

THE EFFECT OF SUSTAINABLE WORK PRACTICE TO REDUCE NEGATIVE  
ENVIRONMENTAL IMPACT

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The report submitted in partial fulfilment of the requirements for the Bachelor  
Degree of Technology Management (High Technology Marketing)

Faculty of Technology Management and Technopreneurship Universiti Teknikal  
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JUNE 2015

“I hereby declare that the work of this research is mine except for the quotations summaries that have been duly acknowledged”

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## DEDICATION

I express my sincere thanks to my father and mother, Mr. Omar Bin Mohamad and Mdm. Rabiah Binti Sulaiman for their biggest support and pray for me to finish this project. millions thanks to my sister and brother, Nur Khuzaimah Binti Omar and Mohd Khairul Hafiz Bin Omar for always supporting me when I needed help. Thank you very much to all my friends, who always help and advice me and together with me in completing this project for always together with me in any situation. I really love to all of you. May all of you get well-being in this world and the hereafter.

In Shaa ALLAH.

## ACKNOWLEDGEMENT

Thank infinite goes to my supervisor, Dr. Ismi Rajiani on knowledge, guidance and support that he gave to me in completing the Final Year Project. A million thanks once again goes to him because he never tired to teaching me until I was well versed in completing this research. Thank you very much to my panel, Pn. Nor Azan Binti Abd Gani for give advice and guidance to me in improving my final year project.

Thank you also goes to the individuals who are involved directly or indirectly in helping me to complete this research. I hope this study can be used as reference for students in the future.

## ABSTRACT

Sustainable work practices is important these days as it can give many benefits to the environment, thus putting awareness in the mind of our generation is quite challenging. Sustainable work practices give many benefits as it can protect the environment and minimize the negative environmental impact. In this research, the researcher focuses on the engagement practices, culture of an organization and leadership style in emphasizing the sustainable work practices. For this study, several companies are chosen to identify their current work practices and with different work practices. The researcher using simple random sampling to 100 respondents and Multiple Regression Analysis (MRA) is used. The result of this research indicates that engagement practices and leadership style does give positive influence in reducing negative environmental impact, while culture gives negative impact in reducing negative environmental impact. The implication of this research is the sustainable work practices do influence in reducing negative environmental impact as it will help the organisation to increase the awareness among members in organisation to protect the environment.

## **ABSTRAK**

*Amalan kerja yang berterusan adalah penting pada masa kini kerana ia boleh memberi banyak manfaat kepada alam sekitar, hal ini kerana memupuk kesedaran dalam minda generasi kita agak mencabar. Amalan kerja yang berterusan ini juga dapat memberikan banyak manfaat kerana ia boleh melindungi alam sekitar dan mengurangkan kesan pencemaran alam sekitar. Dalam kajian ini, penyelidik memberi tumpuan kepada pembabitan praktis, budaya organisasi dan gaya kepimpinan dalam memberi penekanan kepada amalan kerja yang berterusan. Untuk kajian ini, beberapa syarikat telah dipilih untuk mengenal pasti amalan kerja semasa dan melalui amalan kerja yang berbeza, ia akan memberi kesan yang berbeza kepada organisasi. Pengkaji menggunakan simple random sampling kepada 100 responden dan menggunakan Multiple Regression Analysis (MRA). Hasil kajian ini menunjukkan pembabitan praktis dan gaya kepimpinan member impak yang positif dalam mengurangkan kesan negatif kepada alam sekitar, manakala budaya organisasi member kesan negatif dalam mengurangkan kesan alam sekitar. Melalui hasil kajian ini, ia menunjukkan bahawa amalan kerja yang berterusan member kesan kepada pengurangan kesan negatif kepada alam sekitar dimana ia membantu organisasi untuk meningkatkan kesedaran dalam kalangan pekerja untuk melindungi alam sekitar.*



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**LIST OF SYMBOL**

B	=	Beta
°	=	Null
%	=	Percentage
R	=	Point of estimate
R <sub>2</sub>	=	Point of estimate Square
P	=	Value

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## CHAPTER 1:

### INTRODUCTION

#### 1.1 Background Study

Sustainable according to Steven C. Hackett, (2010) occurs at the intersection of three global imperatives which is economy, community, and environment over time. Sustainability is defined as the development that meets the needs of the present without compromising the ability of future generations to meet their own needs (Brundtland, 1987). Hence, it is important to maintain the sustainability in a work practice as it capable of being maintained at a steady level without exhausting natural resources or causing severe ecological damage.

