Araştırma Makalesi / Research Article

Employees Perception and Behaviors About an Organization Environmental Awareness Policy[1]

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Öz

The study aims to identify the impact of an organization's environmental awareness policies on employee behavior and the relationship between them. The study was a descriptive cross-sectional design; data was generated from a questionnaire through online from different organizations in Iraq/Erbil from 1st February 2021 to 12th October 2021. The researchers distributed 450 questionnaires; 400 questionnaires were received and correctly completed, and 50 questionnaires were missing, resulting in a sample size of 400 participants for the study. The study revealed a strong relationship between environmental awareness policies and employees' behavior, which indicates that depending on the organization's environmental awareness policies, they can improve employees' behavior. However, there is a positive influence of environmental awareness policies on employees' behavior.

Anahtar Kelimeler

Environmental Policy, Environmental Awareness, Employees Behaviors.

Bir Organizasyonda Çevre Bilinci Politikası ile İlgili Olarak Çalışanların Algı ve Davranışları

Abstract

Bu çalışmanın amacı, bir organizasyonun çevre bilinci politikalarının çalışan davranışları üzerindeki etkisini ve aralarındaki ilişkiyi belirlemektir. Çalışma, Irak'ın Erbil kentinde bulunan farklı kurumlarda 1 Şubat - 12 Ekim 2021 tarihleri arasında elde edilen verilere dayalı tanımlayıcı kesitsel dizayn yöntemine göre yapılmıştır. Araştırmada, evren olarak Erbil'deki kamu kurumları belirlenmiş ve örneklem olarak da çalışanları olmak üzere 450 kişi seçilmiştir. Katılımcılara online anket gönderilmiş ve 400 adet anket yanıtlanarak geri dönmüştür. Çalışma, çevre bilinci politikaları ile çalışanların davranışları arasında güçlü bir ilişki olduğunu, çevre bilinci politikaları ile çalışanların davranışları arasında güçlü bir ilişki olduğunu ortaya koymakla birlikte örgütün çevre bilinci politikalarına bağlı olarak çalışanların davranışlarını geliştirmeye yol açabileceğini belirtmektedir.

Keywords

Çevre Politikası, Çevre Bilinci, Çalışan Davranışları.

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INTRODUCTION

A critical aspect or prerequisite for successful environmental management is the existence of an effective environmental education and awareness initiative that provides employees at all levels of the organization with the tools and understanding they need to act in an environmentally specific manner and the responsibility for making decisions related to the organized environment (Perron et al., 2006:551). As the growth and development process continues, the world's countries start to expand and evolve unlimitedly daily, taking advantage of all the latest technical instruments to meet the needs and demands of their people, and all resources are used. Many environmental concerns are brought about by the waste produced (Yilmaz, 2019:3). We discuss the skills and capabilities of the employees. However, we also discuss what the employees, as individuals, consider important, consider essential, and what they are participatory in. Employees are at the core of the organization's environmental management initiative, as they make the behavioral and routine changes necessary to achieve specific improvements in the organization's environmental performance. Studies on this topic show that an organization's human size is essential in implementing cleaner creation (Stone, 2000:399). Thus, integrating environmental management into an organization's events and processes is the first stage in a continuous process.

As an essential part of the organization, employees must be able to participate and encourage employees to participate in the organization's creative environmental management for work to its fullest potential. The limits and limitations of a more maintainable commercial approach and boldness are identified. Some of these limitations relate to the organization's human features and the procedure of change that must occur before the organization can include environmentally sound behavior into its operations. A process aimed at minimizing the environmental effect of organizations and products is the establishment and ongoing development of an environmental management system. To incorporate a complex environmental management framework and achieve continuous environmental change, the willingness of organizations to adapt is crucial (Herreborg Jørgensen, 2000:60). The significant factor for all organizations in economic development is an individual contributor with the necessary environmental awareness by taking steps in technology and industry (Yilmaz, 2019:575). People's understanding, knowledge, and attitude toward different problems are essential to developing and solving problems. Education using science and technology outcomes can effectively increase awareness and understanding of environmental issues. Better environmental role models and the usage of state resources should be encouraged (Aminrad et al., 2011:18). Many people do not always know what to do to enhance environmental compliance. People often assume that their small individual sacrifices to improve the environment will not lead to significant improvements, given government agencies and organizations' response to environmental issues. This position indicates a lack of environmental knowledge (Coyle, 2005:33). Effective environmental education and training for employees are essential to developing a new work culture that leads to sustainable development and allows employees to learn and adopt new and greener perspectives, concepts, and skills (Ahmad et al., 2012:68). The sustainability manager is recognized as an essential tool for employee engagement in organizational, management, and process risks, and encourages employees to increase environmental awareness and make environmentally responsible decisions in the workplace, the sustainability manager can be used in corporate seminars and university courses to train students in successful sustainability management strategies. The sustainability manager relies on a virtual business, using web technology and Lean IT methods. The business model includes the strategic and organizational aspects and the physical, energy, and cost aspects. A sustainability manager can be compared to a case study in which an individual must be aware of all management decisions related to strategy, design of eco-efficient processes, selection of raw materials, organization of work, products, and prices (Baumgartner and Winter, 2014:173).

