

THE IMPACT OF INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY IN PRO-ENVIRONMENTAL BEHAVIORS: TIME FOR ACTION!

Kalina Sotiroska Ivanoska¹, Zoran Filipovski²

¹ Faculty of Philosophy, Ss. Cyril and Methodius University in Skopje, Republic of North Macedonia, ² International Vision University, Gostivar, Republic of North Macedonia

Abstract

Industrial-organizational psychology, as scientific study emphasizes on individual, group and organizational dynamic forces, and therefore could recognize effective solutions for human well-being. Given the importance of taking action to tackle climate change, it is essential to include the concepts of industrial-organizational psychology in fostering pro-environmental behavior. The aim of this study is to examine the role of industrial-organizational psychology in understanding pro-environmental behaviors and contributions of industrial-organizational psychology to climate change. There are many ways in which industrial-organizational psychologists should play a proactive role in climate change. The study concludes with a discussion of the need for utilization of knowledge and practices of industrial-organizational psychology in development of pro-environmental behaviors that cannot be left for better days, but the action should be taken immediately.

Keywords: industrial-organizational psychology, pro-environmental behaviors, climate change

INTRODUCTION

Climate change impacts are increasingly felt in the world, adapting and taking action to increase people's awareness and activities to maintain the environment becoming critical. Environmental problems could therefore be reduced if people adopted more pro-environmental behaviors (BALUNDE et al., 2019). The World Health Organization (2021) emphasizes that climate change has a huge impact on human health and is committed to finding ways to decrease greenhouse gases, developing appropriate travel behavior, and encouraging all organizations to get involved. There is a gap

in the literature, research, and practice of industrial-organizational psychology in the climate change context. Encouragement of employees' pro-environmental behavior within organizations is now a critical and very important challenge for industrial-organizational psychologists. People spend most of their time during the week at work, even when they are not at work they usually think about work. It means that work is important to people and industrial-organizational psychology, as a scientific study is pointed to the work of people in work settings.

The purpose of this study is to emphasize the importance of industrial-organizational psychology in developing pro-environmental behaviors and highlighting appropriate approaches to applying the principles of industrial-organizational psychology in environmental sustainability.

1. Why Industrial-organizational psychology?

Industrial-organizational psychology integrates the knowledge and scientific methods of psychology that are applied to issues of critical relevance to business (SIOP, 2021). Landy and Conte (2019) gave the simplest definition of industrial-organizational psychology as an application of psychology principles, theory, and research to the work setting and indicate three directions, personnel psychology which is related to the hiring, firing, evaluation, training, and performance of employees, organizational psychology addresses issues such as emotions, motivation, and interpersonal behavior in the context of the organization and human factors psychology concentrates at the human capacity and limitations in any given environment, towards improving the working environment for individuals.

Organizations have the power to shape behaviors, attitudes, and character traits of the employees (ROSE, 2014), so industrial-organizational psychology can take the responsibility to form, develop and shape the pro-environmental behaviors among employees.

2. Pro-environmental behaviors

There are many synonyms for pro-environmental behaviors as ecological behavior, green behavior, sustainable behavior, and other terms which are used interchangeably. Pro-environmental behavior can be defined as actions that harm the environment as little as possible or even benefits the environment (STEG & VLEK, 2009). A behavior in society that is valued as a way of protective behavior towards the environment or respect for a healthy environment (KRAJHANZL, 2010) is determined as pro-

environmental behaviors. When pro-environmental behaviors are associated with workplace context, there is a definition of workplace pro-environmental behaviors as any action taken by employees that she or he thought would improve the environmental performance of the organization (RUSSELL & GRIFFITHS, 2008). YURIEV et. al. (2018) make a distinction between voluntary pro-environmental behaviors inside and outside the organization. They propose a categorization of pro-environmental behaviors within the organizational context. Behaviors practiced at work and within an organizational context are recycling, writing successful stories for a sustainability annual report, attending specialized training and workshops active participation in a green committee, then behaviors practiced at work and without an organizational context, as turning off lights, giving suggestions to reduce environmental impact, helping colleagues inactivation in pro-environmental behaviors. Also, in the category behaviors practiced outside the work and without an organizational context are mentioned the use of public transport, cycling, walking, choosing eco-friendly lunch options, and the fourth category is behaviors that are practiced outside the work context and within an organizational context, as active involvement in social campaigns such as tree planting.

