

**THE IMPACT OF ORGANIZATIONAL ENVIRONMENTAL CULTURE AND  
EMPLOYEE PERFORMANCE IN BANKING SECTOR IN BATTICALOA  
DISTRICT, SRI LANKA**



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**BY**

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## ABSTRACT

This study investigates the impact of organizational environmental culture and employee performance in the banking sector in the Batticaloa District, Sri Lanka. The research is driven by the increasing importance of integrating environmental sustainability into organizational practices and understanding how such cultural orientations influence employee behavior and performance. A quantitative research approach was employed, utilizing a structured self-administered questionnaire distributed among a sample of 200 employees from five major commercial banks operating in the district. The study primarily focuses on assessing the dimensions of organizational environmental culture such as environmental values, eco-friendly practices, and sustainability awareness and their influence on various aspects of employee performance, including task efficiency, innovation, and work commitment.

Descriptive statistics reveal a moderate to high level of environmental culture awareness among bank employees. Correlation analysis shows a significant positive relationship between organizational environmental culture and employee performance. Moreover, simple linear regression analysis confirms that environmentally supportive organizational culture has a substantial and positive impact on employee performance outcomes. These findings indicate that when banks foster a strong environmental culture, employees are more likely to be motivated, productive, and aligned with organizational goals.

The implications of this research are relevant to both academic and practical spheres. Practically, it suggests that banking institutions should embed environmental values into their organizational culture to boost employee performance and align with global sustainability standards. Academically, the study enriches the existing literature by shedding light on the link between environmental culture and employee outcomes within the Sri Lankan banking context a topic that has received limited empirical attention. Future studies may expand this framework to other sectors and explore additional variables such as green leadership and organizational citizenship behavior.

**Keywords:** Organizational Environmental Culture, Employee Performance, Sustainability.

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