Organizational engagement can be increased by educating employees about business or environmental ethics; The better the training, the stronger the association between environmental commitment and sustainability (Liu et al., 2014:196).

In Iraq, environmental awareness in organizations is linked to various factors such as political, economic, religious, and social factors. All of these factors are affected on employees' behavior towards the organization environment, in these times corruption and economic conditions are more influential on the organizations and their performance, also the interference of political parties in the affairs of organizations affects who manages this organization and how it behaves. For these reasons, the situation is more complex on environmental policies in organizations. It is not easy to make decisions about environmental policies and work on the employees' behavior and awareness. The present study's aim is to identify the impact of an organization's environmental awareness policies on employee behavior, and the relationship between them in the different organizations in Iraq/Erbil.

1. ENVIRONMENTAL AWARENESS

There is a need to employ models and structures to research how they communicate and eventually affect environmental behavior due to variables interconnected and cross-cutting nature (Tudor et al., 2008:428). Getting an environment-friendly person is difficult; people are accustomed to harming the environment, but they can make changes and be beneficial to the environment, so most of them need people to help and educate them so that they can gain environmental awareness and positively influence the environment (Alphaenvironmental, 2020). Change is promoted through integrated efforts at multiple levels, including institutional and structural changes, corporate culture and leadership, and individual attitudes and behaviors. Corporate and individual factors are interrelated, and both influence behavior dynamically and holistically rather than in separate ways (Schelly et al., 2011:319). Organization environmental awareness education contributes to long-term relaxation and employee retention. The problems with employee retention grow as the most fundamental problem in the prompt future for workforce management. Investigations have shown that effective organizations can later adjust their behavior to certain substances in the current workplace, which depend on growth, inventiveness, and adaptability for their lifetimes and achievement (Ameen, 2018:22). Many organizations, by informing individuals about the dangers posed by their environmental activities and understanding the challenges that face the planet in environmental health, sustainable development, and global warming, have taken responsibility for the dissemination of environmental consciousness worldwide and have been seeking to begin to remedy these errors, lessening the incidence. Such as the distribution of posters and advertisements calling for a green environment, which means making economic decisions that are least harmful to the environment, ensuring environmental sustainability, and aiming to attract community attention so that the domain is less harmful.

2. CHANGE BEHAVIOR IN THE ORGANIZATION AND ENVIRONMENTAL PRESERVE

A large number of studies have shown that there is a close relationship between environmental attitudes and environmentally responsible behavior. (Siero et al., 1996:244) argues that the factor that had a more significant effect on employee conduct was the comparison feedback rather than the basic behavior change program; employees saved more power in the comparative feedback situation than employees who just got details about their performance. The key reason for the restricted implementation of sustainable waste management policies is people's actions in waste

management. The improvements we want can't be brought on by this regulation alone. To a large degree, achieving sustainable development would rely on long-term gains in the actions of people, societies, enterprises, and the public sector. It is always the case that people emphasize how environmentally conscious they are and say that they frequently recycle. They will not be able to respond to simple follow-up problems, such as the recycling or recycling times in their sector (Tudor et al., 2007:6). Certain organizational factors, such as measurement factors, organizational structure, culture, and individual factors, such as beliefs, social status, and attitudes, will influence individuals' behavior and groups (King and Lenox, 2000:698). Personal and organizational factors generally influence behavior rather than individually (Tudor et al., 2008:429). A person's attitude to a subject depends on the influence of a combination of factors; these factors can be subjective and may be due to his environment. His combined influence on the subject determines his behavior. The environment institution is not much different from the person, as its behavior towards environmental issues determines a number of factors. There were diverse predictors of environmental behavior, and opinions differed between thinkers and writers, so we think that some of them focus on the approach of the authorities concerned, which makes it imperative for managers to address the various demands and pressure and the parties are different.

