

The Influence of Institutional Support for Tourist Hotels on Fostering Employee Pro-Environmental Behaviors: The Moderating Role of Islamic Work Ethics: An Empirical Study

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Abstract:

The current study aims to study the effect of institutional support on promoting pro-environmental behaviors of employees in premium hotels in Baghdad Governorate within the framework of Islamic work ethics as a moderating factor.

The study sample consisted of (162) employees of premium hotels in Baghdad (Rashid Hotel, Baghdad Hotel) who hold a diploma or higher for their awareness and ability to answer the questionnaire paragraphs and their direct connection to the objectives and problem of the study, and to answer the study question and achieve its goals and test the study hypotheses, statistical analysis was conducted: arithmetic mean, standard deviation, coefficient of determination, structural equation modelling, and path analysis method, using statistical programs (AMOS.23) and (SPSS v.26).

The results showed that the relationship between the impact of institutional support and pro-environmental behaviours of employees in the studied hotels was low and statistically significant, which requires enhancing moderating factors for the relationship. The test results of the relationship between the impact of Islamic work ethics on the environmentally friendly behaviours of employees were somewhat high and statistically significant. The results also indicate that Islamic work ethics (as a moderating factor) contributed to improving the strength of the relationship between the impact of institutional support on the environmentally friendly behaviours of employees in tourist hotels in Baghdad Governorate, which supports the directions of the management of the studied hotels to enhance the relationship between environmentally conscious organizational practices and the actions of employees who support the environment within the framework of Islamic teachings. The study recommended the importance of educating employees about the importance of preserving the environment as an Islamic duty, setting clear environmental policies, and providing regular training programs for employees on the importance of environmental practices and how to implement them, in addition to providing sufficient support to encourage employees to engage in environmentally friendly behaviours.

Keywords: Institutional Support, Employee pro-environmental behaviors, Islamic Work Ethics, Tourist Hotels, Iraq.

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Introduction:

Regarding sustainable development, the tourism and hospitality sector is a two-edged blade since it significantly boosts employment and GDP and is a potent driver of world economic growth. Still, this unquestionable economic imprint has an environmental cost. Just the hotel sector makes up about 21% of the worldwide environmental effect of this sector. By giving environmental initiatives top priority and implementing responsible behavior, this sector may keep its leading role in promoting development while considerably lessening the harm it causes to the environment. An increasing degree of environmental consciousness is thus maintained. (Abbas & Tufail, 2024: 2). Therefore, implementing and succeeding environmental policies of organizations in the tourism and hospitality industry usually requires the full participation and care of employees. Employees are primary participants in the workplace; nevertheless, their involvement is predominantly voluntary and necessitates institutional support, defined as the organizations and its managers' efforts to promote, acknowledge, and enhance employees' pro-environmental behaviors (Fatoki, 2019: 2).

Therefore, employees need to engage in pro-environmental behaviors to improve environmental performance, which is crucial to meeting the increasing expectations of regulatory bodies and tourists (Elshaer et al, 2023). The results of empirical studies (Aziz et al, 2018), Khalid et al, 2024, Bashirun et al, 2020) Islamic work ethics significantly extend management theory by fostering green behaviors among employees. This is achieved through the positive impact of individual values and beliefs within the Islamic framework on the cultivation of pro-environmental behavior, thereby enriching the understanding of environmental conduct and facilitating the formulation of innovative strategies for sustainable practices in tourism organizations. Organizations whose practices are in line with Islamic values may witness an increase in employee motivation and engagement in environmentally friendly behaviors. With the limited studies on the relationship between institutional support and environmental behavior of workers in the Iraqi tourism sector, the current study came as a contribution to bridging the research gap and thus, shedding light on the possibility of the impact of institutional support for tourism organizations on the pro-environmental practices of employees, especially hotels in Baghdad Governorate. The current study also presents: Islamic work ethics as a moderating factor in the study under investigation as it is one of the most important variables consistent with the nature of Islamic society. The study was organized according to the following: study methodology, a review of the literature on the basic concepts of the study variables, then presenting the applied aspect of the research and finally the conclusion and recommendations.

