

## **Religious Beliefs, Employee Training and Green Performance**

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**Abstract:** The study aims to investigate the relationship between religious beliefs, employee training, and green performance. The green behavior of individuals can reduce the detrimental effects of global warming and air pollution as they bring eco-friendly solutions to the organization. The results show that employee training based on environmental awareness and religious beliefs positively influences the green performance of the firm. Specific green training may build emotional attachment toward the environment and improve the morale of the employees which motivates them to improve the environmental performance of the organization. Additionally, by investigating religious beliefs, this study draws attention to religious environmentalism and its struggle to address climate change.

**Keywords:** Religious Beliefs; Training; Green Performance

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### **1. Introduction**

It is alarming situation that the climate of the whole world is changing drastically. The change that is taking place is destroying the climate. Pollution is increasing at a very alarming rate alongside carbon emissions (Amato, 2010). The main reason for this pollution is the industrial sector. In the industrial sector, there are a lot of SMEs, MNCs, and MNEs. Alongside it, pollution is caused by vehicles producing carbon emissions. According to a report a vehicle emits 4.6 metric tons of carbon dioxide each year (Myles. Allen, 2009).

This huge amount of pollution is damaging several things that are related to human lives, animals, and other species. Moreover, the earth. Pollution has been contributing to nearly 9% of global deaths every year. It is the leading risk factor for death the number of deaths is 5 million annually (Luís Ferreira Braga, Zanobetti, & Schwartz, 2001). As this situation is getting worse day by day and getting out of hand,

some serious actions should be taken to keep this issue limited and as minimum as possible.

If sound measures are not taken, then the consequences that humanity is going to face are too disastrous. These to be handled consequences include ~~te~~ constant increase of global warming and worst climate change. All this leads to the melting of thick layers of ice and glaciers around the world, which causes sea levels to rise and that is a nightmare for low-lying countries. In the list of low-lying countries, there is Norway, Alaska, Bangladesh, Namibia, Maldives, Netherlands, etc. (Locke, 2009).

If humans want to save the environment of the world, then they should start with the root cause of pollution which is industrial pollution. They have to work seriously on how they can stop it or bring it to a minimal level (Snowden-Swan, 1995). This is the main purpose of this study, these three

which have been selected are religious beliefs, employee training, and green performance. The effect of independent variables is religious beliefs and employee training and the dependent variable is green performance. The effect of the independent variables i.e., religious beliefs, employee training on dependent variables i.e., green performance have been checked.

The positive, negative, or zero effect of independent variables on the dependent variable has been checked to find out the contribution of these variables in saving the environment.

### ***1.1. Religious Beliefs***

Religious beliefs are properly defined by defining religions. If religion can be seen as a whole, it is a collection of beliefs, practices, and values. A religious belief is a critical part of religion. And it is different from religious practice (Kirkpatrick, 1990). Religious beliefs, it is how one can perceive the religion they follow. What is their thinking regarding the religion and to what extent do they follow it? For example, a person is very spiritual and has firm beliefs but does not practice it at all. On the other hand, there is a person who does not follow a religion with much motivation but practices it much better.

If we put glance at the religions that exist in the world, there is much in common with all these religions. For example, where, when, and how all originated. There is a brief set of ethics, rules, and laws to live life according to them. There is no doubt that religious beliefs carry their undeniable importance in human societies (Weber, 2000).

### ***1.2. Employee Training***

Studying employee training and looking deeply into it suggests that training is an ongoing process. As the world is changing continuously and there is

advancement in technology in the blink of an eye, the way of working is evolving and the competition is increasing (Nuria. Esteban-Lloret, 2016). For this reason, management and employees must stay updated and continuously acquire new skills to perform well. Different kinds of training are used for the employees, some are for acquiring a new skill or body of knowledge, some are for how to perform well and some are how to perform in a different way to achieve some goals and objectives (Maimuna Muhammad Nda, 2013).

Training is a very costly and time-consuming process; sometimes it gives acceptable results and sometimes not (Blomberg, 1999). Many training programs failed badly due to the cost. The objective is how the training can affect the behavior of employees in a positive way to save the environment.

