

THE PERCEPTIONS TOWARDS GREEN ENVIRONMENTAL MANAGEMENT DIMENSIONS: A STUDY AT PONTIAN DISTRICT COUNCIL, JOHOR STATE OF MALAYSIA

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Abstract: Environmental management is an important management in building the quality of human life. The management of the green environment, in turn, adds value to efforts to build a more harmonious environment in an effort to prevent pollution related to land, water, fire, and wind. This study takes one step towards identifying people's perceptions of the dimensions of environmental management that affect their lives and their environment. This study focuses on the Pontian district, the Johor state of Malaysia with the objective of this study was to identify the perceptions of Pontian district council staff on the dimensions of environmental management in relation to their work environment as the Pontian district council staff are directly and indirectly involved in green environment management such as waste management and green environmental competency. The survey respondents consisted of 120 staff at the Pontian District Council. The results showed four dimensions of green environment management outcome with the highest percentage agreement is a green organizational climate of 73.5 percent followed by green environment efficiency giving a 72.5 percent agreement percentage followed by green quality of working life 66.8 percent and finally green environmental of waste management by 60.8 percent.

Keywords: Green Environment Efficiency, Green Environmental of Waste Management, Green Quality of Working Life and Green Organizational Climate

Introduction

The enactment of the Environmental Quality Act (1974) and the establishment of the Environmental Division (now the Department of Environment) the following year was the beginning of the country's direct involvement in environmental management. In line with the Langkawi Declaration of 1989, and the United Nations Conference on Environment and Development (UNCED) in 1992 in Rio de Janeiro, Brazil, the country has taken a deep interest in the environment in the implementation of the country's national development programs as well as in the network international relations. These developments indicate that there is an urgent need to implement the country's position on environmental protection and conservation. Human and environmental interactions and the use of the environment actually involve some important issues of responsibility, management, decision-making and the consequences that are all ethical and moral.

This study focuses on four dimensions of environmental management that include aspects of efficiency namely Green Environmental Efficiency, Green Waste Management, Green Quality of Working Life and Green Organizational Climate. Why were these four dimensions selected for this study? The four-dimensional selection of green environment management is due to:

1. Green environment management requires a good level of practice to ensure that environmental issues can be identified at management level for improvement.
2. Sustainable waste management is essential for the administration of the district administration providing guidance and advice to the community on systematic waste disposal.
3. Green Quality of Working Life is a quality working life setting that promotes well-being and harmony in the workplace.
4. Green Organizational Climate is a focus on work environment that gives employees comfort and satisfaction.

Terms **Green** is an added value that conveys the sense of well-being, tranquility, harmony and an outlook on the environment that satisfies the quality of life well-being from a variety of physical, mental and social aspects. The four dimensions of green environmental management that are the measurement of perceptions for this study are summarized in Table 1

Table1: Green Environmental Management Dimensions

Dimensions	Definitions	Sources
Green Environment Efficiency Dimensions	Refers to efficiency is a situation in which the distribution of environment resources in fit with society needs and requirements for environment benefits	Mitchell, B. (2002)
Green Environmental of Waste Management	The activities and actions required to manage waste from its inception to its final disposal. This includes the collection, transport, treatment and disposal of waste, together with monitoring and regulation of the waste management process.	Adam, W.M. (2009) Marans, R.W. and Lee, Y-J. (1993/10)
Green Quality of Working Life Dimension	Quality of work life (QWL) refers to as satisfaction of the key needs through resources, activities, and outcomes stemming from participation in the workplace	Boiral, O. and Paillé, P. (2012)

		Brio, J.A., Fernandez, E. and Junquera, B. (2007) Cherian, J. and Jacob, J. (2012)
Green Organizational Climate Dimension	Defined as the individual employee's perception of the psychological impact of the work environment on his or her own well-being	Del Brío, J., Fernández, E. and Junquera, B. (2007) Govindarajulu, N. and Daily, B.F. (2004) Carlopio, J. (1996)

Research Methodology

Research Objectives

Objectives of the study are to identify the perception of employees in Pontian District Council, Johor Bahru State on the four dimensions of green environment management namely Green Environmental Efficiency, Green Environmental Waste Management, Green Quality of Working Life and Green Organizational Climate. Perception level measurement uses the percentage of respondents' agreement on the dimension of the measurement variable.