1-Research Methodology

This section deals with the study problem, objectives and importance of the study, the hypothetical model and hypotheses, as well as the study community and sample:

1-1- The Study Problem

The tourism and hospitality industry faces increasing pressures towards sustainability and environmental issues, so employees are important stakeholders in the success of organizational environmental initiatives. However, the hotel industry, in particular, faces a number of challenges in encouraging such behaviors, most notably that the majority of employees of the studied hotels are not interested in environmental behavior, and environmentally friendly behaviors in the workplace are voluntary behaviors that require organizational support provided by senior management, which can greatly affect employees' attitudes and behaviors towards the environment. Given that the Islamic approach is more acceptable to protect the environment, environmental issues and sustainability are linked to ethical actions, so the study problem was formulated with the main question: What is the effect of institutional support on the pro-environmental behaviors of workers in tourist hotels in Baghdad Governorate within the framework of Islamic work ethics as a moderating factor?

1-2- Importance of the study

The current study coincided with the growing interest in the topic of environmental sustainability in the field of tourism and hospitality, which has attracted the attention of academic researchers and practitioners due to the environmental damage caused by this industry. The importance of the study also stems from the importance of its variables that dealt with the hotel industry, which is a competitive industry by nature in the Iraqi tourism sector. Given that giving priority to environmental sustainability increases its competitiveness, this confirms the inevitability of supporting and encouraging the senior management of Baghdad Governorate hotels for environmentally friendly employee behaviors, with a focus on studying the integration of Islamic

work ethics into organizational practices, which can encourage pro-environmental measures in the hotels studied.

1-3- Objectives of the study

1. Analyze and understand the nature of the relationship between the study variables: institutional support practices, pro-environmental behaviors, and Islamic work ethics for workers in tourist hotels in the capital, Baghdad.
2. Contribute to bridging the knowledge gap by studying the impact of institutional support mechanisms in promoting pro-environmental behaviors for workers in tourist hotels in the capital, Baghdad, within the framework of Islamic work ethics.
3. Provide insights that can help in developing programs and policies aimed at promoting pro-environmental behaviors, especially within the ****Islamic community****.
4. Highlight the need for more empirical studies that can provide a stronger basis for organizations looking to enhance their green initiatives through organizational measures that support Islamic principles.

1-4- Hypothetical Model of the Study

To achieve the objectives of the research, it is necessary to build a hypothetical model to diagnose the independent variable represented by institutional support and the dependent variable: pro-environmental behaviors of employees and the moderator variable: "Islamic work ethics", as shown in Figure No. (1)

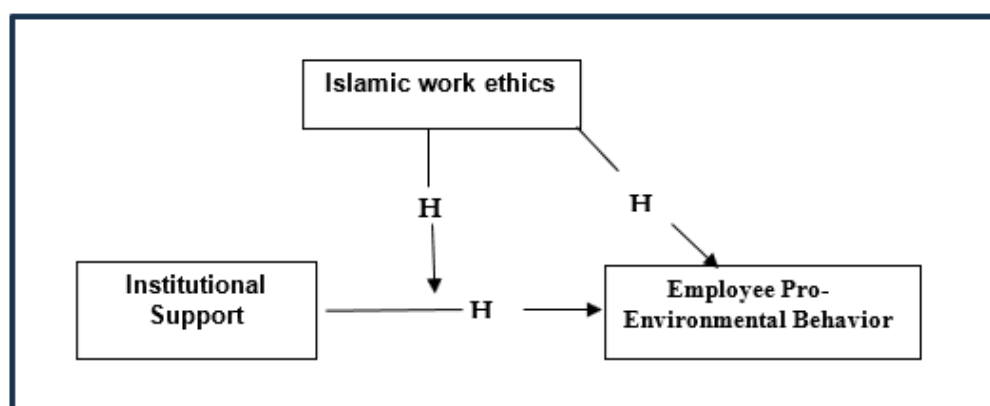


Figure (1) Hypothetical model for the research

According to the hypothetical model of the study, which examines the impact of institutional support for Baghdad Governorate hotels on environmentally friendly employee behaviors and Islamic work ethics as a moderating variable for the relationship, the following hypotheses were formulated:

1. Institutional support has a positive and significant impact on pro-environmental employee behaviors in the studied tourist hotels. H1
2. Islamic work ethics have a positive and significant impact on pro-environmental employee behaviors in the studied tourist hotels. H2
3. Islamic work ethics modify the relationship between institutional support and pro-environmental employee behaviors in the studied tourist hotels. H3

1-5- Study community and sample

Given the nature of the current study variables, represented by (institutional support, pro-environmental employee behaviors and Islamic work ethics), the target community for the current research consists of (275) employees in premium hotels and holders of a diploma or higher for their awareness and ability to answer the questionnaire paragraphs and their direct connection to the objectives and problem of the study, see table (2) which are: (Rashid Hotel Baghdad Hotel) in the city of Baghdad. According to the classification of the Tourism Authority in the city of Baghdad, see Table (1), these hotels were chosen for the following reasons:

1. These hotels occupy an excellent rank in the international classification, which is based on the selection of a solid sample for the study.

2. They are among the oldest and largest hotels in the capital, Baghdad, and still represent one of its most important urban and tourist landmarks and include tourism expertise and skills resulting from the long experience of chains of international tourism companies.

3. They have a state of great openness and knowledge of international hotels in terms of work, methods and designs.

4. These hotels receive official state delegations and hold conferences, exhibitions and festivals from various countries, which provide cultural and intellectual diversity in addition to the diversity of services provided.

5. They have a group of specialized human resources, which are attracted from tourism training centres, institutes, tourism and hotel colleges and specialized scientific departments, which provides a model of tourism specialization in the classification of businesses.

Table (1) Classification of the hotels studied

Hotel	Location	Opening	Number of floors	Number of rooms	Rating
Rashid Hotel	Al-Karkh - Green Zone	1982	15	408	Excellent
Baghdad Hotel	Al-Saadoun Street	1958	6	160	Excellent

The researcher prepared the source based on data from the General Department of Tourism and information obtained from field visits.

Table (2) Research Community

No.	Premium Hotels	the total
1	Rashid Hotel	145
2	Baghdad Hotel	130
the total		275

The researcher prepared the source based on data from the General Department of Tourism and information obtained from field visits.

Statistical tables (Krejcie, R. V., & Morgan, D. W., 1970) "Table 3 displays the demographic characteristics of the sample. The sample size was determined by the reliance on the questionnaires, which indicated that the optimal number of individuals was at least (160). Consequently, (164) questionnaires were distributed to a random sample. After retrieving (162) questionnaires, it was evident that the number of questionnaires valid for statistical analysis had reached (162), which was the required number".

Respondents' Demographics (n = 162) Table 3.

The humankind	Recurrence	the percentage
Female	40	%24.7
Male	122	%75.3
Total	162	100
Years of service	Recurrence	%
5 years and less	41	%25.3
From 6-10 years	87	%53.7
10 years and above	34	%21.0
Total	162	100
Academic achievement	Recurrence	%
Diploma	33	%20.4
Bachelor's	76	%46.9
Master's	37	%22.8
Doctor	16	%9.9
Total	162	100

Source: output.SPSS.v.26

Table (3) shows the demographic characteristics of the sample of respondents, which could contribute with complete transparency to achieving the objectives of the study. The percentage of

males was (75.3%), while the percentage of females was (24.7%). This is an indication that males occupy the largest percentage of employees of the tourist hotels studied in the capital, Baghdad. As for the results of the academic qualification of the study sample, holders of a bachelor's degree had the highest percentage, which amounted to (46.9%), followed by holders of higher degrees, master's and doctorate, with a percentage of (22.8%) and (9.9%). These percentages indicate that the study sample possesses a high level of understanding and awareness of the questionnaire paragraphs and their assimilation. The results also showed that (53.7%) of the sample of respondents had a work period ranging from (6-10) years, and (21.0%) had (more than 10) years of experience, and finally (25.3%) had a service period of (less than 5 years), which shows their increased insight, experience and knowledge of the reality of the hotels in which they work, and their ability to answer the questionnaire questions.

1-6- Study Limits

The study limits were as follows:

1. Spatial Limits: The current study included tourist hotels in the capital, Baghdad.
2. Temporal Limits: The period of preparing the research was represented in the practical aspect, i.e. the period of distributing and retrieving the questionnaire, which extended from 10/1/2024 to 12/1/2024.
3. Human Limits: The human limits were represented by employees of tourist hotels in the capital, Baghdad, for individuals who have a diploma or higher due to their awareness and ability to answer the questionnaire paragraphs and their direct connection to the objectives and problem of the study.