### ***1.3. Green Performance***

The green performance or green environment is related to the preservation and conservation of the environment. It includes different practices that are helpful in this process, like investments in renewable energy sources and informed consumptions, etc. (Douglas Renwick, 2013). It is also about introducing new trends that how to improve green performance, and how to keep this trend afresh at the global level. So, the world can have the advantage of it as a whole (Olson, 2008).

### ***1.4. Relation of Religious Beliefs, Employee Training with Green Performance***

This is the main objective of the study to find out the relation between the above-mentioned independent and dependent variables. By doing a pilot study the conclusion has been drawn that there is no sufficient study, work, or research done in this regard. It will be wrong to predict the relationship between what is the exact and actual relation of

religious beliefs, employee training with green performance whether it has positive, negative, or no effect because there is no sufficient data available. It is assumed that the results should be positive because it is beneficial for the environment.

### **1.5. Global Warming and Pollution**

Global warming is a subset of climate change. In recent decades the average global temperature increased at an alarming rate. The main reasons are the emission of different dangerous gases and pollutants going directly into the atmosphere without treatment and the different types of pollution that are caused by mankind (Crabbe, 2008).

Pollution is caused when different dangerous and undesirable containments are added to the natural environment and have the worst effect on the environment and climate (Potters, 2008). For example, when the toxic gases from different factories and vehicles are released without changing their nature. And different waste from the factories, households, and other industries whether it is solid or liquid form thrown directly and openly into the environment.

## **2. Problem Statement**

The major problems that today's world is facing are climate change, excessive pollution, global warming, carbon emissions, etc. It is affecting biodiversity and the overall world badly. Everyone who is living on this planet earth has been facing its consequences in many ways like the bad quality of air, and many diseases that are related to pollution such as lung cancer, myopia, etc. There is a need to change the world, so that it may become a better place for all living creatures.

## **3. Research Question**

The research question is what are the effects of

independent variables i.e., religious beliefs and employee training on the dependent variable i.e., green performance. In this way, an idea can be generated whether it is worth working on these variables in saving or contributing to saving the environment or not.

## **4. Scope and Significance of the Study**

There are many aspects involved like conservation of natural resources, ecological aspects, controlling pollution, etc. These aspects can be seen as a whole and a good view of all these can be taken. Moreover, this study contributes to the existing and future research that is done or going to happen. For this purpose, different variables are selected to fulfill the gap between them.

## **5. Objective**

The main objective of the study is to find out the relation between the dependent and the independent variables. Whether it is a positive, or negative relationship between them or there is no effect. Moreover, this study aims to find out how the environment can be saved from damageable and how the issues of pollution, carbon emissions, the constant rise in temperature, and global warming can be addressed and solved.

## **6. Methodology**

The data which is required is collected through the structured questionnaire. The questionnaire is distributed to relevant personnel, moreover, it is a self-administered questionnaire. The questionnaire is divided into different sections. Section one consists of the general demographic information of the respondent and the firm such as gender, age, qualification, position, number of employees, years of experience, etc.

The second section consists of the previously

implemented green performance and green human resource policies in an organization. This section will measure up to what extent the use of the organization uses these policies to empower and encourage green environmental/performance behavior. Respondents have to answer the question: "To what extent the following methods are used to uplift the employees to adapt or behave in a pro-environmental way?" Response actions are divided into six group categories.

The third section consists of the environmental performance of the organization. It is to measure the influence of environmental commitment on the organization's performance. Respondents have to answer the question: "How moving towards green performance adaptability has allowed the organization to get the required results". The forthwith section consists of three questions that are related to the religious beliefs of a person.

The collected data has been analyzed carefully; the questionnaire which is up to the mark is selected for further research. For the analysis of data, the study uses SPSS.

## **7. Literature Review**

In recent years, the concept of working on environmental management has grown many folds. It has instigated us to act naturally mindful and set up a typical worldwide basis to react to important issues that emerge from overall climate and environmental change and regular resource preservation (Robert, 1996). Climate change, global warming, and carbon emissions have become regular terms that we come across. All things are considered, but these have not come to light in most organizations, declarations to the venture network, or at investor gatherings.