Environmentally sustainable work practices are those which reduce harm on the environment and reduce wastage of resources. The important of implementing sustainable work practice among employee as it is a useful approach that can be applied in a work field and improve their quality of work. This effort can be implemented by them to be a good entrepreneur in producing or designing product or services that are environmental free.

As an example in practicing sustainable work, Cisco are reducing their own carbon footprint, engaging their customers, partners, and employees in efforts to manage their impact on the environment and developing their IT solutions to help address climate change. (Cisco, 2008). Toyota also practicing sustainable work which they uses the “Cradle-to-Grave” concept to gauge environmental impacts at each stage of a vehicle’s life cycle. Based on this, Toyota developed and



implemented structured approaches towards managing these impacts by integrating 'green' practices into assembly activities. (Malaysia Productivity Corporation, 2010).

Many human activities can harm the environment. In order to reducing the impact to the environment, a continuous measure must be undertaken by all people. It is important to keep the good practices in a way of protecting the environment, since it can bring major changes to the world.

### **1.1 Problem Statement**

The implementation of sustainable practices is important for the future generation. However, to keep it as a better practice and creating awareness to the people on how important it is that can reducing harm to the environment is quite challenging especially for a young generation. For an organization, a good waste management plan should incorporate all elements of waste control including collection, transportation, processing, recycling and disposal of materials. Each sector of the hospitality industry can improve their waste management techniques from using and disposing of food responsibly, responsible disposal of e-waste programs for recycling and re-using and water waste management. (Ramsey, M. 2014). Organizations with strong cultures of sustainability strive to support a healthy environment and improve the lives of others while continuing to operate successfully over the long term. (Bertels and Papania, 2010). This research is conducted because the researcher found that many organisations do not implement a good sustainable work practices in their company. Some companies have not developed any coherent sustainability strategy or even any systematic way of thinking about managing their sustainability impact. Negative sustainability impacts have tarnished the reputation of many corporations. However, some have recognized the social, environmental and economic effects of their actions, developed a corporate sustainability and economic problems and may have transferred technologies from other parts of the company to use in implementing sustainability. (Epstein and Buhovac, 2014). Hence, sustainable work practices need to be implemented with a good attempt, how organization will

keep the best practice and educate their employees to practice sustainable work successfully?

## 1.2 Research Question

There are many elements of sustainable work practices that can be implemented in order to reduce the environmental impact. The sustainable work practice can help the people in an organization understand the fragility of the environment and the importance of its protection. The research questions are:

- i. Does the engagement practice in organization reduce the negative environmental impact?

In this research, the researcher will ask a question about the best engagement practice in organization to reduce the environmental impact. From that, the researcher will identify which practices among recognize, educate and support are the best practice in the organization to reducing the environmental impact.

- ii. Does cultural differences influence in reducing the negative environment impact?

Other than that, the researcher will also discuss on which cultural differences can give a positive impact to the environment, since the cultural differences may have both positive and negative impact to the environment.

- iii. Does leadership style help in reducing the environmental impact?

Then, the researcher also will ask a question about how is the leadership factors will help in reducing the environmental impact. This will help the researcher to find out in what way a leader can influence their employee to practicing a sustainable work in reducing the environmental impact.

### **1.3 Research Objectives**

Research objective is an important thing in doing a research as it gives a meaning to the research itself. Without research objectives, the research cannot be done. It becomes a main purpose on why the research is being conducted. The research problem is identified through the research question which is it answer the research question. The research objectives are:

1. To recognize the engagement practices in organization in reducing the negative environmental impact.
2. To identify the cultural difference that can give impact to the environment.
3. To examine the way of leadership factors that can help in reducing the negative environmental impact.

### **1.4 Scope, Limitation and Key Assumption of the study**

In this research, the researcher has limited the scope area for the research that wants to be conducted. The area for the research that the researcher wants to investigate is in Johor. This is because that is the suitable place to collect the primary data since the researcher live in Johor and it is the strategic place where the researcher can obtained the data needed in a specific time.