2-Theoretical framework: Key concepts

2-1- Institutional Support

Institutional support is frequently defined as the combination of perceived organizational support and leadership support. Therefore, the activities of the organization's management can be characterized as institutional support to encourage and recognize employees' environmentally friendly attitudes and behaviors. Institutional support is also defined as the activities that the organization and its managers can provide to promote and acknowledge employees' green behaviours (Wesselink et al., 2017). There are many activities that the organization's management can do to show its support and encourage employees to participate in environmentally friendly organizational programs to enhance their environmental behavior. These activities include demonstrating concern for the environment, such as providing a recycling bin and applauding green practices (Fatoki, 2019:5).

2-2- Employee pro-environmental behaviors

Employee-related environmental activities can be defined as all activities that directly protect the environment or improve organizational practices. (Leitão et al,2024:165). Environmentally friendly employee behaviors are also described as practices undertaken by employees to benefit the environment. These actions encompass involvement in ecological initiatives and environmental campaigns. (Khalid et al., 2024:66). Pro-environmental behavior denotes the acts and activities individuals engage in to mitigate adverse effects on the environment. These practices encompass recycling and reusing materials, utilizing eco-friendly items, adopting sustainable transportation options, and conserving energy, among others (Musaddiq et al.,2024:117).

2-3- Islamic Work Ethics

Islamic work ethics are defined as a set of ethical principles that affirm and defend the noble and sublime values stated in the Qur'an and Sunnah that guide the attitudes and behaviors of employees in their workplace.(Aziz et al,2018:250). Islamic work ethics represent the way of life of a person in performing his work and the approach he follows to achieve it (Aziz & Rami,2020:12). IWE is also described as the work behavior that is in line with the spirit of monotheism that avoids any forbidden thing and provides the permissible thing in the work of employees. (Falach et al., 2023:91). It works to enhance the behavior of employees to be transparent, honest and helpful to all. Islamic teachings also emphasize the need for environmental protection, which is fundamental to Islamic values and beliefs (Khalid et al., 2024:68).

3-Practical aspect and discussion of results

3-1- Basic statistical tests: Conducting basic statistical tests for study data according to statistical programs requires several steps. See Table 4:

- Coding the study scale items: This was created according to previous studies to measure the hypothetical model of the study.
- Verifying the normal distribution of data by conducting the (Kolmogorov-Smirnov) test.
- Verifying the reliability of the study scale: testing the validity and reliability coefficient (Cronbach's Alpha).

Table 4. Coding the study scale, (normal) distribution, and stability of the scale

Variables	Coding	Item	Source	Kolmogorov-Smirnova			Cronbach's Alpha
				Statistic	Df	Sig.	
Institutional support	IS	8	Fatoki,2019	0.077	161	0.543	89.54%
Employee Pro-Environmental Behaviors	EPEB	7	ROBERTSON&BARLING,2013	0.079	161	0.543	91.54%
Islamic Work Ethics	IWE	17	Asha'ari et al.,2023	0.077	161	0.543	90.67%

Source: study scale According to previous studies, Reliability and validity coefficient & Kolmogorov-Smirnov test: output.SPSS.v.26

Table 4 shows the results of the (Kolmogorov-Smirnov) test, which requires that the data are normally distributed when the probability value of the data is greater than the significance level of 0.05 (Hair et al., 2017), that the significance value of (0.543) for the research variables: (institutional support, environmentally friendly employee behaviors, Islamic work ethics) "exceeds the significance level (0.05), indicating that the data adhere to a normal distribution, hence permitting the execution of future statistical tests. Dependability of the research instrument: The Cronbach's alpha coefficient is deemed reliable when it is equal to or exceeds 0.70, indicating the stability and consistency of the questionnaire's results, as well as the extent of its accuracy and reproducibility across multiple distributions and varying time intervals, maintaining the same level of reliability" (Nunnally & Bernstein, 1994). Table (4) shows the results of the study scale, which was consistent with the reliability standards.