3. EMPLOYEES BEHAVIROAL

Job performance refers to the goal-oriented activities under an individual's supervision that support the organization's objectives. Organizational citizenship behaviors consist of diverse ways of teamwork and helping others that support the organization's social and psychological background. Unproductive job habits are voluntary behaviors that can directly or indirectly affect the organization. Joining and staying in the organization requires deciding and remaining a part of the organization. The preservation of daily job attendance means minimizing absenteeism when you can work and avoiding scheduled work when you are not in good shape (McShane et al., 2009:2). Employees first perceive their work environment and understand it, then act accordingly. We give a mediation role, similar to the pro-environmental climate of co-workers, in line with this idea, to suggest that employees recognize and understand the transformative leadership behavior of their leaders' environmental impact and shape their co-worker's climate perceptions, environmentally make it look and therefore performs itself in an environmentally friendly manner (Robertson and Carleton, 2018:201). To achieve an excellent organizational environment, results must be delivered that address clients' needs, work coherently between them, and that team members share benefits and experiences. We see that any unacceptable behavior is determined by its impact on the team's performance and results and not by what should and should not be for everyone. Any behavior that has an effect on the final development of a working group, how well customers meet their needs, weakens the linkage and communication between team members and affects one team member negatively, a member asked for the transfer because the work of the team and the expected results would therefore be affected.

4. AWARENESS AND ENVİRONMENTAL EDUCATION

Environmental awareness is one of the limitations that prevent organizations from implementing measures to improve organizational performance (Zilahy, 2004:317). Regarding economic and environmental technology, the topic of environmentally sustainable growth is generally discussed. Aliens do not threaten the world out of the planet, but by all people living in the world; environmental awareness is one of the most critical organizational factors for organizations in environmental measures. Education and environmental awareness are essential in the organization; without employee participation, it is impossible to change management. Thus employee participation also depends on understanding and use of knowledge for better

environmental behavior. There are many small actions and decisions that a person in the organization can take in their daily work, which can significantly improve the organization's environmental impacts. The employees must be informed of how they contribute to sustainable development, which the organization recognizes. Without your creativity and expertise, your organization's sustainability and environmental management measures may be limited to multiple technology improvements, neglecting significant gains in workforce efficiency and effective strategies for improving performance; the implementation of clean technologies and environmental management systems depends on environmental improvement, which leads to economic regeneration. Both involve educational workforce literacy and education to strengthen the environmental consciousness of the workforce as a whole. All organizations demand environmental performance. Employees know your understanding of natural systems and their functions and your understanding of the impact natural systems have on business performance. This information allows employees to participate in environmental management and improve organizational performance (Cohen-Rosenthal, 2000:245; Hale, 1995:23). The shortage and abundance in terms of employee knowledge will affect their organizational environment, which may cause them to be unable to compete well with other organizations (Ameen & Othman, 2021: 31). The environment is known as the environment in which people live, so its problems are considered one of the most complex challenges facing the modern world. There are still escalating environmental problems that confirm the insufficient legislative and financing resources and modern technologies. Environmental protection, except for what is supported through environmental awareness of community members. Environmental protection except what is supported by community members' environmental awareness. Environmental education aims to prepare people for natural success and helps to translate conscious behavior into human environmental awareness. By offering them the necessary knowledge, values, skills, and abilities to meet today's and future environmental challenges.

5. ORGANIZATIONAL AND ENVIRONMENTAL LEARNING

Environmental training enables employees to develop motivation through a deep understanding of people and organizations' relevance and importance to environmental issues, develop skills and knowledge for environmental behavior and decision-making, and reduce the impact of work in the environment. Environmental education and awareness, such as the acquisition of environmental knowledge, attitudes, and behavior change. Adult learners can better acquire environmental knowledge and learn from real life in a real sense because they can deal with difficult social problems (Bélanger, 2003:80). The learning process must be integrated with formulating, transforming, and transferring strategy from individual learning to organizational learning (Kuhn and Marsick, 2005:41). Organizations can find ways to succeed in times of environmental change in the sense of rapid transformation, as organizational learning is an orchestrated process of change that fits the evolving environment, and can be either adaptation: that does not require a traditional change, or generative: a transition to new forms and structures. Management control systems may also support or impede organizational change, and may respond in a negative way to reflect the environmental change, or may be used to reinforce the current justification for the action.