The researcher has to choose a random organization in Johor to conduct the investigation. There are many types of organization in Johor which the researcher can obtain a sufficient data for the quantitative method.

From the organization that the researcher has chosen, the researcher assumes to gain and explore some new information about the research that has been conducted. The information includes identifying the effective sustainable work practice, the method used by the company to implement the practices and also the effect of the work practices to the organization itself. The secondary data also can be obtained by using quantitative method.

The research limitation is time and place. The researcher needs to find the suitable time for collecting enough data and choosing the suitable organization that willing to give information and cooperation with the researcher.

### **1.5 Importance of the study**

The study of this research is important for the future planning. A sustainable work practices is an approach that are rarely focused on. Individuals are always underestimating about the environmental care and have lack of awareness on the practices to reducing the environmental impact.

This research will recognize the effective sustainable work practice in reducing negative environmental impact in organization. There are many practices that can be implemented in an organization to help the environment but there is lack of awareness in individuals about the importance of the practices that will brings more benefits to the environments.

This research also will identify the role of person in organization to practicing a good sustainable work practice. This practice will not only give positive impact to the environment, but also affect the organization's success as well. Individuals must create awareness to themselves before the practices are implemented.

### **1.6 Summary**

The researcher tends to study the effect of sustainable work practices that can reduce the environmental impact. The research is to study the practices in organizations that will give the positive impact to the environment. From the problems that the researcher has identified, it comes out to the objectives of the research which can help to encounter the problems.

## CHAPTER 2:

### LITERATURE REVIEW

#### 2.1 Introduction.

In an organization, sustainability is a process of developing the societies and economies by focusing on the conservation and preservation of the natural resources and environment. To achieve sustainability in organization, it is a manager consideration to including the practical implications in the company. The important things about sustainability in an organisation are that it can provide a long-term benefit to the company and not merely on go green.

Work practices are practical action to produce high quality of performance to a company. Practices studies are including the practices that are related to training and skills, empowerment, perception, compensation and also communication. (Penny Tamkin, 2004). An organisation needs an effective work practices that can give a successful performance to the company. By including sustainability to the work practices, an organization will retreated their employee to practice the best and useful methods in arousing their company.

## 2.2 Sustainable work practice

It is not easy to make people applying a sustainable work practices in their life. It involves many factors that will lead to the good practicing of sustainable work. As in organization, a company should perform a variety of ways to implement a good sustainable work practices especially among the employee. Awareness can be fostered through the culture of an individual itself, so that the sustainable work practices can be applied in a good way. In an organization, a leader plays an important role to make sure the employee work with the best practices.

In continuing the goal of sustainable work practices, the important things that the organization can make is by improving the quality and efficiency of the employee's works. This means that the value inside the individuals can bring a big and better change to the organizations and also the environment.

Individuals in a company can identify the best indication in improving environmental and resource efficiency in their work. They can recognize what environmental hazard exists in their personal work areas and how systems and procedures operate. They will know the best knowledge of the materials, products, and process used in their work and will often have practical solutions for resource efficiency. (Sustainability Victoria, 2008).

### 2.3 Engagement

Engagement is an informal practice that can be implemented in a sustainable work practice to raise the employee performance in an organization. The aim is to motivate the employee to act in a way that brings the organization closer to the sustainability goals. (Bertels and Papania, 2010). The practices that relate to the engagement are recognized, educate and support.

Unlike the formal practice, recognition involves informal way to indicate approval for efforts to improve organizational sustainability. (Bertels and Papania, 2010). An organization will recognize the sustainable work practices that have been applied in the company and whether the practices can reduce the impact to the environment in a better way.

Then the company will educate their employee in practicing sustainable work in the organization that can lead to the successful of the organization. Educate is actually an effort in raising an awareness to the mind of the individuals. Education can leads to the environmental awareness by practicing the environmental education. Environmental education is a process of recognizing values and concept to develop skills and attitudes. It is also help in practicing in decision making and self-formulation of behavior about environmental quality. (Palmer, J.,2002).

An organization should support their employee in practicing the sustainable work in a company. Ramus and Steger (2000) found that employee is more likely to develop creative ideas that positively affected the natural environment when they perceived supervisory encouragement. By supporting the work practices, the organization can reduce the barriers in teamwork and collaboration. The organisations can also supporting the innovations that make product or services become more environmentally friendly.