3. Training and education program

Organizations conduct several different pieces of training and educations for their employees. The industrial-organizational psychologist should provide systematic acquisition of concepts or attitudes that result in pro-environmental behaviors. Different training methods are organized in the organizations, and industrial-organizational psychologists should increase the interest and passion of employees towards greening their work tasks and the organization as a whole. ROSE (2014) suggested just as organizations have their lawyers, so they should have their educators, motivational speakers to keep up with the rapid changes in the world. It is necessary to redefine and reorganize the existing education and adjust the reality. Accordingly, it is of great importance to maintain eco-sustainability in corporations through industrial-organizational psychological principles to the maximization of the three bottom lines, profits, people, and the planet. PINZONE, M., GUERCI, LETTIERI, & HUISINGH (2019) concluded that the green training was related to the voluntary engagement of the employees in pro-environmental behavior because the green training gave them a sense of challenge, which motivated them to get involved in pro-environmental behavior. Also, they noted that green training makes

employees more satisfied with their jobs, and they explained this with the perception of the employees that the management supports the employees which cause employee satisfaction.

4. Organizational climate

Organizational climate is defined as a shared perception among employees regarding their work entity, a particular organization, or workgroup (LANDY & CONTE, 2019). Climates play a relevant role in shaping employees' corresponding behaviors. The employees' perceptions of the environmental policies and practices in the organizations are of great importance. MOURO & DUARTE (2021) examined how employees' perceptions of organizational policies about environmental sustainability and perception of coworkers' pro-environmental behaviors affect employees' self-reported voluntary pro-environmental behaviors. The findings suggested that after controlling for the effects of tenure, education level, and a management position, a pro-environmental organizational climate predicts stronger personal norms and a greater tendency to adopt pro-environmental behaviors at work. The findings of this research has emphasized the importance of increasing the visibility of pro-environmental behaviors at the workplace in which employees volunteer to engage. Organizations need to encourage employee' pro-environmental behavior much more in the workplace.

5. Reward systems

An organization gives a manager the power to make decisions and authority. One type of power is reward power which means the potential of a supervisor to mediate or dispense valued rewards. Accordingly, the organization could make a system of rewards about pro-environmental behaviors among employees, giving rewards symbolically to reinforce desirable pro-environmental behavior. Offering desirable rewards and providing rewards as promised for appropriate pro-environmental behaviors displayed by the employees. Motivational interventions boost pro-environmental behaviors through incentives and rewards, or discourage environmentally harmful behaviors via disincentives and penalties (BOLDERDIJK, LEHMAN, & GELLER, 2018), and can be used at the workplace. Offering monetary and non-monetary rewards for pro-environmental behavior provides an extra incentive to make more green choices. The use of money rather than non-monetary consequences has its drawbacks. Adverse effects of the monetary consequences can be reduced

if it is determined that monetary consequences will support the pro-environmental behavior than undermine it. (BOLDERDIJK, LEHMAN, & GELLER, 2018). In one organization, HANDGRAAF et al. (2014) measured electricity consumption for some time and each week employees were rewarded for saving electricity. Monetary and social rewards were distributed, publicly and privately, therefore public rewards have been shown to surpass private rewards for maintaining behavior, and social rewards outweighed monetary rewards. Organizations should take these findings into account when creating internal policies.

6. Managerial behavior

Organizational managers have an impact on the employees' attitudes, the commitment of employees, performance outcomes, and environmental performance (ROBERTSON & BARLING, 2013). The findings from ROBERTSON & BARLING (2013) suggested that leaders' environmental descriptive norms and the leadership and pro-environmental behaviors managers ratify play a significant role in the greening of organizations. It is no coincidence that because managers have the power to shape policies, reward and promote employees, and have authority in the organization. WESSELINKA, BLOK & RINGERSMA (2017) in their research tried to discover the factors that influence pro-environmental behaviors among individual employees. They wanted to understand to what extent factors as leadership support, perceived organizational support for the pro-environmental behaviors, and leadership, exemplary behavior influence employees' intention to pro-environmental behaviors. According to the findings, the researchers concluded that there is a relationship between leadership behavior, exemplary behavior, and pro-environmental behaviors. It was interesting that leadership support did not have a positive relationship with an intention to act and actual pro-environmental behaviors among individual employees.

CONCLUSIONS

Enhancing the role of industrial-organizational psychology in the development of pro-environmental behaviors would help to address interconnected crises such as climate change, food security, and environmental degradation. Industrial-organizational psychologists have an important role to play in adopting and developing pro-environmental behaviors among employees. Every person could participate significantly in achieving lasting environmental sustainability with specific pro-

environmental behaviors. Industrial-organizational psychologists are faced with the challenges to facilitating and encouraging pro-environmental behaviors in the workplace setting and transfer by the employees outside of the work context.

New worldwide changes suggested that it is of great importance for organizations to improve the pro-environmental behaviors of employees. Training and educational program about pro-environmental behaviors is set as one of many alternatives in the development and improvement of the desirable pro-environmental behavior of the employees. The success of different managerial activities, such as the implementation of environmental policies, codes of conduct, and industrial ecology actions, largely depends on employees' pro-environmental behaviors (BOIRAL, PAILLE, & RAINIERI, 2015). Based on the topic covered in the study, a number of research and practice opportunities are opened for the application of the industrial-organizational psychology principles for pro-environmental behaviors in the workplace context. What should be emphasized is that we should not be waiting but need to take action immediately.