The world has been facing much environmental damage and its cynical outcomes consist of climate

changes, deforestation, water pollution, soil erosion, natural disasters, rising sea levels, and so on. Environmental challenges are increasing and also affecting governments, organizations, and individuals across the globe (Warner, 2010). Developing countries are now also paying attention to environmental issues. It would be more understandable by an example like Asia Pacific Economic Cooperation (APEC) which consists of 21 countries as members, they all came on the same page to cut the different taxes and tariffs on some 54 products which are considered and categorized as eco-friendly with the target to improve existing advances and encouraging the sustainable power source use in the area (Gleick, 2020).

Efforts as a whole are required to come over these problems and the negative impact of environmental challenges. It is the need of the hour that there is a need of introducing the concept of green performance (Pratima Bansal, 2017). The concept of green performance is all about plotting different HRM practices and training employees in such a manner that overall different HR functions hold up the organization's environmental management activities and help in improving the current environmental condition (Douglas Renwick, 2008).

Different organizations and governments have to take different initiatives consisting of using green human resource management. It is observed as essential for the effective utilization and implementation of eco-friendly management practices to deal with these issues. The results of green performance comprise the better performance of firms in the case of the environment, employees' greener behavior, and attitude towards the environment (Ahmad, 2015).

Proper employee training is direly needed to create

awareness and training the employees in a way that they would contribute more positively to the preservation and conservation of the environment, it has to be checked whether it is worth or not (Douglas Renwick, 2013). Secondly, the study has to investigate whether religiosity or religious beliefs play a significant role in saving the environment or not. To get the answer to all these questions three variables have been selected, in the bracket of independent variables of employee training and religious beliefs, and the dependent variable, there is green performance. After studying and interpreting results what effect does the independent variable have on the dependent variables, if it has positive, negative, or no effect? And most importantly, how they contribute to saving this environment.

### **7.1. Green Performance**

The green performance or green environment is all related to the preservation and conservation of the environment. It includes different practices that are helpful in this process like investments in renewable energy sources and informed consumptions, etc. (Benefits of Renewable Energy Use, 2017). It is also about introducing new trends how to improve green performance, how to keep this trend going on the global level. So, the world can have the advantage of it as a whole.

Organizations have been going through a change to improve the climate, and that change is quickening, yet not many organizations have set up an enterprise-level green strategy (Masurel, 2006). Numerous steps that can affect the climate positively by companies in the past were the consequence of new legislations, network weight, or client wellbeing concerns. Gigantic advancement has indeed been made through legislation in numerous countries to decrease vehicle exhaust outflows, lower contamination through the exchanged carbon credit program, and improve

wellbeing by taking out the utilization of toxic paint (Tord Kjellstrom, 2006). Nonetheless, there is scientific indication that global warming, there is a developing agreement that changes to secure the climate have become unavoidable, and bigger and more serious actions are required (Scientists Agree: Global Warming is Happening and Humans are the Primary Cause, 2017). However, building up an enterprise-level green strategy is simpler to imagine, and numerous organizations are now headed toward that path. A green strategy enables an enterprise to settle on choices that positively affect the climate. The rules that structure the premise of a green system should lead a business to settle on choices dependent on the strong business rationale (MadsGreaker, 2003).

### **7.2. Employee Training**

Training and improvement are a constant process in improving the workers. It is an endeavor to improve their current and future exhibition yet the organization should keep tracking their performance after granting them training, it implies training needs evaluation it is a precise process of changing the conduct of employees toward a path to accomplish the organization's objectives (Mozael, 2015).

A training program is an effort by the organization to give chances to employees to gain work-interrelated aptitudes, perspectives, and information. To meet the ever-growing need for training the area needs to be dynamic and refreshed in the present-day situation. To take up this sector, the best level of innovation and capable, skillful employees (Chopra, 2015) are required. The objective behind this is to find out how the employees are trained in a way that they can change their way of working to save the environment.

Since training includes time, efforts, and funding by

a firm, an organization ought to be cautious while planning a training program. The objectives and requirements for training ought to be recognized and the strategy or kind of training ought to be picked by the necessities and targets set up (Beach, 2016). When this is done precisely, an organization should take feedback on the training program from the trainees in the form of a well-developed questionnaire to know whether the money and time put into training have transformed into an investment or it was an expenditure for the organization (Andriotis, 2019).