6. ORGANIZATIONAL COMMITMENT AND EMPLOYEE AWARENESS

One of the employees' answers is the environmental Commitment to their organizations. To direct their behaviors, they will have more substantial initiatives toward activities with the values and goals aligned with the organizations (Lamm et al., 2013:165). Environmental issues must be

included in all marketing aspects from an operational point of view. Companies must be able to boost their goods' environmental efficiency to maintain their consumers by taking up the environmental age. Therefore, trust and organizational satisfaction play an important role in evaluating organizational performance (Chen, 2013:295). Establishing training on environmental issues also leads to a host of benefits, such as facilitating corporate social responsibility, building positive public images, complying with regulatory requirements, encouraging employees to participate in proactive environmental management, enhancing job satisfaction among employees, and ultimately improving company value through motivation employees (Edmans, 2012:2). Commitment is the link to the organization that connects the employees. For certain workers, it is typical to show a great deal of loyalty and appreciation of the organization's priorities and principles, and they often show a deep desire to retain membership in the organization. Employees must stick to their beliefs and ideals in order to build a comfortable work atmosphere, act respectfully, respect the resources of the company, and not behave in an irresponsible way.

7. ENVIRONMENTAL ATTITUDES

The organizations must strike a balance between the environmental values of the employees and the organization. Environmental attitudes are potent predictors of the underlying beliefs and behaviors that define employees' environmental attitudes (Tudor et al., 2008:439). Organizations may benefit by training to change attitudes. Indeed, some workers said that although the training had not provided them with improved awareness, their attitude towards the value of resource utilization had changed (Jones et al., 2012:988). Simply focusing on changing attitudes to bring about changes in behavior cannot be very effective. Personality concern for the environment doesn't inherently mean shifting perceptions, beliefs, and convictions. Still less by a behavior improvement. The new environmental regulations can also be observed as regards habits and attitudes.

8. HYPOTHESES OF THE STUDY

There is a relationship and a statistically significant effect at the significance level ($\alpha \leq 0.05$) to apply the dimensions of environmental awareness policies on employees' behavior in different Iraqi organizations.

9. METHODS

The study was a descriptive cross-sectional design conducted in different organizations in Erbil-Iraq from 1st February 2021 to 12th October 2021. The researcher distributed 450 questionnaires through an online application format and gave the participants 10 days to respond, 400 questionnaires were received and completed correctly, and 50 questionnaires were missing, so the study's sample size was 400 participants. Data were collected via the mobile app online due to the COVIC-19 outbreak in Iraq. The study's limitation was the COVID-19 pandemic, so the authors could not make field visits to gather information. The consequences of the Covid-19 disaster, which continues to endanger people every day, caused people to avoid each other (Yilmaz & Hamad Ameen, 2021: 79). Ethical considerations and permission from the organizations' management were taken to conduct the study. Finally, the data were analyzed using SPSS version 23 software to enter data analyze and interpret the results. The inclusion criteria included all participants who desired to participate, but exclusion criteria were included for participants who did not respond to the questionnaire format. To determine the questionnaire's content validity, the tools are presented to panels, the questionnaire has been organized based on expert suggestions and comments. The questionnaire was used to collect data consisting of three parts, the first part

related to sociodemographic characteristics comprised of (6) questions, the second part associated with organization environmental awareness policies consisted of (10) items or questions, and the third part related to an employees' perceptions and behaviors consisted of (10) questions addressed to the participants through the questionnaire formats.

10. RESULTS AND FINDINGS

Internal consistency and stability of the vertebrae:

To measure the stability of the research tool regarding employees' perception and behaviors about an organizations' environmental awareness policy, the (Cronbach Alpha) test was used, and the degree of internal consistency was (81%), which is a good percentage for this study.

Table 1 Cronbach's alpha coefficient to measure the stability of the questionnaire axes

Axes	Items	Axis stability
Environmental Awareness Policies	10	0.823
Employees' Perception and Behaviors	10	0.798
The overall stability of the questionnaire	20	0.810

Table 1 reveals the overall stability coefficient of the questionnaire axes was 0.810 for the total items. The questionnaire has an adequate level of reliability and may be depended upon in the study, according to the stability of the axes, which varies from 0.823 to 0.798.

