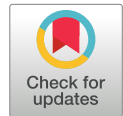


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Green Organisational Behaviour and Its Reflections on Nursing Care



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Abstract

Since Florence Nightingale, the founder of modern nursing, the connection between the physical environment and health has been consistently emphasised. Protecting and improving the environment is critical in enhancing the quality of nursing care. With the increasing impact of environmental issues of health, nurses' responsibilities regarding environmental health have grown. In this context, nurses are essential in assessing environmental health risks for individuals, families, and communities, promoting sustainable practices, and preventing exposure to environmental hazards. In addition, green organisational behaviour reflects the sensitivity to the nursing care environment, which is the existence purpose of nurses. Therefore, encouraging green organisational behaviour among nurses is expected to strengthen nursing practices, raise environmental health awareness, and improve the quality of care. In this context, this review aims to highlight the significance of green organisational behaviour in nursing and its influencing factors, emphasising the value of this concept in nursing care and health services.

Keywords

Green organisational behaviour • nurse • nursing care • sustainability



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INTRODUCTION

Today, responsibilities regarding environmental issues go beyond volunteerism and necessitate efforts to protect the environment. The green movement has been one of these efforts. The green movement's perspective involves prioritising the needs of future generations by considering the possibility of resource depletion and making proper and economical use of today's resources (1, 2). The green movement's reflection in health institutions is manifested as the concept of green hospitals, which is based on the idea that failure to take measures to protect the environment will lead to new health problems.

The reflection of this movement on health services has highlighted the concept of green hospitals. However, achieving the status of a green hospital incurs excellent costs. The culture and perception of green hospitals should not remain within the scope of the structure but should be adopted and sustained by the individuals providing health services. The importance of green organisational behaviour (GOT) emerges at this point. Issues such as producing environmentally friendly products, energy saving, green consumption, recycling, green purchasing, environmental sensitivity, environmental involvement, and economic sensitivity are included within the scope of GOT (3). This behaviour has been incorporated into the new roles and responsibilities of nurses as the effects of the environment on health have become more critical. This review aims to address green organisational behaviour and associated factors in nursing, reveal the importance of this concept in terms of nursing and health services, and explain its reflections on nursing care.

Sustainable Development Goals

In the research conducted by the United Nations Educational, Scientific and Cultural Organisation (UNESCO) in 2020, it was stated that the most critical global problems that the world would struggle with 10 years later were climate change, depletion of natural resources, and air, water, and soil pollution (1). According to the Turkey Environmental Problems and Priorities Assessment Report (2019), air and water pollution and waste are Turkey's three top priority environmental problems. Eliminating these problems constitutes the focus of the sustainable development framework (2).

The concept of sustainable development was first defined by the United Nations World Commission on Environment and Development in 1987 in their report titled "Our Common Future" (3). In the definition, "sustainability so that nature can meet the needs of future generations" was emphasised,

and 17 global objectives were set to be achieved by 2030 (4). The success of these objectives depends on fulfilling responsibilities on an international, national, social, and even business level.

These objectives are listed below(4,5):

- Objective 1. Put an end to all kinds of poverty, no matter where.
- Objective 2. Put an end to famine, ensure food safety, develop nutritional possibilities and support sustainable agriculture.
- Objective 3. Enable individuals to lead a healthy life and ensure prosperity for everyone at all ages.
- Objective 4. Provide education that includes everyone and is of equal quality for everyone and provide an opportunity for lifelong education for everyone.
- Objective 5. Ensure gender equality and strengthen the social position of women and girls.
- Objective 6. Provide sustainable access to clean water and healthy living conditions for everyone.
- Objective 7. Provide accessible, safe, sustainable, and modern energy for everyone.
- Objective 8. Ensure a sustainable and inclusive economic development, as well as complete and producing employment and decent work.
- Objective 9. Build a durable infrastructure and promote sustainable and inclusive industrialisation and new explorations.
- Objective 10. Reduce inequalities within and between the countries.
- Objective 11. Make the cities and settlements safe, strong and sustainable places embracing everyone.
- Objective 12. Ensure sustainable consumption and production.
- Objective 13. Take immediate action to struggle against climate change and its impacts.
- Objective 14. Protect oceans, seas and sea resources for sustainable development and ensure their sustainable use.
- Objective 15. Protect and restore terrestrial ecosystems and ensure their sustainable use, ensure the sustainable use of forests, struggle against desertification, put an end to and reverse fertility loss of lands and put an end to biodiversity loss.
- Objective 16. Promote peaceful and all-embracing communities for sustainable development, enable



everyone to access justice and build active, accountable and embracing organisations at every level.

