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THE ORGANIZATIONAL FACTORS INFLUENCE ON THE EMPLOYEES' ENVIRONMENTAL BEHAVIOR

Galina Arzamasova

Candidate of Sciences (Econ.), Associate Professor of Environmental Protection Department in
Perm National Research Polytechnic University
Perm, Russia

Irena Esaulova

Doctor of Economic Sciences, Professor of Management and Marketing Department in
Perm National Research Polytechnic University"
Perm, Russia

Abstract. The last decades global trend in the socially responsible companies practice is the commitment to the respect for the environment issues, which is expressed in the transition to new principles and approaches in solving environmental problems. In the organizational environmental management practice, much attention is paid to improving the competence, staff involvement and their eco-oriented behaviors formation. Despite the employees' environmental behavior importance for the corporate initiatives' success in the field of environmental protection, there is a limited amount of data on the such behavior mechanisms. The article presents the study results of the individual (internal) and organizational (external) motivation factors influence for the Russian employees' environmental behavior manifestation. The theoretical basis of the research is the environmental HRM concept, the employees' environmental behavior theory, as well as the results of research by foreign and Russian authors on environmental staff motivation. Empirical base: Russian enterprises of the oil and gas industry. The research methodology included a survey of employees. Statistical analysis was carried out by the modeling structural departments method. The obtained results showed that organizational factors in the form of broad information to employees about the environmental policy and company's environmental results, as well as in the form of active support from management, do not have a reinforcing effect in the manifestation of EPS, based on individual values and the employees' attitude to solving environmental issues. The results of the study will be

useful to enterprises when choosing measures to form an environment in the organization that allows employees to realize their environmental values in their daily work activities. They can also be used for a wide range of future research in the employees' environmental behavior sphere.

Keywords: employees' environmental behavior; environmental motivation; environmental values; incentives; organizational support.

JEL codes: M12; M14; Q52; Q57.

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Contact

Galina Arzamasova

Perm National Research Polytechnic University
29, Komsomolsky Prospekt, 614990, Perm, Russia
Arzamasova_g@mail.ru

Irena Esaulova

Perm National Research Polytechnic University
29, Komsomolsky Prospekt, 614990, Perm, Russia
Esaulova_ia@mail.ru