

**IMPACT OF GREEN TRAINING ON EMPLOYEE GREEN BEHAVIOUR: A
STUDY BASED ON APPAREL INDUSTRY IN BADULLA DISTRICT**



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By

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ABSTRACT

This study investigates the impact of green training on employee green behaviour within the apparel industry in the Badulla district of Sri Lanka. With growing global emphasis on sustainability, the research aims to examine how structured environmental training influences employee behaviours related to environmental conservation. The study specifically focuses on three key dimensions of green behaviour: in-role green behaviour, extra-role green behaviour, and green innovative work behaviour. A quantitative research methodology was adopted using a structured questionnaire distributed to 386 employees across three selected apparel companies. Data analysis was conducted using SPSS version 26, incorporating reliability testing, descriptive statistics, correlation, and regression analyses.

The findings reveal a significant positive relationship between green training and employee green behaviour, indicating that well-designed training programs can effectively promote environmentally responsible actions among employees. The study highlights the critical role of green training in fostering sustainable workplace practices and offers valuable insights for HR practitioners, industry leaders, and policymakers to design impactful training interventions aimed at environmental stewardship.

Key words: Green Training, Employee Green Behaviour

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