

Renewable Impact of Employee's Sustainable Environmental Behavior with the Reference of Indian Textile & Jute Industry

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ABSTRACT

Indian textile and jute sector is essential to the development of the nation's economy where millions of jobs and a large GDP contribute. The sector is also renowned for its negative effects on the environment, including waste production, chemical contamination, and water usage. Sustainability and environmental stewardship have gained importance in the sector during the past few years. The Indian textile and jute industries are the focus of this article's discussion of the sustainable environmental behavior of employees. Environmental sustainability is aided by employees' sustainable environmental actions. Examining the positive effects of anticipated CSR on employees' sustainable environmental behaviours where environmental commitment mediating anticipated CSR and employees' sustainable environmental behaviours, this study contributes to the body of knowledge on corporate social responsibility (CSR). A total of 340 employees in India's textile and jute sector participated in the survey, providing data. The outcomes of this research represent that anticipated CSR positively impacts directly on sustainable environmental behaviors. Additionally, this association was mediated by environmental commitment. Together, these findings show that employee sustainable environmental behavior may be influenced by anticipated CSR in three different ways: by taking environmental commitments as a direct action. This study makes contributions by offering ground-breaking evidence of environmental commitment that mediating anticipated CSR and employees' sustainable environmental behaviours and by supporting the social exchange hypothesis. This study presents useful implications for businesses and offers areas for future study.

Keywords: Anticipated CSR, Environmental commitment, Employees' sustainable environmental behaviours, Textile and jute industry, Sustainable environmental behaviours.

1.0 Introduction

As a component of the manufacturing sector, the textile & jute industry in India has been one of the key contributors to the nation's economy. According to The Manufacturing Plan (2020) and The Textile and Jute Industry (2020-21), it contributes 14% to industrial production, 3% to GDP, 8% to amount collected through excise taxes, 17% to the nation's income from exports and most importantly, in India it directly employs more than 35 million people. Since the textile & jute industry has become increasingly globalized, India's textile sector must develop significantly if it hopes to maintain its position as a global player. Over the past 20 years, there have been increasing demands placed on organizations to address ecological issues and enhance environmental performance. The phrase "environment" is frequently used to refer to a larger sustainability framework known as the "triple bottom line," which integrates economic, social and environmental factors (Glavas, 2012; Karadas, 2015). Research has argued that businesses should attempt to achieve a balance between their own prosperity and safeguarding the environment for foreseeable future generations. (Hameed et al.,2020; Ramus,2002).

The methods used by organizations with their organisational structure, efforts and actions they are able to attain environmental sustainability, however, are not well understood (Daily et al., 2001; Renwick et al., 2013). A key element in advancing sustainable development is public understanding of environmentally friendly behavior (Mi et al., 2020). The majority of earlier research (Remar et al., 2022; Mishra et al., 2022; Su et al., 2017; Lawal et al., 2017; Reid & Toffel, 2009) focused on macro foundations rather than micro-level elements, namely the involvement of workers (Glavas, 2012; Rupp & Mallory, 2015) in examining sustainable environmental behavior. Because human activity creates environmental problems and because organizations may affect human behavior, according to research, creating a connection between organisational operations and employee behaviour is essential for environmental protection. (Shah et al., 2021; Fawehinmi et al., 2020).

The importance of encouraging workers' sustainable environmental behavior is also being recognized by business