- Objective 17. Strengthen the application tools of global partnership and restore global partnership for sustainable development.

The new agenda created with these objectives is considered a prerequisite for the struggle against climate change and the sustainability of environmental sensitivity and green behaviour in achieving most of these objectives. The focal point of these objectives is to struggle against climate change, reduce environmental pollution in a sustainable way, improve the quality of life and increase prosperity in all services provided (4). Examining the objectives, there is a need for sensibilities that evaluate humans with their environment and create multidisciplinary partnerships with the financial, agricultural, energy and business sectors (5). Among these sectors, the leading one is healthcare services, which is one of the most frequently used services.

Reflections of the Green Movement and Sustainability on Health Services

Responsibilities that take environmental problems into account today go beyond sensitive purchasing and use and oblige behaviours aimed at eliminating wastes arising from consumption without harming the environment and protecting the environment. In this context, the concept of the green movement emerged with different dimensions (6). This movement advocates the correct and economical use of today's resources, considering the needs of future generations with the idea that resources may be depleted (6). In health institutions, the focus is more on the concept of green hospitals, a dimension of the green movement (7). Since hospitals provide 24-hour service, the increase in energy and water consumption and chemical wastes raises the importance of the green hospital concept. A green hospital includes a plan in which health and environment-friendly behaviour is adopted in hospitals. Based on this concept, it is claimed that health institutions that do not take measures to protect the environment will lead to new health problems (7,8).

Green hospitals aim to bring sustainability to the health of the community to whom they provide service with accountable designs and activities supporting both national and international health and healthy life (9). Green hospital design, which is a new approach for the environmental management system, is not a one-time project. It is a process comprising continuous enhancement. This process may be a part of the extensive goals of hospitals and become a solution offer for possible needs and potential problems that may

show up in the future. The green movement has numerous benefits for hospitals (9,10). Figure 1 summarises the benefits of the green movement for hospitals.

The number of green hospitals that comply with the criteria of green building is increasing daily, but achieving a green hospital's status entails a significant expenditure (10). The Ministry of Health in Türkiye introduced the obligation of green hospital (LEED) certification for new hospitals with 200 beds or above in 2013 (11). However, considering both the costs and the old and well-established hospitals, the reality is that not all hospitals can achieve green hospital status. Hospitals are also complex systems where such changes cannot be made quickly or easily (12).

A green hospital signifies healthier buildings and designs. Healthy buildings signify healthier individuals and efficient, safe and active hospitals (13). Buildings designed as green will continue to show their local and global effects for decades in terms of their environmental effects and cost effectiveness(13).Therefore, it is possible to say that green hospitals provide environmental healthcare criteria and cost saving. Don McKahan, a healthcare architect, noted at a conference he attended in 2000, "Buildings talk. They provide information about the relationship between the healthcare system and the surrounding community and the environment. Are we conveying the right message?" stressing the necessity to build hospitals with innovative environmental designs (14). Green hospital designs include everything from the use of daylight to illumination, from access to view and nature to soft design forms, from mobile window designs to parking lot designs, from natural and nontoxic materials to good air quality, and from good acoustics to good ergonomics (13,14).

Specific green hospital certification systems comprising the design and production criteria and evaluating the hospitals in different areas have been developed. Among these systems, the most frequently used ones are the BREEAM for Healthcare and the LEED for Healthcare systems (15-17). Apart from these, there are less frequently used green hospital certification systems such as the Australian Green Star, Practice Greenhealth, Green Guide for Health Care, American Society for Healthcare Engineering and the Health Care Without Harm (16). In this section, the BREEAM for Healthcare and the LEED for Healthcare, which are the most frequently used certification systems, are explained in detail.