### **7.3. Religious Beliefs**

Religion is a social and cultural factor that is one of the most general and compelling social institutions that affect the conduct, perspectives, and values of an individual and the general public. Researchers acknowledge religion as a salient influencer of human behavior (Fasching, 2002). A religious belief is a critical part of the religion and it is far different from religious practice.

Religious beliefs, it is how one can perceive the religion they follow. What is their thinking regarding the religion and to what extent they follow it. Religious beliefs serve as a social capacity in human groups, giving a common personality of where individuals originated and where they are likely to go after death (Kenneth. Pargament, 2009). Each individual who has been strolling the earth presumably considers what is his/her motivation in everyday life.

In a regularly chaotic world, loaded with apparently odd viciousness and unexpected calamities, religious beliefs can fill the gap and give importance. At the point when a child out of nowhere dies, people need answers. At the point when the dry season ruins the main food crop for the fifth consecutive year, people

need to feel like they can change the course of nature by participating in ceremonial penances or religious practices (Rapley, 2017).

Religious beliefs as well as spiritual practices could make a consequential difference in an employee's behavior and performance, besides contributing to the organization in attaining competitive advantage. Realizing this, numerous organizations have initiated yoga and meditation in their training programs and seek to increase connectedness among employees (George Mathew, 2018). These are the estimable and effective factors that can accelerate job satisfaction, employee commitment, and employee performance.

### **7.4. Employee Training and Green Performance**

Writing In the context of this report the relation between training and green performance is yet to be discovered. The main goal is to find if employees are trained specialists and specifically to adopt green behavior and contribute to saving the environment by working green. There is a big question mark whether the employees accept this change or not and how they perceive this training. There is a research gap that has to be fulfilled. In this study employee training is taken as an independent variable and green performance is taken as a dependent variable. To find the relation between them a questionnaire-based study has been conducted and after interpreting the results there is a clear vision that what is the effect of an independent variable on the dependent variable i.e., positive, negative, or no effect. And whether it is worth-researching in this context or not.

### **7.5. Religious Beliefs & Green Performance**

Religion plays an important role in the life of a person who follows the religion; it doesn't matter to what extent. Religious beliefs can shape a person into several forms some people touch extremism while following religious beliefs and some people

become mild and nice following the same religious beliefs. In the context of this study, the aim is to find out what role religious beliefs play in saving the environment. It is used as a tool for driving employees towards green performance. Firstly, what is the effect of it, secondly to what extent it is useful, and what percentage of the results can get by it?

## 8. Data Analysis & Results

### 8.1. Questionnaire Analysis

To get the objectives of the research, descriptive analysis methods are used to get the relevant data that characterize the study sample; at a 95% confidence interval, p values not exactly or equivalent to 0.05 are viewed as critical. Internal consistency of a survey is done by a suggested method of Cronbach alpha (Table 1).

**Table 1. Cronbach's Alpha: The following tables show the amount of Cronbach alpha for all the components**

Item	Items Number	Cronbach's Alpha
Organizational Culture in Management	5	.876
Selection and Recruitment	5	.971
Development and Training	5	.931
Appraisal and Performance Management	5	.954
Compensation and Rewards	3	.933
Participation and Employee Empowerment	5	.913
Environmental performance	8	.982
Religious beliefs	3	.943
<b>Total</b>	<b>39</b>	<b>0.976</b>

### 8.2. Population Study

This segment portrays the outcome utilizing the frequency tests.

#### 8.2.1. Gender

The gender of the respondents consists of 80.4%

male and 17.6% female. And 2% prefer not to say (Fig. 1).

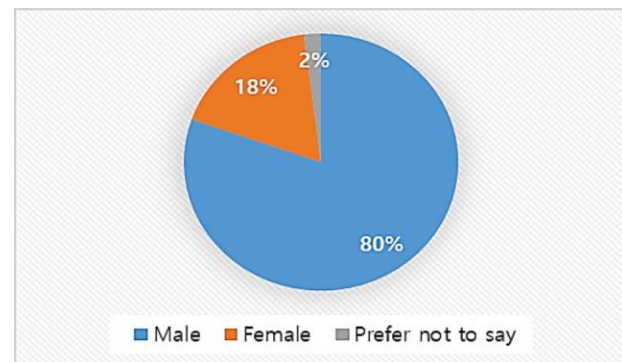


Fig. 1 Gender distribution

#### 8.2.2. The Sector of the Organization

The sector in which the respondent's works are written further. 76% percent of the respondent works private sector and 24% of the respondents work in the public sector (Fig. 2).

