



THE ANTECEDENTS OF EMPLOYEE GREEN BEHAVIOUR IN THE SOCIETY 5.0 ERA

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Abstract

Organizations in the era of Society 5.0 are expected to have a broader social responsibility by adopting green employee behavior for sustainability and meeting the social expectations of employees and society. This study aims to determine the factors that influence Green Employee Behaviour, help practitioners take strategies and policies, and help future researchers related to the topic. This research method is a systematic literature review conducted from 9 articles that have been screened according to the formulation of the research problem from the Scopus database; it was found that there are ten antecedents of Green Employee Behaviour in this society 5.0 era. However, this research is focused on only one database source, namely Scopus and still on one problem formulation. It should be followed up by further researchers related to this topic.

Keywords: Antecedents, Employee, Green Behavior, Green Human Resources Management, Society 5.0

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INTRODUCTION

In the era of Society 5.0, which was developed in 2019, awareness of environmental issues has increased. Employees are starting to realize the negative impact of pollution, environmental degradation and global warming on the health of people and the planet. This affects their perception of the importance of environmental preservation and encourages them to adopt the Employee Green Behavior (Ren et al., 2023). Governments in various countries are starting to implement stricter regulations and policies related to the environment. Environmental protection laws and green tax incentives provide incentives for companies and employees to implement Employee Green Behavior. Employees who comply with these regulations not only comply with the law, but also make a positive contribution to efforts to protect the environment (Davis et al., 2020).

Companies in the Society 5.0 era are expected to have broader social responsibilities. Employees are a valuable asset to the company and have an important role in creating a positive impact on the environment around them (Abdurachman et al., 2023). By implementing Employee Green Behavior, companies can show their commitment to sustainability and fulfill society's social expectations. Employee Green Behavior is also related to energy efficiency and better use of resources (Abbas, Sarwar, et al., 2022).

In the era of Society 5.0, advanced technologies such as the Internet of Things (IoT) and artificial intelligence (AI) are used to optimize energy use and reduce resource wastage. Employees who adopt environmentally friendly behaviors, such as turning off unused equipment and conserving energy, can contribute to this

effort (Abbas, Gull Khan, et al., 2022). Employee Green Behavior is not only beneficial for the environment, but also for the health and welfare of employees (ERBA I, 2022). Adopting environmentally friendly behaviors, such as reducing the use of hazardous chemicals or choosing sustainable transportation, can reduce exposure to pollutants and improve workplace air quality (Suliman et al., 2023). This impacts positively on the health of employees and their productivity (Farooq et al., 2022).

The purpose of this research is to find out the factors that influence Employee Green Behavior and to help readers and researchers who discuss this topic, especially in this era of society 5.0. The problem formulation of this research is what are the antecedents of Employee Green Behavior in the era of society 5.0?

LITERATURE REVIEW

Employee Green Behavior is a concept that refers to the actions and attitudes taken by employees in their work environment to promote sustainability and environmental preservation (Liu & Zhang, 2022). It involves changing an individual's behavior with the aim of reducing negative impacts on the environment and adopting environmentally friendly practices (Frare et al., 2022). Employee Green Behavior covers various aspects, such as efficient use of energy, reducing waste, saving water, using sustainable raw materials, environmentally friendly transportation, as well as environmental awareness and education (Flagstad & Johnsen, 2022).

The implementation of Employee Green Behavior has various impacts. First, it helps reduce the environmental impact of the company's business and production