The BREEAM for Healthcare: The BREEAM (Building Research Establishment's Environmental Assessment Method), which was initially used for the commercial sector, was also arranged to be used in other sectors until 2006 (15-17). It began to be used in the healthcare sector particularly owing to the efforts of medical institutions in the UK and the



BREEAM for Healthcare certification system was developed (16).

The BREEAM, which was developed in the UK in 1990 and is widely used worldwide, is a certification system that evaluates hospitals according to their greenness performance (15,16). The BREEAM for Healthcare has begun to be used in the UK as a National Health System Environmental Assessment Tool, which is a method for environmentally evaluating the hospitals and a means for certification. All healthcare authorities in the country require every new hospital to receive an “Excellent” certificate and every restored hospital to receive a “Very Good” certificate in the BREEAM system to encourage hospitals to become more environmentally friendly structures (15,16).

Within the scope of this certification, 10 different criteria were evaluated. These criteria are as follows (15,16):

- Energy Efficiency
- A Comfortable, Healthy, and Peaceful Environment
- Novelty in Production and Other Processes
- Use of Sustainable Areas
- Selection of Sustainable Materials
- Sustainable Management
- Prevention of Pollution
- Opportunity for Transportation
- Reduction of Wastes
- Water Efficiency

The LEED for Healthcare: Developed by the U.S. Green Building Council in 1998, the LEED (Leadership in Environmental and Energy Design) certification system is the most accepted building-environment evaluation system until now. The LEED for Healthcare certification system, which is used for hospitals for that purpose, was developed and brought into use in 2011 (15-17).

The LEED for Healthcare Evaluation Criteria are as follows:

- Settlement and Transportation
- Sustainable Areas
- Water Efficiency
- Energy and Atmosphere
- Materials and Resources
- Interior Quality
- Novelty in Design
- Regional Priority

- Reintegrative Process

Green Organisational Behaviour in Nurses

Green organisational behaviour, which emerged under the framework of environmental sustainability and whose importance has been understood in the 21st century, is defined as the behaviours that individuals exhibit individually to contribute to the ecosystem (18). Issues such as producing environmentally friendly products, energy saving, green consumption, recycling, green purchasing, environmental sensitivity, environmental involvement, and economic sensitivity are included within the scope of green organisational behaviour (19).

Implementing this behaviour in personal life is up to the initiative and personal preference; however, its implementation in professional life becomes more important in terms of its compatibility with the rules and the possibility of individuals being influenced by each other.

To ensure that the culture and perception of green hospitals do not remain only within the scope of building and construction and ensure its sustainability, green organisational behaviour must be perceived, adopted, and sustained by individuals providing health services. At this point, the importance of green organisational behaviour emerges.

Erbaşı (2019) developed the measurement tool related to the subject in Türkiye (20). Green Organisational Behaviour Scale (GOBS) developed by Erbaşı (2019) consists of 27 items and 5 subscales (20). These subscales are environmental sensitivity, technological sensitivity, economic sensitivity, environmental participation, and green purchasing. Afterwards, studies on nurses and healthcare professionals began to intensify (20). Therefore, this situation has contributed to the examination of this issue in our country in 2020 and beyond.

In the literature, this subject has been examined rather with the leadership variable (19-23). In addition, the subject of green organisational behaviour is increasing in the literature, and the subject has been discussed mainly on the basis of the concepts of green behaviour, environmental sensitivity and sustainability (24,25). Because of a study conducted in a sample of healthcare behaviours including nurses in Türkiye, it was found that healthcare professionals had lower awareness of green organisational behaviour in general (21). It has also been emphasised that green organisational behaviour increases employees' productivity and provides psychological and physical benefits (21). Because of a study conducted in Egypt, it was determined that nurses had a moderate level of green behaviour. In the aforementioned study, a correlation



was found between the prosocial leadership, organisational sustainability and green behaviour levels of nurses (26). It was reported that employees' green behaviours were strongly and positively correlated with ethical dilemma, whereas moral distress and green behaviour were negatively correlated (27). Because of a study conducted with healthcare professionals in Türkiye, it was stressed that healthcare professionals had lower awareness of green organisational behaviour in general (26). In a study conducted in Saudi Arabia, a positive correlation was found between the organisational agility, climate activism, and green business behaviour of nurses (28). Examining the study results, it was seen that green organisational behaviour or green behaviour was examined on the basis of organisational variables.