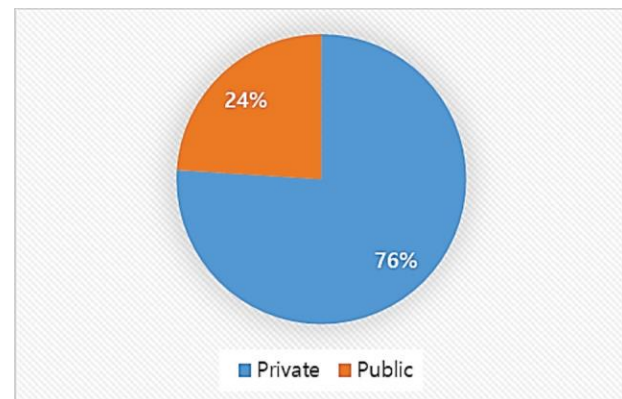


Fig. 2 Sector of Organization

#### 8.2.3. The number of employees

The data collected from the respondents shows that the ratio of employees, the organizations that have 1-9 employees is 23.5%, 10-19 employees are 9.8%, 20-49 employees are 25.5%, 50-99 15-7% and 100+ employees are also 25.5% (Fig. 3).

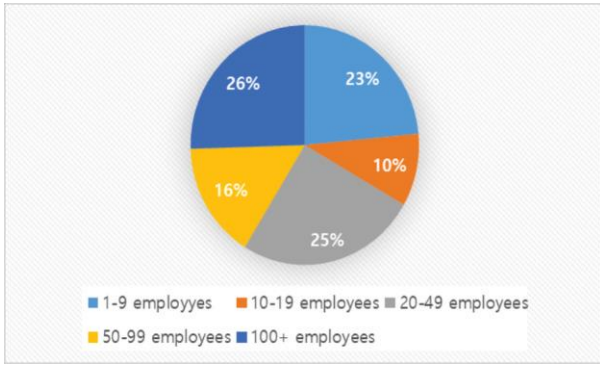


Fig. 3 Number of Employees in Organization

#### 8.2.4. Position in the organization

The data collected from the respondent shows that 17.6% of the respondents are in GM/ CEO positions, 23.5% in the HR Manager position, 13.17% at the Quality Manager position, and 45.1 in Other positions.



Fig. 4 Position in the Organization

#### 8.2.5. Education level

The data collected from the respondent shows that 60.8% of the respondents have a bachelor's degree, 29.4% of the respondents have a master's degree, 7.8% of the respondents have a diploma or below and 2% are other (Fig. 5).

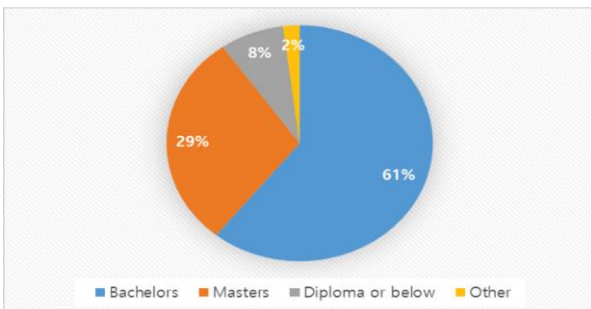


Fig. 5 Education Level

#### 8.2.6. Experience in the Organization

The data collected from the respondents shows that 58% of the employees have less than 2 years of experience, 26% have 2-5 years of experience, 14% have 6-10 years of experience and 2% have greater than 15 years of experience (Fig. 6).