Table 2 Statistical Data of Socio-Demographic Characteristics for Sample Study

Variables		Frequency	Percent
Gender	Male	224	56.0
	Female	176	44.0
	Total	**400**	**100.0**
Age	18-25	71	17.8
	26-40	134	33.5
	41-50	128	32.0
	51 and above	67	16.8
	Total	**400**	**100.0**
Race	Kurdish	344	86.0
	Turkmen	40	10.0
	Arabic	16	4.0
	Total	**400**	**100.0**
Education Level	Secondary	58	14.5
	Diploma	117	29.3
	Bachelor	166	41.5
	Master	43	10.8
	PhD	16	4.0
	Total	**400**	**100.0**

Economic	High	22	5.5
State	Middle	289	72.3
	Low	89	22.3
	Total	**400**	**100.0**
Marital State	Single	149	37.3
	Married	247	61.8
	Divorced	4	1.0
	Total	**400**	**100.0**

Table 2 indicated that the majority of participants were male gender which is about 56%. Most participants were middle-aged between 26-40, which is about 33.5%, and a few were aged 51 and above because most of the organizations were taking advantage of the youth's power. Most of the participants were Kurdish people, which is about 86% because the study was conducted in a region; more residents are Kurdish. Most participants had a bachelor's degree, about 41%; at the same time, some participants had master's degrees, about 10%, and a doctorate level, about 4%. Regarding the economic status of the participants, most of them were in the middle status, which is about 72.3%, a little high economic status of residence, which is about 5.5%, but 22.3% were in the low economic condition due to the financial crisis that the country is going through at this time. Finally, the majority of them were married, which is about 61.8%.

Table 3 Descriptive Statistics and Test Distribution About Environmental Awareness Policies Items.

Items	Mean	Std. Deviation	Asymp. Sig. (2-tailed)
Q1. The organization has an explicit environmental management policy for employees	2.6545	1.17921	.140
Q2. The organization require you to be aware of environmental policy.	2.5477	1.13301	.074
Q3 All employees are located in one facility.	2.3152	2.20071	.160
Q4. The organization has a dedicated department that deals with environmental issues.	2.5662	1.25712	.200
Q5. The organization conducts training courses to promote its environmental and information policy among employees.	2.6627	1.15223	.064
Q6. The organization encourages proactive environmental measures because it is economically beneficial to my organization.	2.5539	1.16318	.200
Q7. All office has double glazed windows.	2.5394	1.21372	.200
Q8. The heating system is of environmental concern by the organization's management.	2.6147	1.18042	.169

Q9. Attention to hygiene and smoking prevention is an important issue for the organization.	2.5415	2.15869	.200
Q10. The number of employees in our organization is a lot.	2.4911	1.25385	.200

(Jouontso, 2013:332)

Table 3 Indicated that the second part of the questions related to independent variable included environmental awareness policies, which was about 10 items, so the statistical analysis revealed that the means value of all items was more than the standard of study value, which was about 2.34; this part indicated that a high acceptance rate according to the standards of the study and this shown that the high level of all the questions about environmental awareness policies. The test distribution significant value for all items more than the value (0.05) indicates the test distribution was normal for all variables about effective environmental awareness policies.
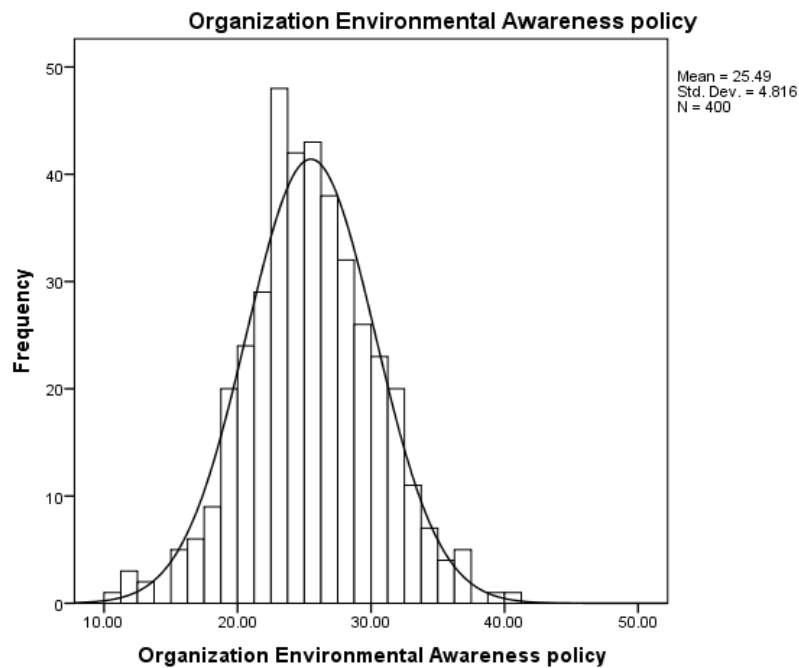

Figure 1 Histogram of the independent variable

Figure 1 Related to the histogram represents the independent variable about the organization environmental awareness policy.