Research Questions

The research questions of the study are as follows:

1. What is the agreement level of employees at Pontian District Council on green environmental efficiency practices?
2. What is the agreement level of employees at Johor District Council on green environment of waste management?
3. What is the agreement level of employees at Johor District Council on green quality of working life?
4. What is the agreement level of employees at Johor District Council on green organizational climate?

The Respondents

The respondents of the study consist of 120 employees in Pontian District Council, Johor State of Malaysia.

Research Instrument

A questionnaire is the research instrument was based on the adopted version of various researchers and was modified to meet the need and requirement of this research. The pre-test research was conducted by taking sample of 30 respondents consisting of a group of employees from various public organization. The validity of the research questionnaire was used using Alpha Cronbach's measurement and Alpha Cronbach's values are as shown in Table 2.

Table 2: Alpha Cronbach Value of Green Environmental Management Dimensions

Scale	Summary Descriptor	Number of Statements	Alpha Cronbach Value
1. Green environment efficiency	Efficiency	8	0.700
2. Green environment of waste management	Waste management	8	0.800
3. Green quality of working life	Quality of working life	31	0.650
4. Green Organizational Climate	Organizational climate	34	0.750
Total		92	

Research Findings

The presentation of the research findings is based on the percentage of respondents' overall agreement. The Likert Scale of the study were based on five Likert Scale with 1 – Strongly Disagree, 2 – Disagree, 3 – Moderately Agree, 4 – Agree and 5 – Strongly Agree.

The research findings were presented as follows:

1. The findings from the demographic aspects presented their results through the majority of percentage in Table 3.

Table 3: The Demographic Profile of Respondents at Pontian District Council, Johor State

		Pontian District Council	
	Demographic Variable	Majority	Percentage (%)
1.	Gender	Female	52.8
2.	Citizenship	Citizen	98.0
3.	Age	21-30 years old	53.6
4.	Education Level	Degree	90.8
5.	Occupational Sector	Government	67.6
6.	Monthly household Income	RM2000-RM4000	67.2

The findings of the demographic-related study indicate that the majority of respondents are women between the ages of 53.6 percent at the age of 21-30 years with 67.6 percent average income level is between RM2000-RM4000 per month.

The Research Questions

The findings of the study are presented by answering the following research questions:

Research Question 1 - Green Environment Efficiency Dimension

What is the agreement level of employees at Pontian, Johor District Council on green environmental efficiency practices?

Table 4: Green Environment Efficiency Dimension

No.	Item Statements	% Agreement
	To my understanding as an employee, the impact of environmental problems and inefficiency of natural resources will.....	
1.	Be a natural waste for generation	86.7
2.	Waste water effluent	73.3
3.	Create Local & regional air pollution	80.0
4.	Increase Global pollutants e.g. greenhouse gases	80.0
5.	Increase Aesthetic effects (noise, smell, landscape)	80.0
6.	Lead to Soil contamination	80.0
7.	Lead to Risk of severe accidents	53.3
8.	Increase Use of natural resource e.g. energy, water, etc	46.6

The findings in Table 4 indicate that most employees agree on the item statements related to the **green environment problems and inefficiency dimension** management with the item statement “*Be a natural waste for generation*” get the highest agreement with a 86.7 percent agreement while statement “*Increase Use of natural resource e.g. energy, water, etc*” get the lowest percentage with only 46.6 percent.

Research Question 2 - Green Environmental of Waste Management Dimension

What is the agreement level of employees at Pontian, Johor District Council on green practices in waste management?

