

**THE EFFECT OF ENVIRONMENT KNOWLEDGE AND PRO-  
ENVIRONMENT PSYCHOLOGICAL CLIMATE ON  
ENVIRONMENTAL CITIZENSHIP BEHAVIOUR: THE  
MEDIATING ROLE OF ENVIRONMENTAL COMMITMENT.**

**BY**

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## ABSTRACT

Environmental challenges create significant pressure on organizations to become more environmentally sustainable. Yet the environmental performance of organizations not only depends upon rigid rules and regulations but also requires employee's positive responses to environmental concerns by engaging in pro-environmental behaviour. It is now largely acknowledged that employees play an important part in the achievement of corporate greening by performing a wide range of pro-environmental behaviours.

The purpose of this study is to investigate the impact environmental knowledge and pro-environmental psychological climate on environmental citizenship behaviour with the mediating effect of environmental commitment. The primary data were gathered from 177 employees from five selected commercial banks through self-reported questionnaires and analyzed using univariate, bivariate and multivariate analyses.

Findings of this study highlighted that, environmental knowledge, pro-environmental psychological climate, environmental citizenship behaviour and environmental commitment are in high levels among the surveyed banks. In addition, findings discovered that there are positive and significant relationships exist among environmental knowledge, pro-environmental psychological climate, environmental commitment and environmental citizenship behaviour of employee. Moreover, mediating analysis revealed that environmental commitment partially mediates the relationship between environmental knowledge and environmental citizenship behaviour as well as pro-environmental psychological climate and environmental citizenship behaviour.

The research theorizes about and test both direct and indirect effects of environmental commitment on environmental citizenship behaviour. This study has significant implications for managers who promote pro-environmental behaviours, as they can benefit from improving environmental knowledge, environmental commitment and developing pro-environmental psychological climate.

**Keywords:** *environmental knowledge, pro-environmental psychological climate, environmental citizenship behaviour and environmental commitment.*

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