

**THE NECESSITY OF AN ENVIRONMENTAL TRAINING  
TO ACHIEVE ENVIRONMENTAL ORIENTATION OF  
ORGANIZATION THROUGH ENVIRONMENTAL ATTITUDE  
OF EMPLOYEE AND ENVIRONMENTAL BEHAVIOR OF  
EMPLOYEE IN SELECTED APPAREL ORGANIZATION  
IN SRI LANKA**

**NADESAN THEVANES**



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## Abstract

Nowadays, many organizations focus their attention towards environmental orientation of organization to improve their environmental performance. In this context, employees of organization are considered as the major stakeholders in determining the environmental orientation of organization. In addition to that, organization requires the support of human resource management practices, especially environmental training to improve the environmental orientation of organization.

An empirical knowledge gap was observed as well as theoretical knowledge gap also identified by reviewing the existing literature regarding the current study. Hence, in order to fill these gaps this study is carried out with two main objectives: (1) to find out the levels of environmental related training, environmental attitude and behavior of employee and environmental orientation of organization in surveyed company, and (2) to explore the relationship between the environmental related training and environmental attitude of employee, environmental attitude of employee and environmental behavior of employee and environmental behavior of employee and environmental orientation of organization. In order to achieve the study objectives, primary data were collected from 108 employees of selected leading apparel company which is operating in Batticaloa and Polonnaruwa. The univariate and bivariate analyses were used to achieve the study objectives.

The results of the study suggested that there are high levels of environmental training and environmental orientation of organization exist in this leading apparel company. The results also implied that there are high degrees of positive environmental attitudes and environmental friendly behaviors exist among the company's employees toward environmental protection. In addition to that, finding of the study suggested that there are significant positive relationships among environmental training, environmental attitude of employee, environmental behavior of employee and environmental orientation of organization. Findings of the current study support the applications of theory of planned behavior and system theory in the relationships among the study variables.

*Keywords: Environmental attitude, environmental behavior, environmental orientation, organization, employee, environmental training*

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