Table 5: Green Environmental of Waste Management dimension

No.	Item Statements	% Agreement
	To my believe that the government was/will do the waste management accordingly and specifically on the following:	
1.	Does solid waste separation from the source	80.0
2.	Uses recycled materials such as paper for work and in operations	73.3
3.	Disposes chemical wastes properly	40.0
4.	Has cooperation with recycling companies	60.0
5.	Focuses on waste reductions at all functions and operations	26.7
6.	Analyses its internal processes using the right method to minimize waste	40.0
7.	Works together with its supply chain partner to eliminate wastes	93.3
8.	Cooperates with the community and NGOs in waste management	73.4

The findings in Table 5 indicate that most employees agree on the item statements related to **waste management dimension** in Malaysian public institution with the item statement “*Works together with its supply chain partner to eliminate wastes*” with a 93.3 percent agreement whilst the statement of “*Focuses on waste reductions at all functions and operations*” get the lowest percentage with only 26.7 percent.

Research Question 3 – Green Quality of Working Life Dimension

What is the agreement level of employees at Pontian, Johor District Council on green quality of working life?

Table 6: Green Quality of Working Life Dimension

No.	Item Statements	% Agreement
	To my believed that my workplace management of sustainable resources are...	
1.	Arouse enthusiasm and build optimism on green working practices	93.3
2.	Form sound work groups towards green environmental management	93.3
3.	Provide motivation towards green environmental management	53.3
4.	Persuade employees to perform green environmental management	80.0
5.	Makes working on green tasks more pleasant for employees	73.4
6.	Treats green team members as equal	33.4
7.	Explains how green tasks should be carried out	13.4
8.	Decides what and how green management should be done	100.0
9.	Maintain definite standards of green work performance	93.4
10.	Demonstrate good communication skills in green management	93.3
11.	Demonstrate positive leadership qualities in green management)	40.0
12.	Develop practical and realistic programs in green management	60.0
13.	Analyse problems in green management and arrive at appropriate solutions	60.0
14.	Have the freedom to adapt environmental goals as needed	93.3
15.	Treat green team members as equally	80.0
16.	Focus both on green task and group performance	60.0
17.	Are rewarded for their achievement in green management as a team	73.3
18.	Act confidently on their green management recommendations	46.7
19.	Communicate personally with each other about green management	53.3
20.	Openly share relevant information on green projects with the whole team	93.3
21.	Are happy with the usefulness of green information shared by teammates	93.3
21.	Recognize strengths and weaknesses of individual team members	86.6
22.	Contribute to the achievement of the team's environmental	66.6
23.	Develop green management suggestions and contributions of team members	73.4
24.	Acknowledge conflict and work to resolve green management issues as a team	53.4
25.	Acknowledge the green management contributions made by others on the team	53.3
26.	Emphasis on long term development of green employee training plans	80.0
27.	Frequent evaluation of green employee training programs	80.0
28.	Adequate budget for green employee training	80.0
29.	Comprehensive green training activities for employees	100.0
30.	Extensive investment of time/ money/ other resources for green training	100.0
31.	Continuous green training activities	86.6
32.	Incentives for green employee development	80.0
33.	Offer training that provides career development opportunity	66.6
34.	Develop the comprehensive environmental training policies and	53.3

The findings in Table 6 indicate that most employees agree on the item statements related to the **green quality of working life dimension** in Malaysian public institution with the item of statement ‘*Decides what and how green management should be done*’, “*Comprehensive green training activities for employees*” and “*Extensive investment of time/money/ other resources for the green training*” with a 100 percent agreement while statement ‘*Explains how green tasks should be carried out*’ get the lowest percentage with only 13.4 percent.

Research Question 4 – Green Organizational Climate Dimension

What is the agreement level of employees at Pontian, Johor District Council on green quality of working life?

