

Dari: Journal of Management Development

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Subjek: Emerald's green open access policy and self-archiving Instructions

Tanggal: 12 Feb 2025, 17.54.07

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12-Feb-2025

Dear Priatna, Deden; Farooq, Khalid ; Yusliza, M. Y.; Muhammad, Zikri; Alkaf,  
Abdur Rachman; Siswanti, Indra,

"Employee Ecological Behavior through Green Transformational Leadership:  
The Mediating Role of Green HRM Practices and Green Organizational Climate"  
- JMD-05-2024-0159.R1

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The purpose of this study is to investigate how and when green transformational leadership (GTL) may be used to foster employee ecological behavior (EEB) at the workplace.

A comprehensive survey was conducted, encompassing responses from 460 academicians affiliated with the top five research universities in Malaysia. The analysis employed a Partial Least Squares-Structural Equation Modeling (PLS-SEM) technique, facilitated by Smart PLS 3.7, to meticulously examine and assess the gathered data.

The findings revealed a positive relationship between green transformational leadership (GTL) and green human resource management (HRM), green organizational climate (GOC), and EEB at the workplace. Additionally, there was a significant and positive relationship between green HRM practices and both GOC and EEB. Further analysis indicated that both green HRM practices and GOC served as mediators in the relationship between GTL and EEB.

The originality of this research lies in its exploration of the nexus between GTL and EEB within the workplace. By integrating Ability-Motivation-Opportunity (AMO) theory and social learning theory, the study examined a novel model to explore the effect of GTL on GOC, green HRM, and EEB. This study contributes to the existing body of knowledge by systematically investigating the conditions

and mechanisms through which GTL can effectively foster environmentally responsible behavior among employees. Particularly the need for a comprehensive understanding of distinct dimensions of EEB at workplace.

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