executives (Millar et al., 2012; Jaciow et al., 2022), both for their competitive advantage and for reputation development. According to Kim (Kim & Moon, 2015), A person's predisposition to reduce environmental deterioration, improve environmental deterioration, and achieve environmental sustainability are all examples of sustainable environmental behaviour. Examples of sustainable environmental behavior incorporate paper conservation and recycling at work by printing on both sides of the page, and coming up with eco-friendly solutions for attaining sustainable performance (Shah et al., 2021; Kim & Kang, 2022). According to research, workers' opinions of corporate social responsibility (CSR) have a critical role in encouraging sustainable environmental behavior (Gkorezis, 2017; Wang & Wang, 2020; Wu et al., 2021; Ojo & Tan, 2022). The term "Corporate social responsibility (CSR) is defined here as "context-specific organisational decisions and procedures which take into consideration the needs of stakeholders and the triple bottom line of financial, social, and environmental performance" (Glavas, 2012). The necessity to comprehend the small level experience of CSR perception has also been demonstrated in accordance with research on organisational behaviour and HRM (Gond et al., 2017; Zou et al., 2020; Wen & Siddik, 2022; Ahmad et al., 2021). CSR positively affects employee behaviors and attitudes, according to recent small research (Ahmad et al., 2021; Zhu et al., 2021). Though only few studies (Tian & Robertson, 2019; Wesselink et al., 2017; Manika et al., 2015) address how CSR perception influences employees' sustainable environmental behavior. Investigating the mediators linking anticipated CSR and sustainable environmental behavior is equally crucial. Environmental protection is more likely to be a priority for employees who have a solid awareness of environmental concerns such pollution, environmental deterioration, waste disposal, etc. (Zelezny & Schultz, 2000; Ziegler et al., 2012; Pudaruth et al., 2015). According to some studies' findings, employees of companies that demonstrate their environmental responsibility through CSR policies and activities can mirror those efforts, and those employees can then show their own eco-awareness by taking similar steps to ensure environmental sustainability (Remar et al., 2022). Studies on CSR have mostly concentrated on large-scale organizations' sustainability practices throughout the past ten years (Auger et al., 2010).

Small and medium-sized businesses (SMEs) are crucial to the socio-economic and in particular, the environmental consequences of these organizations. Therefore, the significance and effects of CSR initiatives especially those in SMEs are currently the focus of study and business leaders' attention. In every nation on earth SMEs have positive impact on economy. SMEs contribute positively for the improvement of the economy not only in industrialized nations but also in emerging nations like India, where they create a sizable amount of production (Zafar & Mustafa, 2017). The literature and theories on CSR and environmental management are significantly expanded by this study. The social exchange hypothesis is used to give empirical data on how anticipated CSR reflect employees' sustainable environmental behavior. Workers have supported the company's environmental preservation policies and practices. (Afsar & Umrani, 2020; Kim & Kang, 2022). Employees at CSR-focused organizations display high levels of sustainable environmental behavior, which is supported by the mediators of and Environmental commitment (Shah et al., 2021), which further supports the social exchange hypothesis. An increased dedication to sustainable practices and initiatives that deal with environmental challenges is also a result of working for CSR-active organizations (Afsar & Umrani, 2020). It can improve knowledge of employee engagement by offering a thorough examination and a variety of viewpoints on its causes. The CSR field is advanced in several ways by this work. First, it unifies the disparate scholarly work into a single framework and suggests testing environmental commitment as mediating mechanisms between anticipated CSR and sustainable environmental behavior. This article contributes to our understanding of how psychological processes, such as anticipated CSR, influence sustainable environmental behaviors (Norton et al., 2015; Jenkins, 2004). The suggested paradigm provides a development above the earlier theories of sustainable environmental behavior, which were restricted to either simple mediation or direct linkages (Gkorezis, 2017). Second, this study looks at how sustainable environmental and CSR behaviors are regarded in the workplace. Numerous earlier investigations on this link were mostly conceptual and not grounded in a workplace setting (Afsar & Umrani, 2020).

This study bridges a knowledge gap by offering actual proof of how anticipated CSR is:

1. It is projected that the textile & jute industry would regularly impact in Maharashtra's economic growth in the coming years. To support the industry's expansion and maintain the beneficiaries' competitiveness on the global market, the state government has adopted a number of legislative measures. According to studies, SMEs especially those found in the textile manufacturing sector do not follow formal CSR practices; instead, informal CSR practices are more prevalent (Al-Ghazali et al., 2022; Raza & Majid, 2016). The Anticipated CSR, on sustainable environmental behavior has received little attention in the literature but this study closes the gap by using environmental commitment as a mediator. In order to close these gaps, the following research goals are set out in this study investigation:
2. To ascertain how Anticipated CSR and sustainable environmental behavior are related;
3. To investigate how anticipated CSR and sustainable environmental behaviour are mediated by environmental commitment.

In the parts that follows theoretical foundations and hypotheses will be discussed in the sections that follow. Discussion will then follow the sections on techniques, measures, data analysis, and findings.

