

## Table of Contents

<b>CHAPTER I .....</b>	<b>1</b>
1.1 RESEARCH BACKGROUND.....	1
1.2 RESEARCH QUESTIONS .....	11
1.3 RESEARCH OBJECTIVES .....	12
1.4 RESEARCH CONTRIBUTION .....	13
1.4.1 <i>Theoretical Contribution</i> .....	13
1.4.2 <i>Practical Contribution</i> .....	14
1.5 RESEARCH LIMITATIONS .....	14
1.6 RESEARCH DESIGN .....	15
1.6 SYSTEMATIC OUTLINE .....	16
<b>CHAPTER II .....</b>	<b>18</b>
2.1 HUMAN RESOURCE MANAGEMENT .....	18
2.2 ORGANIZATIONAL BEHAVIOUR .....	21
2.3 TBL THEORY .....	22
2.4 TOP MANAGEMENT COMMITMENT .....	23
2.5 ENVIRONMENTAL LEADERSHIP .....	25
2.5.1 <i>Transformational Leadership</i> .....	26
2.5.2 <i>Transactional Leadership</i> .....	28
2.5.3 <i>Laissez-faire Leadership</i> .....	29
2.6 MOTIVATION.....	30
2.6.1 <i>Self-Determination Theory</i> .....	32
2.6.2 <i>External Motivation</i> .....	32
2.6.2 <i>Internal Motivation</i> .....	33
2.7 PRO-ENVIRONMENTAL BEHAVIOUR .....	34
2.8 PREVIOUS RESEARCH .....	35
2.9 HYPOTHESIS AND CONCEPTUAL MODEL.....	36
2.9.1 <i>Top Management Commitment and Employees' PEB</i> .....	36
2.9.2 <i>Environmental Leadership and Employees' PEB</i> .....	37
2.9.3 <i>Top Management Commitment moderating Environmental Leadership and Employees' PEB</i> .....	38
2.9.4 <i>Employee Motivation and Employees' PEB</i> .....	39
2.9.5 <i>Conceptual Model</i> .....	41
<b>CHAPTER III .....</b>	<b>42</b>
3.1 RESEARCH DESIGN .....	42
3.1.1 <i>Quantitative Data Analysis</i> .....	43
3.2 RESEARCH LOCATION.....	43
3.3 POPULATION AND SAMPLE .....	44
3.3.1 <i>Population</i> .....	44
3.3.2 <i>Sample</i> .....	45
3.4 UNIT OF ANALYSIS .....	47

3.5 VARIABLE MEASUREMENT .....	47
3.6 RESEARCH VARIABLE INDICATORS .....	48
3.7 MEASUREMENT SCALE .....	52
3.8 SOURCES AND COLLECTION OF DATA .....	52
3.8.1 <i>Source of Data</i> .....	52
3.8.2 <i>Data Collection Method</i> .....	53
3.9 DATA ANALYSIS METHOD .....	53
3.9.1 <i>SmartPLS 3.0</i> .....	54
3.9.2 <i>Validity</i> .....	54
3.9.3 <i>Reliability</i> .....	55
<b>CHAPTER IV .....</b>	<b>57</b>
4.1. RESPONDENTS' PROFILE .....	57
4.2 PRE-TEST .....	60
4.2.1. <i>Validity and Reliability</i> .....	60
4.3 ACTUAL TEST .....	69
4.3.1. <i>Descriptive statistics</i> .....	69
4.4. OUTER MODEL .....	71
4.5 INNER MODEL .....	76
4.5.1 <i>Goodness of Fit Criteria (GFI)</i> .....	77
4.5.1.1 <i>Standardized Root Mean Square Residual</i> .....	77
4.5.1.2 <i>Normed Fit Index</i> .....	78
4.6 HYPOTHESIS TESTING .....	78
4.7 HYPOTHESIS TESTING RESULTS EXPLANATION .....	83
<b>CHAPTER V .....</b>	<b>94</b>
5.1 CONCLUSION .....	94
5.2 RESEARCH LIMITATIONS .....	99
5.3 IMPLICATIONS .....	100
5.3.1 <i>Theoretical Implications</i> .....	100
5.3.2 <i>Managerial Implications</i> .....	102
5.4 RECOMMENDATIONS .....	103
<b>REFERENCES .....</b>	<b>105</b>
<b>APPENDICES .....</b>	<b>111</b>