

ABSTRACT

The objective of this research is determining whether organizational variables of environmental leadership and top management commitment, as well as motivation plays a significant relationship towards employees' pro-environmental behaviours (PEB). This study applies a quantitative research using a sample size of 171 respondents who are employees in Company SMU. The data was gathered through the use of a questionnaire which is then processed and analysed using the SmartPLS 3.0 software to show whether hypotheses offered in this research is accepted or rejected. Results achieved in this research shows a positive influence of top management commitment, active environmental leadership, and motivation towards employees' PEBs, however passive environmental leadership does not appear to negatively impact employees' PEBs. The moderation of top management commitment to direct managers is also rejected. The purpose of this research is to provide support to future research and to any party who would like to seek some understanding about the relation between the rising concern of environmental behaviours of employees and the organization. The results and data gathered in this research could contribute to a firm's management to maintain a healthy relationship with employees, and to shift strategies to align their organizational strategy with employees' PEBs.

Keywords: *Top Management Commitment, Environmental Leadership, Motivation, Employee pro-environmental Behaviours*