2.0 The Development of Hypotheses and Theoretical Foundations

Social Exchange Theory : The stakeholders' theory (Herrera et al., 2016), instrumental theory (Gond et al., 2009), social exchange theory (Mory et al., 2015), value belief norm theory (Scherbaum & Popovich, 2008), institutional theory (Chung et al., 2019), theory of planned behavior (Robertson & Barling, 2013), green theory (Dunne & Hansen, 2013) and the natural resource based view (Moon, 2007) are just a few of the theoretical frameworks that researchers have used to research the associations between CSR and a range of human and organisational outcomes. The social exchange hypothesis states a company gives its employees resources both material and psychological, they should repay the favor by responding in a way that is compatible with reciprocity. The workforce values policies that are good for the organization.

The social exchange theory has been used to the prediction of an employer-worker relationship. Researchers agrees that trust-based acceptable exchange mechanisms between the parties are possible (Mory et al., 2015). In order to address how employees' perceptions of CSR affect their SEB and our study applies the assumption of social exchange theory.

2.1 'Anticipated Corporate Social Responsibility' and 'Sustainable Environmental Behavior':

Work forces are informed of the CSR policies that their employers have implemented through a number of channels including as memos, seminars, and emails (Arnaud, 2010). As a result, employees become aware of the social and environmental benefits that their firm provides and the role that it plays in protecting the environment. Research on the effects of organizational CSR attitudes on employees, however is scant (Glavas, 2012). The majority of academics concur that CSR initiatives launched by businesses have a beneficial influence on employee workplace behavior at the organizational level. CSR has also been linked to a series of positive outcomes for employees, including normative and affective organizational commitment (Mory et al., 2015), employee engagement (Glavas & Piderit, 2009), organizational identification (Farooq, 2017), organizational commitment ([Kim & Lee, 2016]), environmental citizenship behaviors (Raineri & Paillé, 2016), and green behavior (Luu, 2017).

Employees have a tendency to work harder and put in more effort when they believe that companies are being ethically responsible to their stakeholders and society at large (Huang & Cheng, 2022). Employees respond to their employers' environmental policies, initiatives, and behavior by adopting similar SEB (Jenkins, 2004). Sustainable environmental behavior, according to Kim and Moon (Kim & Moon, 2015), is a set of attitudes and actions people do to represent their inclination to assist improve the environment and realise sustainable environmental goals. Numerous scholars have investigated these beneficial behaviors impact on environmental behavior, sustainable environmental behavior, green behavior and environmentally friendly behavior. They are all connected to a behaviour of an individual with respect to the surroundings and their tendency or reverse the existing state of environmental deterioration.

Businesses that practise socially responsible business practises are also more likely to be passionately committed to promoting the wellbeing of their employees and a good work environment. Because of this, workers could be more inclined to practice sustainable environmental behavior (Babiak & Trendafilova, 2011). They could be more inclined to match their beliefs with the sustainable business plans of their organisation if they can properly grasp and then communicate these environmental viewpoints.

Evidence from research shows how firm-level CSR affects employee behavioral and emotional results. For instance, Tian and Robertson (Tian & Robertson, 2019) looked at the relationship between anticipated CSR and environmentally responsible behavior in the hotel industry, using employee engagement as a mediating factor. Additionally, corporate social responsibility (CSR) creativities inspire staff to develop creativity.

The favorable sustainable environment behaviors of employees often serve as a kind of reciprocity for the environmentally friendly policies and tactics of their employers (Jenkins, 2004). In order to develop environmental ideals, attitudes, and norms in the workplace and to foster pro-environment behaviors, corporations adopting CSR practices attempt to do so. Therefore, we speculate:

2.2 Anticipated Corporate Social Responsibility, Environmental Commitment and Sustainable Environmental Behavior

The level of a human's commitment to a certain idea determines how they act (Daily et al., 2001). An employee that is very devoted has a certain attitude and puts the needs of the organization above their own objectives (Meyer & Herscovitch, 2001). Such dedicated workers are more likely to generate creative solutions to organizational, economic, and societal problems. Organizational commitment follows naturally from a mentality and a closer connection to the organization's

objectives (Cohen, 2007) which increases a feeling of accountability for achieving those goals (Klein et al., 2012). Additionally, workers often follow through on commendable organizational policies with their own selfless deeds (Takeuchi et al., 2008); this is equally