Table 4 Descriptive Statistics and Test Distribution About Employees' Perception Items.

Items	Mean	Std. Deviation	Asymp. Sig. (2-tailed)
Q1. think Managers' decisions influence our organizations.	2.7264	1.20767	.138
Q2. feel that more needs to be done regarding my organization's environmental policy.	2.5623	1.23627	.200
Q3. I have been affected by the behavior of my organization regarding environmental issues.	2.5252	1.17824	.166
Q4. I think technological advancement influences our organizations.	2.6510	1.18538	.200

Q5. Outside of work I change my behaviors to become more environmentally responsible.	2.5950	1.16159	.200
Q6. Attending an environmental training program can influence the way I perform my duties at work.	2.5982	1.13899	.200
Q7. The lack of information regarding environmental management can influence my organization employees' environmental actions.	2.5346	1.14507	.200
Q8. Environmental management is an important issue for the customers of my organization.	2.4903	1.15126	.200
Q9. our organization collects feedback from employees regarding environmental measures.	2.5453	1.20825	.050
Q10. I think Managers' decisions influence our organizations.	2.3878	1.19677	.200

(Jouontso, 2013:335)

Table 4 Indicated that the second part of the questions related to the dependent variable included employees' behavior, which was about 10 items, so the statistical analysis revealed that the means value of all items was more than the standard of study value, which was about 2.34; this part indicated that a high acceptance rate according to the standards of the study and this shown that the high level of all the questions about employees' behavior. The test distribution significant value for all items more than the value (0.05) indicates the test distribution was normal for all variables about effective employees' behavior.
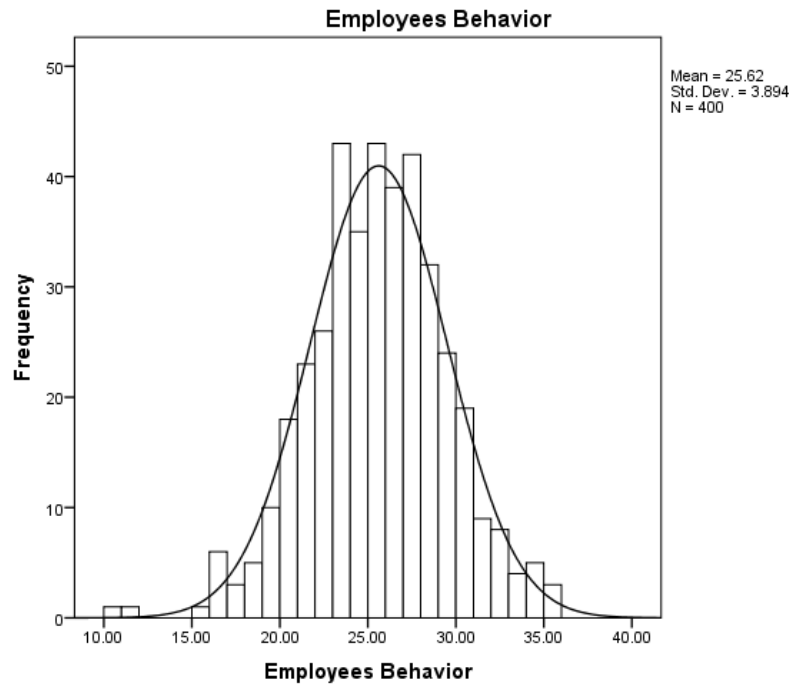
Figure 2 Histogram of the dependent variable

Figure 2 Related to the histogram represents the dependent variable about the employees' behavior.

Test Hypotheses Of The Study

There is a relationship and a statistically significant effect at the level of significance ($\alpha \leq 0.05$) to apply the dimensions of environmental awareness policies on employee's behavior of different Iraqi organizations.