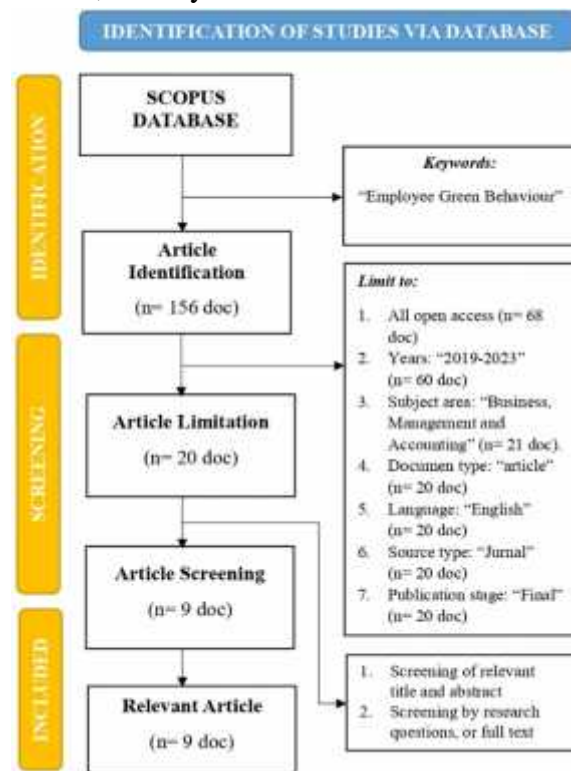
activities. By adopting more sustainable practices, employees can reduce greenhouse gas emissions, reduce waste generated, and reduce energy and natural resource consumption (Shoab et al., 2021). This has a positive impact on environmental protection and climate change mitigation efforts. Second, Green Employee Behavior also reflects the social responsibility of the company and its employees towards the surrounding community and environment. In the era of Society 5.0 which focuses more on human welfare and environmental preservation, companies and employees are expected to actively contribute to protecting nature and having a positive impact on the communities where they operate (Li et al., 2023).

Green Employee Behavior is one way to fulfill this social responsibility by adopting sustainable practices and prioritizing a balance between economic, social and environmental interests (Faezah et al., 2022). Third, Employee Green Behavior can also create a healthier, more productive and sustainable work environment. When employees adopt environmentally friendly behaviors, such as using less paper, choosing sustainable transportation, or saving energy, they create a greener work environment and are more aware of their impact on the environment (Yue et al., 2023). An environmentally friendly work environment can also improve employee welfare and satisfaction as well as enhance the company's image as a socially and environmentally responsible workplace (Yuan & Li, 2023).

RESEARCH METHODS

This study examines the Green Employee Behavior variable using the Systematic Literature Review (SLR)

approach. This technique that we are using will be mainly applied to the antecedents of the Green Employee Behavior variable in the era of society 5.0 in the hopes of analyzing it. The Systematic Literature Review (SLR) in this study was carried out in accordance with the Preferred Reporting Items for Systematic Reviews and Meta-Analyses (PRISMA) hints. PRISMA flowchart in Fig. 1 below indicates the search path for the data and decisions taken during that search path for the final study results, namely:



Source: Researcher Analysis (2023)

Figure 1.

Flowchart PRISMA of Data Search Process

Systematic Literature Review (SLR) research uses literature from the Scopus database. The first is to write "Green Employee Behavior" as the keyword used in the articles search and 156 articles were found this way. Furthermore, limitations are carried out in order to obtain relevant articles, in order to make it easier for

researchers to find articles that are in accordance with the formulation of the problem as well as with the research objectives. Limitation is carried out by selecting the article "year" from 2019 to 2023 and article statuses that are "all open access", then choosing the subject area, namely "Business, Management and Accounting", with the document type, namely "article" in "English" and the source type "Journal", and the publication stage is "final". From the results of the limitations carried out there were 20 articles from the Scopus database that were suitable. The next step is to download the 20 articles via the Scopus, ScienceDirect, Google Scholar, Taylor and Francis Online, and the Copernicus International Index pages.

From the next 20 articles, screening and selection of articles according to the research question were carried out. The screening that was done beforehand selected the articles that had relevance related to all antecedents of Green Employee Behavior within the title and within the abstract. Next, the screening process is done by reading the articles as a whole to get results that are relevant to the problem formulation. Articles that are considered inappropriate will be excluded, the results of the screening leave 9 articles that are in accordance with the problem formulation and then the data analysis process will be carried out.