3-2- Descriptive analysis of research variables

This paragraph aims to describe, analyze and diagnose the level of clarity and interest in the research variables, which are: (institutional support, pro-environmental behaviors of workers, and Islamic work ethics) by the research sample (162) employees of tourist hotels in the capital, Baghdad, as the researcher relied on the arithmetic mean, standard deviation and coefficient of variation for each dimension, to make a comparison between the calculated mean and the categories shown in table (5)

Table (5) Interpretation of arithmetic means compared to the five-point Likert scale.

Strongly agree	Agreed	Neutral	Disagree	Strongly disagree
4.21-5	3.41-4.20	2.57-3.40	1.81-2.56	1-1.80
Very high	High	Moderate	Weak	Very weak

Source: Akadiri O. P. (2011)• Development of Multi-Criteria Approach for Wolver Hampton, U. K.

3-2-1- Descriptive analysis of the institutional support variable:

The results of Table 6 show that the total weighted arithmetic mean is (moderate) and tends towards (neutrality), as it was estimated at (3.387) with a general standard deviation of (0.782), a general coefficient of variation of (23.1%) and an agreement rate of (67.7%), which explains the average level of interest of the studied hotels in the requirements of institutional support. This variable was measured through (8) paragraphs, the arithmetic means of which ranged between (2.723-3.651), and the results showed a coefficient of variation fluctuating between (16.5%-27.0%), which gives the highest rank (1) and the lowest rank (8). This evaluation was inferred and relied upon through the lowest (coefficient of variation), which explained the harmony and consistency of the study sample's answers towards these paragraphs, indicating that the best

paragraphs for the institutional support variable were represented in (IS2), the coefficient of variation for which was, (16.5%), with a high arithmetic mean and a trend towards agreement of (3.651), and a standard deviation of (0.602), this high evaluation of this paragraph explains the manager's possession of the environmental impact of my behavior at work. At a high level, we find that the remaining paragraphs received an average evaluation with some variation in the degree of moderation.

Table (6) Descriptive analysis of the institutional support variable

Institutional support (IS)	Mean	S.D	C.V	Agreement rate	N0.
IS1	3.599	0.777	21.6%	72.0%	3
IS2	3.651	0.602	16.5%	73.0%	1
IS3	3.629	0.734	20.2%	72.6%	2
IS4	2.992	0.847	28.3%	59.8%	6
IS5	2.723	0.734	27.0%	54.5%	8
IS6	2.878	0.902	31.3%	57.6%	7
IS7	4.242	0.836	19.7%	84.8%	5
IS8	3.382	0.823	24.3%	67.6%	4
	3.387	0.782	23.1%	67.7%	

Source: output.SPSS.v.26

3-2-2- Descriptive analysis of the variable of pro-environmental behaviors of employees:

The results of Table 7 show that the total weighted arithmetic mean is (moderate) and tends towards (neutrality), as it was estimated at (3.314) with a general standard deviation of (0.771), and a general coefficient of variation of (23.3%), and an agreement rate of (66.3%), which explains the average level of interest of the studied hotels in the requirements of environmentally friendly behaviors of employees. This variable was measured through (7) paragraphs, the arithmetic means of which ranged between (2.651-3.662), and the results showed a fluctuating coefficient of variation between (17.0%-34.0%), which gives the highest rank (1) and the lowest rank (7), that this evaluation was inferred and relied upon through the lowest (coefficient of variation), which explained the harmony and consistency of the answers of the study sample towards these paragraphs, indicating that the best paragraphs for the variable of environmentally friendly behaviors of employees were represented in (EPEB4), its coefficient of variation was (17.0%), with a high arithmetic mean and a trend towards agreement of (3.662), and a standard deviation of (0.622), this high evaluation of this paragraph explains that the workers at work reuse some materials such as: some empty cans or water bottles... etc. at a high level, while we find that the remaining paragraphs received an average evaluation with some variation in the degree of moderation.