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Research from the past demonstrates that environment commitment increases employee involvement in sustainable practice-related activities, such as efforts to enhance quality and solve environmental issues (Afsar & Umraní, 2020). Additionally, according to the social exchange hypothesis that workers' perceptions to organizational support for the environment encourage them to take part in sustainable environmental behavior. We suggest, based on the social exchange theory that in light of this, employees' perceptions of organisational CSR practises are related to their reciprocal behaviours of increasing their environmental commitment.

Therefore, in light of Anticipated CSR, sustainable environmental behavior, environment commitment, and its mediating role we hypothesize the following:

- H1.** Employees' sustainable environmental behavior and perceived corporate social responsibility are positively correlated.
- H2.** Employee commitment to the environment and sustainable environmental behaviour are related.
- H3.** Employee environment commitment acts as a mediating factor how the two are related as anticipated-CSR and sustainable environmental behavior activity.

According to the development hypothesis stated above, it can be organized as follows:

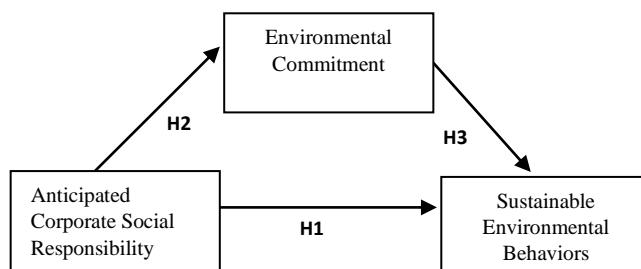


Figure-1: Theoretical Framework

3.0

Methods

A quantitative cross-sectional design was used to evaluate the hypotheses, and a research strategy that included employee questionnaires was used. The Maharashtra textile & jute industry in India serves as the study's background. Additionally, because of its top-tier industry, the Maharashtra state is extremely susceptible to ecological degradation regarding contaminated water, considerable energy use during manufacturing and associated air emissions (Saleem et al., 2019). A

technique known as stratified random sampling approach was utilized. Top hierarchy of companies were contacted and 272 companies consented to take part in the research. Seven hundred questionnaires were sent out to anyone who wanted to take part in the research. Seven hundred surveys in all were given out to workers with at least two to three years of experience. 500 questionnaires were distributed, and 380 of them were delivered right away to the researchers. According on data from 340 totally completed

surveys, the respondents were divided into the following categories: 162 males and 178 females (Table 1); aged in following years span 20-30(22%), 30-40 (22%), 40-50(28%), 50-60(11%), 60-70(1%) (Fig. 1 & Table 2); respondents' reported job experience <5 years (112), 5-10 years (92), 10-15(66), 15-20(45), more than 20 years (25) (Table 3); and in terms of marital status (256) were married and (84)un-married (Table 4).

Gender		
Gender	Frequency	Percent
Male	162	47.6
Female	178	52.4

Table 1 Respondents' Demographic- Gender

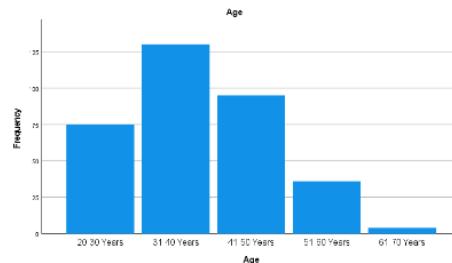


Figure-2: Respondents' Demographic- Age

Age		
Age	Frequency	Percent
20-30 Years	75	22.1
31-40 Years	130	38.2
41-50 Years	95	27.9
51-60 Years	36	10.6
61-70 Years	4	1.2

Table 2 Respondents' Demographic- Age

Age	Job Experience					
	< 5 Years	5-10 Years	10-15 Years	15-20 Years	More than 20 Years	
20-30 Years	53	18	3	1	0	
31-40 Years	41	48	30	11	0	
41-50 Years	12	24	30	24	5	
51-60 Years	5	2	3	9	17	

