

The Impact of Green Training on Shaping Green Attitude and Green Organizational Citizenship Behavior

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The purpose of this research is to identify the relationship between the green training, green attitude, green intention to behavior, and green organizational citizenship behavior based on the theory of planned behavior to fully understand the effectiveness of the practical measures in the manufacturing sector, Sri Lanka. In addition to that, this study explores the interdependence of these components in the context of organizational sustainability. Although there is enough literature on green initiatives, green human resource management and green behavior in the world. There is less research context in Sri Lanka to test the level of green knowledge, green attitude among the employees in manufacturing sector, especially there is a knowledge gap among Sri Lanka's workforces about the green organizational citizenship behavior. This study explored the relationship and examined the impact of green training on shaping the green attitude and green organizational citizenship behavior. This research is deductive (theory-testing) research. This research was conducted using a survey research strategy and quantitative research method. The study was performed in a manufacturing company, Sri Lanka. The sample size for the data collection was done through a self-administered questionnaire and Convenience sampling technique. A Google form was created and distributed to collect data. The number of employees who responded was 196 out of 400 employees. Statistical Package for Social Science (SPSS) was used as a tool for data analysis and both descriptive and inferential statistics, namely correlation and regression were used to analyze data. The results indicate that there is a strong positive relationship ($r = .777$, $p < .001$) and 60.3 % significant positive impact between green training and green attitude. There is a strong positive relationship ($r = .874$, $p < .001$), and 76.3% significant positive impact between green attitude and green behavioral intention. there is a strong positive relationship ($r = .846$, $p < .001$) and 71.7% significant positive impact between green intention to behavior and green organizational citizenship behavior of staff level employees in the manufacturing company, Sri Lanka. This study offers insight on practical methods for developing environmentally responsible practices in workplaces by studying the impact of green training to increase the employee green attitude and green organization citizenship behavior.

Keywords: *Green Human Resource Management, Green Training, Green Attitude, Green Behavioral Intention, Green Organizational Citizenship Behavior*

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