Table (7) Descriptive analysis of the variable of workers' pro-environmental behaviours

Pro-Environmental Behaviors	Mean	S.D	C.V	Agreement rate	N0.
EPEB1	3.599	0.703	19.5%	72.0%	3
EPEB2	2.651	0.902	34.0%	53.0%	7
EPEB3	3.321	0.834	25.1%	66.4%	5
EPEB4	3.662	0.622	17.0%	73.2%	1
EPEB5	2.882	0.883	30.6%	57.6%	6
EPEB6	3.442	0.778	22.6%	68.8%	4
EPEB7	3.643	0.672	18.4%	72.9%	2
	3.314	0.771	23.3%	66.3%	

Source: output.SPSS.v.26

3-2-3- Descriptive analysis of the variable of Islamic work ethics:

The results of Table 8 show that the total weighted arithmetic mean is (moderate) and tends towards (neutrality), as it was estimated at (3.374) with a general standard deviation of (0.727), and a general coefficient of variation of (21.6%), and an agreement rate of (67.5%), which explains the average level of interest of the hotels studied in the requirements of Islamic work ethics. This variable was measured through (17) paragraphs, the arithmetic means of which ranged between (2.672 and 3.742), and the results showed a coefficient of variation fluctuating between (14.7%-34.9%), which gives the highest rank (1) and the lowest rank (17), that this

evaluation was inferred and relied upon through the lowest (coefficient of variation), which explained the harmony and consistency of the answers of the study sample towards these paragraphs, indicating that the best paragraphs for the variable of Islamic work ethics were represented by In (IWE8), its coefficient of variation was (14.7%), with a high arithmetic mean and a trend towards agreement of (3.742), and a standard deviation of (0.551), this high evaluation of this paragraph explains that the management's interest in the lives of employees has no meaning without work. At a high level, we find that the remaining paragraphs received an average evaluation with some variation in the degree of moderation.

Table (8) Descriptive analysis of the variable of Islamic work ethics

Islamic Work Ethics	Mean	S.D	C.V	Agreement rate	N0.
IWE1	3.699	0.597	16.1%	%74.0	3
IWE2	3.651	0.682	18.7%	%73.0	7
IWE3	3.662	0.662	18.1%	%73.2	6
IWE4	3.687	0.612	16.6%	%73.7	4
IWE5	3.642	0.701	19.2%	%72.8	8
IWE6	3.672	0.632	17.2%	%73.4	5
IWE7	2.672	0.932	34.9%	%53.4	17
IWE8	3.742	0.551	14.7%	%74.8	1
IWE9	3.321	0.732	22.0%	%66.4	10
IWE10	3.266	0.766	23.5%	%65.3	11
IWE11	3.711	0.569	15.3%	%74.2	2
IWE12	3.618	0.722	20.0%	%72.4	9
IWE13	3.111	0.802	25.8%	%62.2	13
IWE14	2.761	0.899	32.6%	%55.2	16
IWE15	2.922	0.881	30.2%	%58.4	15
IWE16	3.006	0.843	28.0%	%60.1	14
IWE17	3.222	0.781	24.2%	%64.4	12
	3.374	0.727	21.6%	%67.5	

Source: output.SPSS.v.26

3-3- Quality of model fit and confirmatory factor analysis

The statistical analysis package (AMOS v23) was used to conduct the confirmatory factor analysis process in order to test the study hypotheses. Confirmatory factor analysis is also used to evaluate the ability of the factor model to express the actual data set and compare several factor models. In light of the assumption of the match between the covariance matrix of the variables included in the analysis and the matrix assumed by the model, many indicators are produced indicating the quality of this match, in light of which the assumed model is accepted or rejected for the data, which are known as standard fit quality indicators (Hair et al., 2010: 226) See Table No. (9).

Table No. 9)) Standard fit quality indicators

Goodness-of-fit Measures	Acceptable Level
$\chi^2 = \text{Chi-square}$	Statistically, it is not significant at a 0.05 significance level
χ^2/df	$1 < \chi^2/\text{df} < 5$
Goodness of fit index (GFI)	≥ 90
Root-mean-square error of approximation (RMSEA)	< 0.08
Normal fit index (NFI)	≥ 90
Comparative fit index (CFI)	≥ 90
Adjusted goodness of fit index (AGFI)	≥ 90
Tucker-Lewis Index (TLI)	≥ 90
P Close	> 0.05

Hair, Jr. J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). "Multivariate Data Analysis: A Global Perspective". London: Pearson

Table (10) shows that the values of the goodness of fit indicators for (the ratio between the value of χ^2 and the degrees of freedom (CIMN/df) = 4.396, GFI = 1.00, CFI = 0.976, RMSEA = 0.072) are consistent with the standard of the table above. Also, all the standard regression weights for the study variables (institutional support, environmentally friendly employee behaviors and Islamic work ethics) "were in accordance with the standards of structural equation modelling, exhibiting a standard estimate exceeding 0.40. Furthermore, all calculated critical values exceeded the table critical value (CR) of 1.96, indicating the scale's goodness of fit".