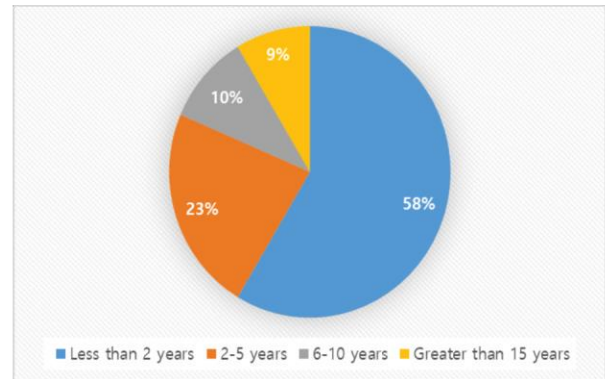


Fig. 6 Experience in the organization

#### 8.2.7. Environmental management

The data collected against the question: “Does your company have a formal environmental management system (EMS) (such as ISO 14001)” is as of 31.4% said that it currently exists, 19.6% said no plans to implement it, 27.5% said plans to implement within 12 months and 21.6% said they are unsure (Fig. 7).

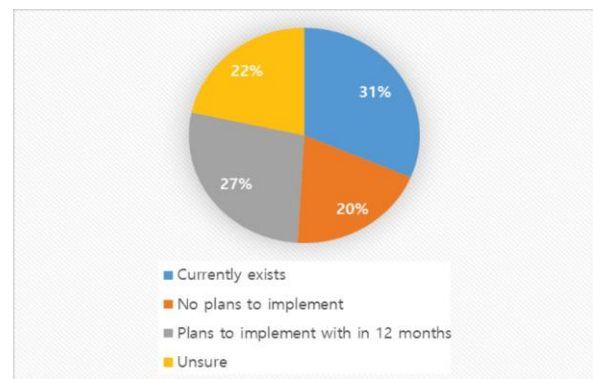


Fig. 7 Environmental Management

#### 8.2.8. Human Resource Management has direct involvement in green practices

The data collected against this question shows that 78% of the respondents said yes and 22% said no.

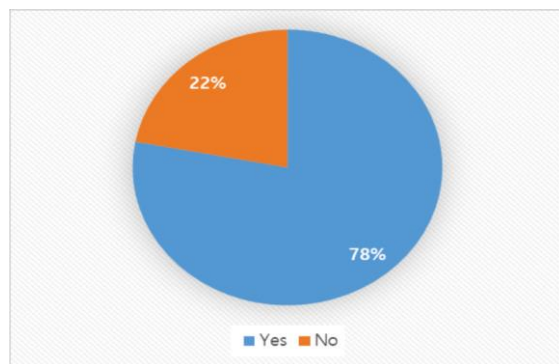


Fig. 8 HRM Involvement

**8.2.9. Green Human Resource Practices assessment**

To find out the GHRM practices respondents have to rate as per the level of their agreement going how much the organizations, they work in executing GHRM. To distinguish the level of each practice, reactions were grouped into five degrees and the results are shown in Table 2..

**Table 2. GHRM Assessment**

Interval	Degree
Less than 20%	Much low
Less than 20%-40%	Low
Less than 40%-60%	Average
Less than 60%-% 80%	High
80% and more	Much high

The implantation of GHRM in organizations is analyzed by using descriptive analysis. Mean, standard deviation, and percentage were utilized to recognize the practice of application for each degree.

**8.2.10. Degree of Application for Best GHRM Practices**

**Table 3. Degree of Application for Best GHRM Practices**

Rank	Innovation and practice	Standard Deviation	Percentage	Applications
1	Organizational Culture for Green Management Appraisal and Green	.85350	65.4%	High
2	performance Management	.03655	56.5%	Average
3	Selection and Green Recruitment	.98626	55.4%	Average
4	Development and Green training	.93688	54.7%	Average
5	Participation and Green employee empowerment	.99811	51.4%	Average
6	Compensation and Reward	1.12839	48.6%	Average
Total		.89910	55.8%	Average

The conclusion that is obtained from the above results is that the implementation of Green Human Resource Management practices is 54.9% which

contemplates as moderate.