61-70 Years	1	0	0	0	3
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Table 3 Respondents' Demographic-Job Experience

Age	Marital Status	
	Married	Un-married
20-30 Years	25	50
31-40 Years	104	26
41-50 Years	88	7
51-60 Years	35	1
61-70 Years	4	0

Table 4: Respondents' Demographic- Marital Status

4.0 Measures

For each of the three constructs we utilized a Likert scale. The 6-item Turker scale served as a measure anticipated CSR (Turker, 2009). " As part of its efforts to preserve and improve the state of the environment, my organisation takes part in" is an example item. Robertson and Barling's 12-item scale were used to assess sustainable environmental behavior (Robertson & Barling, 2013). Examples include "I participate in environmentally friendly programs at work." (Allen&Meyer,1990; Herscovitch & Meyer, 2002) questionnaires each had eight items that were used to measure environmental commitment. For example: I feel obligated to support my company's environmental efforts.

4.1 Data Analysis and Results

Analysis of the data method employed in AMOS was structural equation modeling (Gallardo & Hernández,2014). Assumptions about data normality were evaluated. Dealing with the missing problem values is the first step toward data normalcy. We used the imputation approach to solve this issue and within the parameters of this method, the mean substitution technique was used (Hair et al.,2010). Further, the extreme values that required to be removed from the analysis were found using the Mahalanobis D2 value. The study didn't turn up any extreme values which was conducted. To ensure that the data followed a normal distribution, the skewness and kurtosis values were examined. AMOS was used to evaluate each variable's convergent, discriminant, and goodness of fit. To determine the type of data, a descriptive analysis was performed. Bootstrapping strategies were used in conjunction with the SPSS process macro to test the hypotheses (Hayes, 2018). Table-5 shows the Cronbach's alpha (reliability statistics), standard deviations, mean, and correlations between the study variables. Preliminary evidence supporting the study's assumptions hence proving the positive and substantial correlations between the predictor, mediator, and outcome variables.

Variables	Mean	Std. Deviation	Skewness	Kurtosis
		on		
Anticipated CSR	4.36	0.63	-1.99	8.03
Environmental Commitment	4.05	0.63	-0.69	1.89
Sustainable Environmental Behavior	3.81	0.42	0.49	1.39

Table 5 Mean, Standard Deviation, Skeweness and Kurtosis Analysis

Mean and standard deviation, where X represents the raw score, M the mean of the scores, $X - M$ the departure of a score from the mean, and N the total number of scores (Weisstein,2003). Skewness= -3 to +3, Kurtosis= -10 to +10 (HY Kim,2013).

In above table Mean and standard deviation, Skewness and Kurtosis values are represented in its given range for preliminary support of data. Table 6 representing positive correlations among study variables. Table 7 define the result analysis of the three-factor model's fit will be examined using confirmatory factor analysis (Anticipated CSR, Environmental Commitment, Sustainable Environmental Behavior) where chi square value, CMIN, CFI (comparative fit index), RMSEA (root mean square error of approximation), SRMR (standardized root mean square residual) value presented the significantly acceptable model-fit. AMOS was used to evaluate each variable's convergent, discriminant, and goodness of fit Table 8. To determine the type of data, a descriptive analysis was performed. Table 9 Bootstrapping strategies were used in conjunction with the SPSS process macro to test the hypotheses (Hayes, 2018).

Variables	Anticipated CSR	Environmental Commitment	Sustainable Environmental Behavior
AnticipatedCSR	0.546		
Environmental Commitment	0.522	0.916	
Sustainable Environmental Behavior	0.516	0.41	0.791