Table (10) Confirmatory factor analysis of study variables

Items	path	The dimension	Estimate	S.E.	C.R.	P
IS1	<---	Institutional support	.764	.067	12.098	***
IS2	<---		.798	.070	13.019	***
IS3	<---		.855	.063	14.784	***
IS4	<---		.816	.062	13.565	***
IS5	<---		.833	.064	14.082	***
IS6	<---		.879	.059	15.602	***
IS7	<---		.817	.071	13.584	***
IS8	<---		.871			
IWE1	<---	Islamic Work Ethics	.594			
IWE2	<---		.716	.158	7.494	***
IWE3	<---		.730	.165	7.591	***
IWE4	<---		.664	.158	7.098	***
IWE5	<---		.728	.160	7.575	***
IWE6	<---		.619	.154	6.736	***
IWE7	<---		.690	.162	7.301	***
IWE8	<---		.731	.163	7.603	***
IWE9	<---		.762	.181	7.818	***
IWE10	<---		.731	.175	7.601	***
IWE11	<---		.828	.174	8.256	***
IWE12	<---		.867	.177	8.495	***
IWE13	<---		.822	.155	8.218	***
IWE14	<---		.787	.175	7.984	***
IWE15	<---		.872	.180	8.526	***
IWE16	<---		.809	.163	8.132	***
IWE17	<---		.833	.177	8.285	***
EPEB1	<---	Employee pro-environmental behaviors	.809			
EPEB2	<---		.767	.090	11.193	***
EPEB3	<---		.843	.079	12.791	***
EPEB4	<---		.862	.077	13.233	***
EPEB5	<---		.810	.085	12.081	***
EPEB6	<---		.772	.081	11.281	***
EPEB7	<---		.750	.085	10.846	***

Source: AMOS Outputs. 23

3-4- Testing and analyzing research hypotheses: Structural equation modelling (SEM) was used based on the statistical analysis software package (AMOS v23) to test the relationships included in the hypothetical model of the study and test the hypotheses through path analysis. See Figure 2. and Table 11.

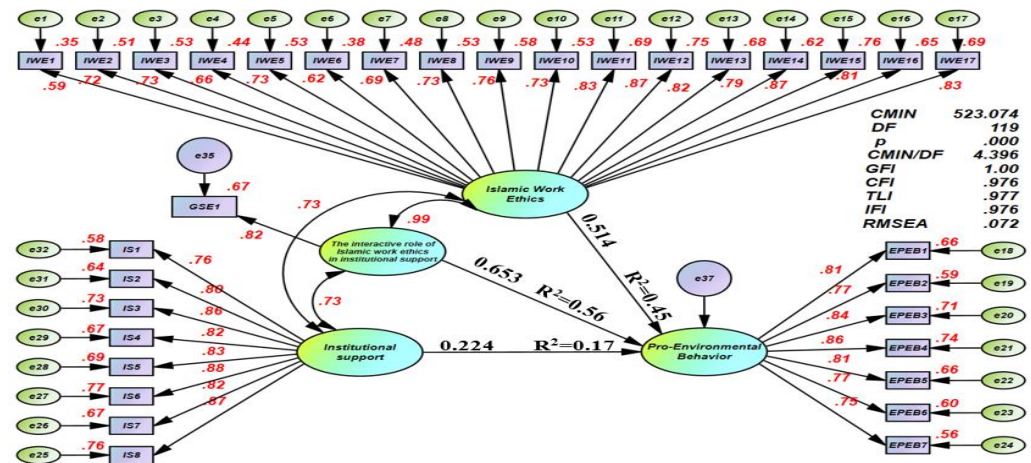


Figure 2: Structural Equation Modeling

Source: AMOS Outputs. 23

Table .11. Path Analysis and Hypothesis Testing

Hypotheses	Path	Estimate	S.E.	C.R.	P	R ²	Decision
H1	Institutional support --> Employee pro-environmental behaviors	0.224	0.281	2.846	***	0.17	Supported
H2	Islamic Work Ethics - -> Employee Pro-Environmental Behaviors	0.514	.097	8.442	***	0.45	Supported
H3	The moderating role of Islamic work ethics	0.653	.076	10.432	***	0.56	Supported

Source: AMOS Outputs. 23, p<0.05.

