GREENING THE WORKPLACE THROUGH THE SUPERVISORY BEHAVIORS

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Abstract

Supervisory behavior plays a critical role in shaping the work context to create conditions that favor employee environmentally friendly behaviors. In this research study, there are four independent variables such as instrumental supervisor support for the environment, emotional supervisory support, commitment to the supervisor, trust in the supervisor, and the dependent variable is organizational citizenship behavior for the environment.

Thus, this study intends to investigate the level, relationship, and impact of instrumental supervisory support for the environment, emotional supervisory support, trust in the supervisor, commitment to the supervisor, and organizational citizenship behavior for the environment of manufacturing companies in the Gampola area of Sri Lanka.

In this research study, primary data was collected. A structured questionnaire was used as the method of data collection. The Stratified random sampling method was used to create the sampling framework for the study. The quantitative research approach was used. The data were analyzed using descriptive statistics, correlation, and regression analyses.

The findings indicate that there is good reliability and a high level of instrumental supervisor support for the environment, emotional supervisory support, trust in the supervisor, commitment to the supervisor, and organizational citizenship behavior for the environment. The results also showed that there is a positive relationship between instrumental supervisor support for the environment, emotional supervisory support, commitment to the supervisor, trust in the supervisor, and organizational citizenship behavior for the environment. Furthermore, the study discovered that instrumental supervisory support for the environment and commitment to the supervisor have a significant positive impact on organizational citizenship behavior for the environment.

Keywords: *Instrumental supervisor support for the environment, Emotional supervisory support, Trust in the supervisor, Commitment to the supervisor, Organizational citizenship behavior for the environment.*

List of contents

Acknowledgement ..... **i**

Abstract ..... **ii**

List of contents ..... **iii**

List of tables ..... **viii**

List of figures ..... **x**

List of Abbrevations ..... **xi**

Chapter-1: Introduction **1**

1.1 Background of the Study 1

1.2 Research Gap/Research Problem 3

1.3 Research Questions 4

1.4 Research Objectives 4

1.5 Significance of the Study 4

1.6 Scope of the Study 5

1.7 Organization of Chapter 5

1.8 Chapter Summary 6

Chapter-2: Literature Review **7**

2.1 Introduction 7

2.2 Emotional Supervisory Support 7

2.3 Instrumental Supervisory Support for the Environment 8

2.4 Trust in the Supervisor 9

2.5 Commitment to the Supervisor 10

2.6 Organizational Citizenship Behavior for the Environment 12

2.7 Theoretical Frame 17

2.8 Supervisory Behaviors and Organizational Citizenship Behavior for the Environment 18

2.8.1. The relationship between Emotional Supervisory Support and Organizational Citizenship Behavior for the Environment 19

2.8.2. The relationship between Instrumental Supervisory Support for the environment and Organizational Citizenship Behavior for the environment..... 19

2.8.3. The relationship between Trust in the Supervisor and Organizational Citizenship Behavior for the Environment 20

2.8.4. The relationship between Commitment to the Supervisor and Organizational Citizenship Behavior for the Environment 21

2.9 Derive the Conceptual Model-based on Literature Review 22

2.10 Chapter Summary 23

Chapter-3: Conceptualization and Operationalization 24

3.1 Introduction 24

3.2 Conceptualization 24

3.3 Definitions of Variables 25

3.3.1 Emotional Supervisory Support 25

3.3.2 Instrumental Supervisory Support for the environment 25

3.3.3 Trust in Supervisor 26

3.3.4 Commitment to the supervisor 26

3.3.5 Organizational Citizenship Behavior for the Environment 27

3.4 Operationalization 27

3.5 Chapter Summary 31

Chapter-4: Research Methodology 32

4.1 Introduction 32

4.2 Research Philosophy 33

4.3 Research Approach 33

4.4 Research Strategy 33

4.5 Methodological Choice 34

4.6 Time Horizon 34
4.7 Research Site / Area Selection 34
4.8 Population of the Study 34
4.9 Sampling Technique/Method 35
4.10 Sample Size and Sampling Framework 35
4.10.1 Sample Size Selected Manufacturing companies 35
4.11 Method of Data Collection 36
4.12 Research Instrument 36
4.12.1 Part 1 - Personal Information 36
4.12.2 Part 2 – Research Information 36
4.13 Source of Measurement 37
4.13.1 Source of Measuring the Personal Information 37
4.13.2 Source of Measuring Research Information 37
4.14 The Pilot Study 38
4.15 Validity and Reliability of Instruments 38
4.16 Unit of Data Analysis 39
4.17 Method of Data Analysis 40
4.18 Method of Data Evaluation 40
4.18.1 Univariate Analysis 40
4.18.2 Bivariate Analysis 41
4.18.3 Multivariate Analysis 42
4.19 Data Presentation 42
4.19.1 Data Presentation for Personal Information 43
4.19.2 Data Presentation for Research Variables 43
4.20 Ethical Consideration 43
4.21 Chapter Summary 43

Chapter-5: Data Presentation and Analysis **44**

5.1 Introduction 44

5.2 Reliability Analysis 44

5.3 Data Presentation 45

5.3.1 Data Presentation for Personal Information 45

5.3.2 Data Presentation for Research Information 48

5.4 Testing Hypotheses 64

5.5 Chapter Summary 66

Chapter-6: Findings and Discussion **67**

6.1 Introduction 67

6.2 Discussion of Personal Information 67

6.2.1 Name of the Company 67

6.2.2 Gender 67

6.2.3 Civil Status 68

6.2.4 Experience 68

6.2.5 Education 68

6.3 Discussion of Research Information 68

6.3.1 Discussion on Objective 1 68

6.3.2 Discussion on Objective 2 69

6.3.3 Discussion on Objective 3 71

6.4 Chapter Summary 75

Chapter-7: Conclusions and Recommendations **76**

7.1 Introduction 76

7.2 Conclusion of the Study Objective 76

7.2.1 First Objective of the Study 76

7.2.2 Second Objective of the Study 77

7.2.3 Third Objective of the Study 77

7.3 Contribution of the Study 77

7.4 Recommendations 78

7.5 Limitations of the Study 79

7.6 Direction for Future Study 80

List of references 82

Appendix – 1 95

Questionnaire (A) 95

Questionnaire (B) 100

Appendix – 2 104