As the effects of the environment on health have become more critical, nurses are now obliged to use their knowledge and skills in environmental health management, protection, and green organisational behaviour more than in the past (29-31). Nursing practice, education, management, and research should address these issues. In the literature, it has been emphasised that nurses' environmentally sensitive behaviours can reduce costs and support a sustainable health service (25). However, it should not be ignored that the effects of green organisational behaviour are reflected not only on the service providers but also on those who receive the service. The reflection of this effect on care and its quality should be emphasised for the nursing profession.

The basis of achieving health is care, which is the purpose of the nursing profession and an indispensable concept for nursing (32,34). For this reason, achieving health, which is the most essential need of human beings, is ensured through care within the framework of nursing roles such as caregiver, educator, counsellor, researcher, and advocate. With the sensitivity to environmental health, various roles have been incorporated into these roles, such as assessing environmental health risks for the individual, family, and society, improving sustainability, and preventing exposure to threats. Nurses must establish a safe and healthy environment within the framework of environmental sensitivity, which is a part of quality care. Using their research knowledge, nurses should first evaluate the risk factors in the working field in which they provide service and their effects on health and nursing care. It has been emphasised that care supported by environmental sensitivity can improve the quality and safety of care, reduce anxiety, and increase patient satisfaction (35,36). Another important finding is that cost-effectiveness can be ensured by reducing the use of healthcare services (35).

Conclusion and Recommendations

This review emphasises the significance of green organisational behaviour in nursing and its influencing factors, emphasising the value of this concept in nursing care and health services. According to the literature, it is necessary to examine the issue in the nursing dimension comprehensively. These factors include leadership, organisational agility, organisational and managerial factors (21, 36). Leadership is the leading variable determining the qualities of organisations and employees. Therefore, leadership approaches that have faith in the significance of green organisational behaviour and have specified a vision and mission in this direction will have a crucial role in adopting the green organisational behaviour.

Green organisational behaviour (GOB) and the green hospital concept have emerged as critical approaches to achieving environmental sustainability goals in the health industry. Studies have demonstrated that an environmentally sensitive hospital environment contributes to patient and employee health as well as reduces the ecological footprint by reducing energy and resource consumption (11,12). However, high costs and institutional transformation are required for all health institutions to achieve the status of green hospitals; it is especially difficult for old structures and well-established hospitals to undergo this transformation. In this case, the dissemination of can play a complementary role in green hospital practices. It is also argued that nurses' sensitivity to the care and recovery environment will significantly contribute to the quality of care and sustainability goals.

When nurses exhibit environmental awareness and implement practices in areas such as energy saving, recycling, and environmentally friendly purchasing, they reduce hospital costs and contribute to the delivery of sustainable healthcare services (21). However, the limited number of studies in the literature in which the effects of nurses' environmentally sensitive behaviours on the quality of care have been examined suggests that more research is needed in the relevant field (36). According to the results of this study, the nurses' levels of green organisational behaviours positively affected their caring behaviours (36). However, the same study also points out that environmental health and sustainability issues should be given more space in nursing curricula to integrate green organisational behaviours into professional practices (36). Raising nurses' awareness of these issues may increase the impact of the green movement in health services and positively affect patient satisfaction and quality of care (31,36). Integrating environmentally sensitive approaches to health care contributes to achieving care goals such as



reducing anxiety levels, increasing patient satisfaction, and ensuring patient safety (34-36).

Green organisational behaviour, which supports environmental, technological, and economic sensitivity, environmental involvement, and green purchasing, should be researched in a sample of nurses who play an active role in the practice, education, management, and research areas of health services. It is predicted that raising awareness about the behaviour and establishing its relationship with care will increase nurses' motivation and commitment to work, increase the satisfaction and quality of care of individuals receiving services, increase the efficiency of health institutions, and benefit the health economy and even the national economy.



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