and development on green organizational citizenship behavior with the mediating effect of employee green attitudes at the selected apparel sector company at Biyagama Export Processing zone, Sri Lanka. Based on research objectives, to test the above variables and their influence, an online questionnaire survey was created and distributed among selected respondents to collect primary data. The sample is comprised of 108 executive and above-level employees. Researcher selected the sample from its population by using simple random sampling method and the sample is comprised of various respondents based on their gender, age, educational level and the period of Service Years. Researcher analyzed collected data by using SPSS 25.0 software version. Findings of this research study indicate that the green training and development significantly and positively impact on green organizational citizenship behavior, as well as green training and development significantly and positively impact on green employee attitudes. Also, it was found that green employee attitudes significantly and positively impact on green organizational citizenship behavior. However, those relationships are not a strong correlation between variables. As well as there exists a significant direct impact of green employee attitudes on green organizational citizenship behavior, controlling for green training and development. Further, the indirect effect of green training and development on green organizational citizenship behavior was mediated by green employee attitudes, but it was not significant. According to the above findings, there are other factors that also influence the relationship between green training and development, green organizational citizenship behavior, and green employee attitudes.

**Keywords:** *Green Training and Development, Green Employee Attitudes, Green Organizational Citizenship Behavior*

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