

2015/230 – “Environmental organisational citizenship behaviours: An exploration into construct determinants and their application”.

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Organisational greening is becoming an increasingly important issue. This study investigated the psycho-social determinants leading employees to engage in organisational citizenship behaviours for the environment. Informed by the pro-environmental and organisational behaviour literature, it was suggested that the degree to which an employee engaged in environmental citizenship behaviours within their organisation was affected by an interplay of individual and organisational factors. Eighty-six participants (61 female, $M = 41.1$, $SD = 13.86$) took part in this study. The study identified predictive links between several individual and organisational factors in relation to discretionary employee green behaviours. Workplace environmental locus of control, supported by organisational support, self-identity, and organisational commitment were identified as key determinants of citizenship behaviours for the environment. This finding provides theoretical and practical insight into organisational citizenship behaviours for the environment.