REFERENCES

- BALUNDE, A., PERLAVICIUTE, G., & STEG, L. (2019). The Relationship Between People's Environmental Considerations and Pro-environmental Behavior in Lithuania. *Frontiers in Psychology*, 10.
- BOIRAL, O., PAILLE, P. & RAINIERI, N. (2015). The nature of employees' pro-environmental behaviors. In *The Psychology of Green Organizations*, New York: Oxford University Press, pp. 12-32.
- BOLDERDIJK, J.W., LEHMAN, P.K., & GELLER, E.S. (2018). Encouraging Pro-environmental Behaviour with Rewards and Penalties. *Environmental Psychology*.
- PINZONE, M., GUERCI, M., LETTIERI, E., & HUISINGH, D. (2019). Effects of "green" training on pro-environmental behaviors and job satisfaction: Evidence from the Italian healthcare sector. *Journal of Cleaner Production*, 226, 221-232. doi:10.1016/j.jclepro.2019.04.048
- HANDGRAAF, M.J.J., Van Lidth de Jeude, M.A. & Appelt, K.C., (2013). Public praise vs. private pay: Effects of rewards on energy conservation in the workplace. *Ecological Economics*, Elsevier, vol. 86(C), pages 86-92.
- KRAJHANZL, J. (2010). Environmental and pro-environmental behavior. School and Health 21, Health Education: International Experiences, 251-274.
- KURISU, K. (2015). What Are Pro-Environmental Behaviors (PEBs)? In: Pro-environmental Behaviors. Springer, Tokyo. https://doi.org/10.1007/978-4-431-55834-7_1
- LANDY, F. J., & CONTE, J. M. (2016). *Work in the 21st century: an introduction to industrial and organizational psychology*. Hoboken, NJ : Wiley.

- MOURO, C., & DUARTE, A. P. (2021). Organizational Climate and Pro-environmental Behaviors at Work: The Mediating Role of Personal Norms. *Frontiers in psychology*, 12, 635739. <https://doi.org/10.3389/fpsyg.2021.635739>
- ROBERTSON, J.L. & BARLING, J. (2013). Greening organizations through leader influence on employees' pro-environmental behaviors, *Journal of organizational behavior*, 34 (2), 176-194.
- ROSE, K. (2014). Adopting Industrial Organizational Psychology for Environmental Sustainability. *Procedia environmental sciences*, 20, 533-542.
- RUSSELL, S., & GRIFFITHS, A. (2008). The role of emotions in driving workplace pro-environmental behaviors. *Research on Emotion in Organizations*, 4, 83-107.
- STEG, L. and VLEK, C. (2009). Encouraging pro-environmental behavior: An integrative review and research agenda. *Journal of environmental psychology*, 29(3):309-317. <https://doi.org/10.1016/j.jenvp.2008.10.004>
- WESSELINK, R., BLOK, V., & RINGERSMA, J. (2017). Pro-environmental behavior in the workplace and the role of managers and organization. *Journal of cleaner production*, 168, 1679-1687.
- WHO (2021). Climate change. Available online: https://www.who.int/health-topics/climate-change#tab=tab_3

THE IMPACT OF INCREASED WEATHER SALIENCE IN AUTISM SPECTRUM DISORDER

Msc. Megi Vjerdha (Shllaku)

University of Shkodra "Luigj Gurakuqi", Faculty of Education Sciences,
Department of Psychology - Social Work

Abstract

Weather is important to all people, including vulnerable populations (those whose difficulties concern cognitive processes, hearing, visual differences and physical disability). Autism spectrum conditions affect neurological functioning and concerning the weather changes, people with autism are more receptive on these changes in comparison with neuro-typical ones. According to different studies, people with autism tend to score highly in tests of systemizing, a psychological process that entails attention to details and to a specific way to be aware of any change in the environment. The difficulties of people with autism concerning the change of weather conditions are particularly correlated with their ability to systemize and their difficulty to accept changes that they cannot be prepared of.

The aim of this article is to present a qualitative study concerning the observations in two months (September 2020 and May 2021) of 10 children (5-10 years old) diagnosed with Autism Spectrum Disorder during the weather changed conditions and analyzing these dynamics considering the different approaches and studies that correlate the weather conditions with emotional consequences in children with Autism Spectrum Disorder.

Key words: weather conditions, systemizing, autism, changed conditions.

Introduction

Weather supplies many metaphors for our changeable minds. Moods can brighten and darken, dispositions can be sunny, futures can be under a cloud and relationships can be stormy. Like the weather, our emotions sometimes seem like fickle forces of nature: unstable, enveloping and uncontrollable. Weather has long held an important place in human experience and it continues to be an important determinant of everyday mood and behavior in modern life (Persinger, 1980; Watson, 2000).