Table-6 Correlations Among Variables

Table 7 CFA Model Analysis

Norms	<5	<3	>9	<10	<5	
Model	CHI	CMIN	CFI	RMSEA	SRMR	Status
SQUARE						
Three Factor Model	2626.47	2.958	0.918	0.07	0.468	MODEL IS FIT
Variable	Items	λ (Factor Loadin g)	CR	AVE (>0.5)	SQRT (AVE)	CB Alpha
Anticipated-CSR	ACSR_1	0.783	21.64	0.272	0.522	0.925
	ACSR_2	0.804				
	ACSR_3	0.760				
	ACSR_4	0.716				
	ACSR_5	0.804				
	ACSR_6	0.743				
Environment	E_commit1	0.721	24.2	0.84	0.916	0.886
	E_commit2	0.683				

ntal	E_commit3	0.768					
Com	E_commit4	0.752					
mitm	E_commit5	0.798					
ent	E_commit6	0.602					
	E_commit7	0.555					
	E_commit8	0.683					
Sustai	SEB_1	0.654	37.3	0.625	0.791	0.925	
nable	SEB_2	0.769					
Envir	SEB_3	0.685					
onme	SEB_4	0.691					
ntal	SEB_5	0.666					
Beha	SEB_6	0.538					
vior	SEB_7	0.716					
	SEB_8	0.662					
	SEB_9	0.807					
	SEB_10	0.616					
	SEB_11	0.695					
	SEB_12	0.807					

Table 8 Convergent & Discriminant Validity

4.2 Structure Path Model

Table 9 demonstrates that anticipated CSR's favorable effects on sustainable environmental behavior ($\beta = 0.203$, $p < 0.008$, t -value = 2.645) and were statistically significant; as a result, H1 was supported, anticipated CSR positively related with environmental commitment ($\beta = 0.111$, $p < 0.003$, t -value = 3.276), and supporting H2. While environmental commitment has also been linked favorably to sustainable environmental behavior ($\beta = 0.169$, $p < 0.004$, t -value = 0.004), supporting H3. According to the examination of the mediator (environmental commitment), the anticipated CSR has a beneficial impact on employees' environmental sustainability behavior. The 2000 bootstrapped samples' standardized mediation estimates along with the matching 95% confidence intervals. The bootstrapping results demonstrate that there was a substantial interaction involving environmental commitment and anticipated CSR, supporting H2 and H3.

Hyp	Predicted	R2	F	β	t-	sig/	Stat
							test
							p
o-							
H1	ACSR->SEB	0.01	6.997	0.20	2.64	0.00	Sup
		7		3	5	8	port ed
H2	ACSR->E_commit	0.27	0.047	0.11	3.27	0.00	Sup
		6	6	1	6	3	port ed

H3	E_commit- >SEB	0.01 3	5.136 9	0.16 6	2.26 4	0.00 port	Sup ed
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Table 9 The structural model's regression findings and hypothesis tests result

5.0

Discussion

This study's goals were to look at (Glavas, 2012) how CSR perception affects workers' sustainable environmental behavior directly and (Karadas, 2015) how CSR perception affects employees' sustainable environmental behavior indirectly through environmental commitment. According to the study's findings, behavior that is environmentally sustainable is positively impacted by anticipated CSR. Furthermore, this study's groundbreaking findings imply that environmental commitment mediated this link. Together, anticipated CSR can influence employee sustainable environmental behavior through three different channels: a direct effect, an indirect effect through environmental commitment. The results also show a positive relationship between anticipated CSR and environmental commitment and sustainable environmental behavior.

A correlation between employee environmental commitment and anticipated CSR that is favorable was confirmed (H3). Employees commitment to the goals of their businesses because they have a positive attitude toward their employers. (Meyer & Herscovitch, 2001) which fosters a higher feeling of obligation for achieving those goals (Klein et al., 2012). Employees display their environmental commitment by their reciprocal efforts towards environmental sustainability when businesses demonstrate their dedication to the environment through effective CSR policies and procedures (Croppanzano & Mitchell, 2005; Mory et al., 2015).

Employees according to findings, frequently display sustainable environmental behavior and show increased emotional commitment to socially responsible behavior (Cantor et al., 2012). According to research by Lee et al. (Lee et al., 2016), employees who had a strong sense of loyalty to their employers exhibited better behavior towards recycling and energy-saving practices. Employees exhibit increased care and successfully manage their influence on environmental preservation in order to express their gratitude for the organization's responsible organizational behavior (Esteban et al., 2018). The organization's care for its stakeholders, the local area, both the environment and society are likewise reciprocated by its workforce.

