

Leadership's Impacts on Employees' Behaviour towards Environmental Preservation and Conservation Reference Hirdaramani Industries (Pvt.) Ltd. Kuruwita, Sri Lanka

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One of the greatest problems faced by the world today is the of environmental pollution namely, air, water, soil, noise and light. The environment is being changed through intervention of development particularly through rapid growing industries. The textile industry is criticized severely for releasing pollutants in the world and considered as the second largest polluter. Majority of the environmental problems are mainly rooted with human actions. Here, pro- environmental behaviour of employees in work place is more critical. The main issue with workplace pro-environmental behaviour is underpinned with inspiration, encouragement and guidance for employees towards such behaviour as part of their everyday routine life. As the leadership is prime tool for organizational changes and development, environmentally-specific transformational leadership plays a significant role. The organization changes through leadership will directly influence the employees' pro-environmental behaviour. Although there are a number of previous researches related to transformational leadership and organizational productivity, a little research has focused on environmental leadership and greening activity. Particularly researches on the role of environmental-specific transformational leadership is very limited. This claims the present investigation on the influence of environmentally-specific transformational leadership through in employees' pro-environmental behaviour to fill the gap. The quantitative case study design was adopted by the researcher and investigation was conducted at a garment factory Kuruwita, Sri Lanka belongs to Hirdaramani industries (Pvt) Ltd. As a prevalent method of survey investigation questionnaires were distributed among the 58 workers from different category through cluster random sampling method. Descriptive statistical analysis was carried out while ensuring the reliability and validity. This includes correlation analysis, multiple regression analysis. The findings confirmed that only idealized, inspirational motivation and individualized consideration have significant positive impact on pro-environmental behaviour in Hirdaramani Industries PVT Ltd. But intellectual stimulation does not have any significant impact on pro-environmental behaviour. Therefore, findings reveal that environmentally-specific transformational leadership potentially influences on employees' pro-environmental behaviour. This embraces with the implications for organizational management to improve the green activities and enhance environmental performance of the organization.

Keywords: Environmental Pollution, Green Activity, Environmental Transformational Leadership, Pro Environmental Behaviour