Table 5 The results of the multiple regression test for the impact of the application of environmental awareness policies on employee's behavior

Model	Sum of Squares	df	Mean Square	F	Sig.	R Square	R
Regression	802.971	1	802.971	277.063	.000		
Residual	1153.466	398	2.898			.410	.641
Total	1956.438	399					

Table 5 revealed that the calculated f-value amounted to (277.063) at the significance level of (0.05), which requires accepting alternative hypotheses 1 and 3, which state that environmental awareness policies affect employee behavior. This result confirms the significance level (f) of (0.000) as it is less than (0.05), the approved significance level.

As for the explanatory power of the model, it reached (R Square = 0. 410), which is an adequate explanatory power, which means that the dimensions of the independent variable (environmental awareness policies) are explained by (41%) of the dependent variable (employee's behavior).

As for the degree of correlation between environmental awareness policies and employee behavior, it reached (R = 0. 641); that is, there is a direct and substantial relationship between the two variables.

11. DISCUSSION

The study's findings confirmed that environmental awareness policies had affected employees' behavior, especially regarding environmental education and employees' training to change their perceptions and behaviors. This finding agreed with the study done by (Law et al., 2017:95), who said, "environmental education has a great role in educating individuals in the field of work, it is also greatly affected by the nature of awareness training in changing environmental values, attitudes, and knowledge of employees, as well as changing their behavior towards the environment and taking into account the environmental policies of the organization, and a major role in complementing the organizational obligations of all employees, for example, satisfaction and loyalty Towards their organization." The study showed that the environmental awareness of the organization has a role in employees' behavior and improving their performance towards achieving the organization's goals; the study is consistent with a previous study by (Bloodgood and Morrow Jr, 2003:1780) revealed: that "the degree of internal awareness of the environmental structure has a significant and effective impact on organizational performance and the process of formulating the strategy in the organization."

The evident environmental policy by the organization, caring for employees' opinions, encouraging them, and supporting them with material incentives affects their behavior and the implementation of environmental policies; this finding agreed with the study done by (Young et al., 2015:689) mentioned that "the forecasters' forces are environmental awareness, management support and training, financial incentives and environmental infrastructure and feedback on performance, the clear influence of employees in the organization and purposeful on the progress and development of the work strategy, which includes environmental issues and this provides the organization with information about the barriers and motivations for employees in developing and providing service, and in that context, awareness, and culture of employees, must be more amenable to development and implementation of the strategy." Managers' decisions affect the organization, so the organization's management must take into account the employees' feelings about their environmental policies; in this way, it will lead to more commitment by individuals within the organization and loyalty to their organization; this is similar to the study by (Petts, 1998:728) indicated that "concern about employees denotes a broad understanding of the environment and environmental issues, and that organization must behave in an environmentally sensitive manner." (Tudor et al., 2008:446) illustrated that The corporate emphasis, structure, and culture, as well as the attitudes, convictions, degrees of environmental awareness, and behaviors of employees at home, are the primary determinants of sustainable waste management behavior. This study confirms the development of organizational culture and the participation of all members in making decisions related to the organizational environment, and this leads to employees' self-confidence and improving their performance; this result is consistent with a previous study by (Zsóka, 2007:129) revealed: "the environmental values of the organization are related to its organizational culture." Integrating the environmental issues in the organizational culture can be assessed through the employees' opinions in the organization. Also, the environmental behavior of organizations can be known through the components of environmental awareness. The result of this study agreed with the study was done by (Remmen and Lorentzen, 2000:371) revealed "that employee participation can have an impact on changing work procedures. It also affects employee behavior and increases environmental awareness, and employees have a great understanding of environmental problems and solutions, as well as safety aspects and occupational health. Employees are able in environmental teams to improve the environmental activities of organizations, such as implementing new technology measures, objectives, policy development, and environmental action plans."

CONCLUSION

The study's findings revealed that there was a strong relationship between environmental awareness policies and employees' behavior which indicates that depending on organization environmental awareness policies by the organizations' management can lead to an improve employees' behavior, there was a positive effect of environmental awareness policies on employees' behavior especially by environmental education and training of employees to change their perceptions and behaviors, in the presence of an excellent environmental policy leads to the achievement of the organization goals and implement the organization planning and strategies through the employees' performance, taking care of employees' opinions, encouraging and supporting them with financial and moral incentives were affected their behaviors and leads to the implement environmental policies, the participation of all members in making decisions and policies related to the organization environment will lead to employees' self-confidence, and to change in their behavior, and a better understanding of environmental awareness.