**3.2.11. Environmental performance**

**Table 4. Environmental Performance**

Environmental performance	Standard deviation	Percentage
Improvement of corporate reputation	.75121	82.3%
Reduce emissions of toxic chemicals in air and water	.73774	80.6%
Improved product quality	.70134	79.9%

Waste reduction and process of recycling the materials	.76176	78.1%
Improved plant performance	.60507	78.2%
Reduction in the utilization of electricity	.71379	76.3%
Helped the company design/ produce superior products	.68692	74.1%
Expansion in the utilization of renewable energy and imperishable Power	.61410	72.5%

The result we get from the analysis and data is that the “Improvement of corporate reputation” comes on top as environmental performance. Then at the second, there is “Reduce in emissions of toxic chemicals in air and water”. The third is “improved product quality”, the fourth one is “reduced waste of recycling of the materials during the production process”, on fifth there is “improved plant performance”. At number six there are “reductions in the consumption of electric energy”, at seven “helped our company design/ develop better products” and at number eight and the lowest is “increased use of renewable energy and sustainable fuels”.

### 8.2.12. Religious Beliefs

**Table 5. Religious Beliefs**

Religious beliefs	Mean	<u>Standard deviation</u>
Religion is one of the most important philosophies of life	3.90	1.555
Religion forms an important basis for the kind of person	3.73	1.4833
Often think about religious matters	3.74	1.454

## 9. Recommendations

The study that is done shows that the environment can be benefitted if organizations use Green Human Resource Practices. If the organization can use better Human Resource Management practices, it will

support and motivate the initiatives towards green performance and better environmental performance. Different recommendations help organizations to improve green performance and contribute to the practices of saving the world.

The organizations have to make a strategy that asses the environmental concerns to make solid improvements. Moreover, they have to add environmental preferences into their business strategies to clarify their environmental concerns. Organizations have to dig deep and add green performance factors to their vision, mission, and goals. There should also be an internal and external audit related to green performance.

Organizations have to develop a pro-environmental culture at the workplace for this purpose different policies are needed to be designed that emphasize adopting green behaviors. They have to consider green performance in all their actions through characterizing diverse green practices, qualities, activities, and rules.

The top management should be well aware and well-trained in green performance and practices, so they can actively participate in the implantation of environment-friendly policies. If the management is well aware and educated about this scenario, they cannot resist the change of going green. Moreover, they can also help to implement these policies through the employees.

There should be proper training and development

programs for all employees in the organization, so they can better understand this behavior and are well aware of the advantages and disadvantages of going green. In recruitment and selection, there should be proper environmental criteria and the applicant who knows about green performance should be given preference.

There should be environmental criteria in the organization's appraisal system that can track the employee's green behavior and performance. Employees that actively participate in adopting green behaviors should be given rewards and compensation to keep them motivated. There should be employee empowerment and involve them in the decision-making that will lead to greater duty and commitment to embracing the new culture of green performance.

The government should make new rules, laws, and regulations to ensure environmental safety and security. There should be strict checks and balances on the organizations as to how much they are affecting the environment and to what extent they are playing their role in saving this world and environment. If any organization is found guilty, then there should be a heavy penalty for this.

## **10. Limitations**

Future research can also face limitations, the current study also faces limitations. The limitation faced in this study is: the organizations, management, and employees are not much familiar with green performance, environment-friendly, green behavior, and green practices terms.

## **11. Conclusion**

The main aim of the study was to discover the connection between the dependent and the independent variables. Regardless of whether there is

a positive, or negative connection between them or there is no impact. Additionally, the point of this study was how the climate can be spared from more harm and how the issues of contamination, carbon emissions, the steady increase in temperature, and global warming can be tended to and solved for this purpose, the exploration has been done in a way to find out to what extent the organizations are using green performance. Secondly, by testing the variables and finding their correlations, and finding what are the best practices that can amplify the green performance.

The results suggest that there is a positive relationship between employee training and green performance, which means that if the employees in an organization can be trained effectively on green performance, they can easily adopt green practices and behaviors and contribute to different environment-friendly practices. The second relation which is religious beliefs and green performance also shows a positive effect, which means that employees at a large scale are attached to their religions. If religious teaching and preaching about saving the environment can be used in different training and development programs, then definitely employees can learn more and contribute more to green performance and practices.

By concluding the results, it has been sorted out that organizations appear to utilize green human practices at a normal level to work up environment-friendly well-disposed endeavors in their employees. The analysis shows that the practice is ideally done to raise the mindfulness and commitment of the employees toward green performance.

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