

IMPACT OF FACTORS AFFECTING THE ENVIRONMENTAL FRIENDLY BEHAVIOR AMONG EMPLOYEES OF ABC GOVERNMENT MINISTRY

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Employees' Environmentally friendly behavior is a fundamental factor that determines sustainability within the organization. Identifying key factors that influence Environmentally friendly behavior is beneficial. Therefore, the aim of this study was to examine the impact of factors affecting the environmental friendly behavior among employees of ABC government ministry. Accordingly, this study achieved five objectives to assess the impact of factors influencing on environmentally friendly behavior among employees. Specifically, those five objectives are to examine the impact of Employee attitudes (EA), Subjective norms (SN), perceived behavioral control (PBC), environmental awareness (EAA) and organizational culture (OC) on employee environmental friendly behavior (EFB) separately. The study was carried out in a government Ministry.

This study followed the post positivism research philosophy to undertake it as a quantitative field study. The simple random sampling method was used, selecting a sample size of 292 employees from the ministry's all employees. The researcher distributed an online survey questionnaire to respondents to collect data. Correlation analysis and regression analysis were conducted to test effectively the selected factors that could affect environmentally friendly behavior.

The results demonstrated that factors influencing employees' environmentally friendly behavior including Employee attitudes, Subjective norms, perceived behavioral control, environmental awareness and organizational culture have significant and positive relationships between factors and environmentally friendly behavior. It was discovered that the main element influencing employees' environmental friendly behavior was perceived behavioral control compared to other factors and substantially, attitudes, subjective norms, environmental awareness and organizational culture have influential relationships on actions that are geared towards preserving nature. As a result, it is recommended that empower employees by providing necessary resources and support, enabling them to take control of their environmental actions and promote Environmental Friendly Behavior in the government ministry.

Keywords: *Environmental Friendly Behavior, Employee Attitudes, Environmental Awareness, Organizational Culture, Perceived Behavioral Control, Subjective Norms*

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