6.0

Theoretical and Research Contributions

In several methods, the study reported in this paper expands our understanding of CSR and environmental management. First, the social exchange hypothesis is strongly supported by the beneficial impact that workers' sustainable environmental behavior. is seen to have on CSR. Employees exhibit sustainable environmental behavior. When they feel that their employer is committed to CSR. They consent to do this in exchange for organizational practices and policies that encourage environmental preservation (Edgar et al., 2018; Holcomb & Smith, 2017). Social exchange theory is supported via the reality that anticipated CSR has a beneficial influence on workers' sustainable environmental behavior. via the mediating processes of economics and commerce. Employees who work for a company that actively participates in CSR exhibit greater stages of environmental commitment and respond by acting as a sustainable environmental behavior (Shah et al., 2021). Additionally, participating in CSR initiatives at work increases employee loyalty. Additionally, participating in CSR activities at work increases employees' dedication to the organization. Third, this article plugs a current vacuum by looking at the literature how sustainable environmental behavior and anticipated CSR interact in the workplace. Many early studies on this connection were primarily conceptual in nature and were not conducted in a working environment (Afsar & Umranı, 2020). Our study looks into this relationship in the Indian textile and jute industry and provides details on a little-known environment in regard to the SME industry in a developing nation (Edgar et al., 2018; Bingham et al., 2013). By offering empirical support for the association between perceived sustainable environmental behavior and CSR in SMEs, where CSR practices are primarily informal, the study closes the literature's gap (Raza & Majid, 2016).

7.0

Practical Implications

Organizations may learn a lot from the current study. It proves that employees' discernments of their company's commitment/engagement as CSR pay it forward by reassuring sustainable environmental behaviors of the organization's workers. Hence, organizations want to provide appropriate leaders to reassure sustainable environmental behaviors in company's workforce to adept sustainable environmental behaviors in SMEs, where CSR inclines to be casual as in the

textile sector. These contextual factors constitute an element of the organization's long-term aim to safeguard environment and Society which are good CSR policies and practices (Gkorezis,2017). By implementing such CSR initiatives, organizations are able to share the environmental commitment and objectives with employees which may lead to sustainable environmental behaviors (Han&Chan,2013). The organization's CSR strategy, projects, operations and environmental regulations must be implemented. Another managerial implication of this study's findings is that organizations should foster their staff members' sense of economics given that sustainable environmental behavior is believed to have risen by economics knowledge. The impact of leadership in this situation can be useful as past research has shown a positive relationship both leadership styles and economics (Walumbwa et al.,2011; Katrinli et al., 2008). Additionally, boosting workers' environmental commitment rest on evidently conveying what the business is doing to protect the environment. The precise environmental conservation measures that the business has taken should be made known to every employee. These actions serve to show employees that their employer is committed to addressing environmental issues. However, the present study's conclusions centered on employees' opinions, businesses must communicate their sustainable environmental efforts. Additionally, employee sustainable environmental behavior must to be taken into account, acknowledged, and rewarded. In order to foster continued involvement, managers should push their staff to think of innovative approaches to environmental issues. More significantly, rewards should be given to staff members regardless of how well those solutions perform. Assessments of training requirements and training sessions might both include sustainable environmental behavior.

8.0

Limitations and Future Recommendations

This study has certain restrictions that need to be addressed in follow-up investigations. The internal validity was first limited by the use of cross-sectional data. Future research may take into account using longitudinal data. Second, only textile & jute industry based in Maharashtra were examined. Data from other industries, such as sports, wood, and furniture, as well as leather and footwear, should be taken into consideration in order to extrapolate the findings. Third, the constructs were measured using self-report measures, which may be subject to common-method variation or social desirability bias. Multi-source data collection techniques should be used in future studies to prevent these issues and improve internal validity. Fourth, this study employed a non-probability sampling method called purposive sampling. The non-probability sampling approach prevents the population from having an equal chance of being represented in the sample, which can cause biases in the results and affect how generalizable they are. The probability sampling approach should be advantageous for future study. Fifth, other explanations for the connection between CSR belief and sustainable environmental behavior may be taken into account, such as an individual's dispositional traits (Renwick et al., 2013).

Conflict of interest

No conflicts of interest are disclosed by the authors.

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