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EXTENDED SUMMARY

Today, there is a common paradoxical situation in which contemporary societies live. Societies, on the one hand, are faced with the consumption phenomenon promoted by the capitalist economic system, on the other hand, they aim to protect both natural resources and environmental

balance, which are necessary for the continuity of life. While the lack of continuous consumption puts the economic system in a difficult situation, the lack of protection of natural resources and the environment and the deterioration of the environmental balance expose future generations to significant risks. The accepted proposal in the face of this paradoxical situation is sustainable consumption. On the other hand, it can be said that the environmental issue has an important place in the acceptance of the sustainable consumption issue and in the related researches. In this context, in this study, sustainable consumption and environmental issues are discussed from different perspectives and with the bibliometric analysis method for the years 1993-2022.

When the main findings related to the analysis result are examined; It is seen that 695 documents have 403 different sources (journals, books, etc.), the average number of citations per publication is 27.84, and the annual average number of citations is 3,752 (Table 1). Considering the number of publications by years; While the year 2021 (110 publications) was the year in which the most publications were made on sustainable consumption and environment compared to all years, it is seen that no research was published on the subject in the years 1995-1996-2000 (Figure 1).

The top 10 sources on sustainable consumption and environmental issues, which have gained popularity in recent years, are given in Table 2. Sustainability journal ranks first with 51 articles. Journal of Cleaner Production ranks second with 36 articles, while Sustainable Development journal ranks third with 18 articles.

Another important issue addressed within the scope of the research is the prominent authors and the number of publications. According to the number of publications, Lju, J., Lju, X., and Seyfang, G. are the authors with the highest number of publications (Table 3).

One of the prominent elements in academic life is the number of citations, and it can be said that a publication's high number of citations is a sign that that publication is more accepted. In this study, which examines the sustainable consumption and environment, the publication of N.M.P. Bocken, S.W. Short, P. Rana, S. Evans (2014, A Literature and Practice Review to Develop Sustainable Business Model Archetypes, Journal of Cleaner Production, 65,42-56) ranks first with 1565 total citations and 173.89 total citations per year (Table 4).

When we look at the 10 institutions that make the most publications on sustainable consumption and environment, it is seen that the University of East Anglia ranks first with 13 publications, while the Technical University of Cluj-Napoca and University of Helsinki institutions take the second place with 8 articles (Table 5).

Another subject covered in the study is the scientific production of countries on sustainable consumption and the environment. Figure 2 shows that the number of publications in the United Kingdom, China, the United States and Germany is followed by India, Romania, Brazil and Malaysia.

Another finding obtained as a result of the analysis is for the most frequently used keywords related to sustainable consumption and environment. According to the findings, the concept of sustainability is the most frequently used keyword, while the concept of consumer behavior is in the second place, the concept of environmental effects is in the third place, and the concept of people is in the fourth place (Figure 3).

When we look at the co-occurance network on sustainable consumption and environment; In the first co-occurance network, it is seen that the concept of sustainable development is frequently used and it occurs together with issues such as environmental effects, environmental protection, climate change, economy, and this group is represented in red at the same time. While the concept of sustainability was the most frequently used keyword of another group, it formed a network of formation together with the keywords of consumer behavior, China, environmental economy, perception, marketing, food consumption and represented in blue. Another co-occurrence group is shown in green. The most frequently used keyword in this group, which is shown in green, is the concept of human and the concept of human formed the formation network together with keywords such as article, decision making, adult, consumer behavior, man, female, diet carbon. The group, which is represented by purple and represents a smaller co-occurrence network compared to other groups, consists of the keywords carbon dioxide, carbon footprint, and economic development (Figure 4).

Another subject investigated within the scope of the study is the country cooperation of the researchers. In the studies published on sustainable consumption and environment, it is seen that the most cooperation is made between countries such as the United Kingdom, China, the United States of America, Malaysia, Japan, and Canada. Another cooperation was made between countries such as Germany, Netherlands, Italy, Norway, France, Finland, Sweden and Denmark and is shown in blue (Figure 5).

In the study, how the themes of the publications in different time periods evolved is shown in Figure 6. In the study, thematic evolution was examined in two different time periods: 1993-2018 and 2019-2022. In the first time interval; while the themes of environment, sustainability, economics, sustainable development and environmental impact take place, the second time period includes the themes of sustainable development, sustainability, people, carbon and China (Figure 6).