RESULTS AND DISCUSSION

After going through a detailed screening and review according to the formulation of the research problem. So there are 10 antecedents of employee green behavior in the era of society 5.0. Antecedents are factors that can influence a research variable. Based on Table.1 explains some of the factors, namely as follows:

Table 1. The Antecedents of EGO

No.	Impact	Source
1	Employee well-being	(Wood et al., 2021)
2	Taking responsibility	(Wood et al., 2021)
3	Perceived green organizational support	(Aboramadan et al., 2022)
4	Corporate social responsibility (CSR)	(AlSuwaidi et al., 2021)
5	Intentions	(Katz et al., 2022)
6	Socially responsible HRM	(Uddin et al., 2020)
7	Psychological ownership	(Waqas et al., 2021)
8	Green human resource management (GHRM)	(Rashid et al., 2023)
9	Green banking practices (GBP)	(Malsha et al., 2020)
10	Green transformational leadership	(Cahyadi et al., 2023)

Source: Researcher Analysis (2023)

Good Employee well-being plays a significant role in driving Green Employee Behaviour. Organizations can foster a supportive work environment that promotes employee well-being and encourages sustainable practices consistently. Companies can be achieved through initiatives such as employee health programs, environmental training, and involving employees in decision-making processes related to environmental issues. These actions cultivate a sense of responsibility among employees for their actions and their environmental impact, thereby increasing the likelihood of adopting environmentally friendly behaviours (Wood et al., 2021). Organizations must reinforce the perception of green organizational support and implement consistent and integrated

Corporate Social Responsibility (CSR) practices within their business strategies. It includes effective communication about green practices, implementing environmentally supportive policies, and active employee engagement in green initiatives (Aboramadan et al., 2022; AlSuwaidi et al., 2021).

Intention refers to the desire or willingness of individuals to engage in specific behaviours. However, strong intentions can be significant drivers for fostering sustainable green behavioural changes in the workplace. Factors such as organizational support, social influence, access to resources and information, and the perception of the effectiveness of green actions also play an essential role in encouraging the adoption of environmentally friendly behaviors (Katz et al., 2022). Socially responsible Human Resource Management (HRM) refers to managing human resources that prioritize corporate social and environmental responsibilities. It encompasses policies and programs that promote sustainable and socially responsible business practices (Uddin et al., 2020).

Companies that provide space and support for employee participation in decision-making regarding environmental issues provide opportunities for employees to contribute to green initiatives, and recognizing employees' green efforts will strengthen a sense of ownership and drive more active employee green behaviour, reinforced by Green Human Resource Management (Waqas et al., 2021). GHRM refers to a human resource management approach that integrates sustainable environmental policies and practices in the workplace (Rashid et al., 2023). Green banking practices (GBP) can significantly

influence Green Employee Behaviour in the financial sector, specifically in banks. GBP refers to banking practices to reduce negative environmental impacts and promote sustainable development (Malsha et al., 2020). However, such green actions are inherently tied to leadership systems within organizations. Green transformational leaders inspire and motivate employees to adopt green behaviour by providing precise and meaningful environmental goals and using effective communication to convey environmental values and the importance of green practices to employees (Cahyadi et al., 2023).

CONCLUSION AND SUGGESTIONS

In the era of Society 5.0, employees must adopt green or environmentally friendly behaviour. It encompasses awareness and actions to reduce negative environmental impacts through daily workplace activities. Employees in the Society 5.0 era demonstrate a high level of environmental consciousness and understand the necessity of preserving environmental sustainability for a better future. Employees become exemplary role models for their colleagues and the broader society by engaging in green behaviour. They have the potential to inspire and drive significant social changes towards more sustainable mindsets and lifestyles.

The implementation of green behavior also yields numerous other benefits. Acknowledging that several factors influence Green Employee Behaviour within organizations is crucial. Hence, further research is warranted to elucidate the antecedents of Green Employee Behaviour and provide organizations with a deeper comprehension of the importance of adopting green behaviour. This study holds

practical significance for organizations and contributes academically by assisting researchers in determining independent variables relevant to this topic. However, it is essential to note that this research is constrained by its focus on the Scopus database as the sole source and its limited scope to the antecedents of Green Employee Behaviour. Consequently, the researcher encourages subsequent studies to explore consequential factors and other crucial aspects. It is essential to emphasize that this research was conducted without ulterior motives and does not inflict harm upon others. It represents an original study conducted by the researcher.

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