Table 7: Green Organizational Climate Dimension

No.	Item Statements	% Agreement
	To my belief that the workplace that I worked for.....	
1.	Will personally contribute to green management work	100.00
2.	Feel that working at green management will contribute to my success	66.7
3.	Believe on the green-related work will make good use of my knowledge and skills	80.0
4.	The conducive work environment enables to do my green-related job effectively	86.7
5.	Get opportunities to grow and learn new skills in green management	80.0
6.	Satisfied being a part of organization practice in green environmental management	66.7
7.	Motivated towards practicing green environmental management at work	60.0
8.	Regularly let me know what is expected of me in doing my green work effectively	93.3
9.	Provide the resources to do my green job effectively	86.7
10.	Give me the individual help and support I need to do my green job effectively	66.6
11.	Offer me opportunities to grow and learn green environmental management skills	26.6
12.	Give supportive feedback on the green job that I do	93.4
13.	Help me solve environmental problems at work	93.4
14.	Talk to the superior about work on green work	73.4
15.	Employees keep informed of environmental issues that affects employee interest	93.4
16.	Encourage employees to speak up and voice their opinions frankly	66.6
17.	Allow employees to channel their grievance on environmental issues	86.7
18.	Allow employees to be optimistic about the future of this organization	80.0
19.	Make employees proud of the organization’s green environmental management	40.0
20.	Encourage employees’ spirit towards making the organization’s green success	40.0
21.	Employees keep informed of their latest environmental issues	20.0
22.	Will personally contribute to green management work	100.00

23.	Working at green management will contribute to my success at the workplace	66.7
24.	Believe on the green-related work make good use of my knowledge and skills	80.0
25.	Feel that convenient physical work environment enables me to do my green-related job effectively	86.7
26.	Get opportunities to grow and learn new skills in green management	80.0
27.	Give supportive feedback on the green job that I do	93.4
28.	Help me solve environmental problems at work	93.4

The findings in Table 7 indicate that most employees agree on the item statements related to the **green organizational climate dimension** in Malaysian public institution with the item statement ‘*Will personally contribute to green management work*’ get the highest agreement with a 100 percent agreement while statement ‘*Offer me opportunities to grow and learn green environmental management skills*’ get the lowest percentage with only 26.6 percent.

Recommendation

Based on the findings of the study, several suggestions have been put forward that can serve as a guide and service to the improvement of the Pontian District Council in particular on the four dimensions of green environmental management in the study. The results of this study can also serve as a guide for other district councils throughout Malaysia to practice or are in the process and to carry out green environment management at work

Green Environment Efficiency Dimensions

For the Green Environmental Efficiency dimension, the Pontian District Council is enhancing efforts to manage natural cycle outcomes to reduce land, water, fire and wind pollution issues in the district environment. This should be done with effort and enforcement through informative information, education, health promotion and teaching on the importance of energy saving.

Green Environment of Waste Management

For Green environmental waste management, the proposal is to focus on enforcement efforts for waste materials such as rubbish, materials, dispose chemicals and other waste that are systematically classified as recycle bins for cans, papers and waste materials. It also makes the waste system cleaner, tidy and moral education for members of the public to dispose of waste as much as the Japanese people is very well known for its cleanliness through civic minded conduct in cleaning and supporting clean environment.

Green Quality of Working Life

For the green quality of working life, the focus of the recommendations is on building a well-being and harmony in the workplace with a range of efforts including strengthening a work environment conducive to greenery scenery and physical resources, less paper use and environmentally friendly office equipment. In addition, management leadership must be sincere in practicing harmonious work environment management with support for employees and work groups on green management. The vision and mission of the organization must move in line with green management. Employees should be given the confidence to carry out their duties with the supervision of knowledgeable and skilled managers in green management. With this the quality of working life is well established and the atmosphere of harmony is

established. Workers can feel the green quality of working life more efficiently in the workplace.

Green Organizational Climate

For the green organizational climate, suggestions for maintaining a good working environment are through building skills that relevant to green management, strengthening the green workforce by avoiding work group conflict through clear and open communication. In addition, positive and proactive involvement of work groups and individuals in any green management activity can have a productive impact on building a working spirit in managing a harmonious and prosperous environment for a progressive green work environment.

The conclusion is that green environmental management can only be practiced effectively if everyone in the organization has the opportunity and space to develop good green management programs through positive aspects of cooperation, commitment, leadership and warmth in the workplace to build a truly green working group as it can truly contribute to green management initiatives and strategies.

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