The results of Table 11 show the following:

1. The first hypothesis (H1) stated: Institutional support has a positive and significant effect on the pro-environmental behaviors of employees in the studied tourist hotels.

The direct effect can be observed based on the structural model coefficients at a significance level of (0.05). The weights of the regression coefficients in "the relationship between" the independent variable institutional support and the dependent variable pro-environmental behaviors indicate the effect of institutional support, as the regression coefficient reached (0.224) at a weak level, and R² explains (17%) of the resulting variance of pro-environmental behaviors of employees, which is a weak explanation coefficient. The remaining percentage of (83%) is attributed to other elements that were not tested in the study model, and it is statistically significant at a significance level of (0.00). From the analysis, we find that there is a positive and significant relationship between institutional support and the environmentally friendly behaviors of employees, but at a weak level.

2. The second hypothesis stated: (H2): Islamic behavioural ethics have a positive and significant impact on the pro-environmental behaviors of employees in the studied tourist hotels.

The direct impact can be observed based on the structural model coefficients and at a significance level of (0.05). The weights of the regression coefficients in "the relationship between" the variable of Islamic work ethics and the variable of pro-environmental behaviors indicate the impact of Islamic behavioral ethics, as the regression coefficient reached (0.514). The high impact of Islamic behavioral ethics at a high level, and R² explains (45%) of the variance resulting from the environmentally friendly behaviors of workers, which is a relatively high explanation coefficient. In comparison, the remaining percentage of (55%) is attributed to other elements that were not tested in the study model, and it is statistically significant at a significance level of (0.00). From the analysis, we find that there is a positive and significant relationship between Islamic work ethics and environmentally friendly behaviors of workers at a relatively high level.

3. The third hypothesis (H3): Islamic work ethics modify "the relationship between" institutional support and pro-environmental behaviors of employees in the studied tourist hotels.

The direct and indirect effects can be observed based on the path model coefficients and at a significance level of (0.05). The weights of the regression coefficients for the effect of the variable (modifier) Islamic work ethics on "the relationship between" institutional support and pro-environmental behaviors of employees indicate the effect of the moderator variable, as the regression coefficient reached (0.653) at a high level, and R² explains (56%) of the variance resulting from pro-environmental behaviors of employees, which is a high explanation coefficient. The remaining percentage of (44%) is attributed to other elements that were not tested in the study model, and it is statistically significant at a significance level of (0.00). From the analysis, we find that Islamic work ethics have a high interactive effect on "the relationship between" institutional support and environmentally friendly behaviors of employees.

4- Conclusion and recommendations

Although green practices are spreading in the travel and hospitality industry, their potential to guarantee complete environmental sustainability is unknown since the effectiveness of sustainability regulations depends much on employee behavior, especially environmentally conscious behavior. With ethical work ethics acting as a moderating factor in tourist hotels within the Baghdad Governorate, this study investigated the impact of institutional support on employees' pro-environmental activities. The findings of testing the hypotheses of the present study revealed that the link between the influences of institutional support on the pro-environmental behaviors of employees was modest, positive and significant, indicating that the relationship required reinforcing (modifying) elements. The results also revealed that the effect of Islamic work ethics as an independent element on the pro-environmental behaviors of employees was favourably, considerably, and somewhat high. This outcome is in line with Islamic society's character, which is favourable for the dynamics of employment. Islamic work ethics have a great interactive effect on "the relationship between" institutional support and the pro-environmental behaviors of employees in the investigated tourist hotels; hence, the effect of the moderating variable was statistically significant in addition to the increase in the value of R² in the direct effect model from 17% to 56% in the interactive effect model. This supports the trends of the management of the studied hotels to enhance "the relationship between" institutional support and the environmentally friendly behaviors of employees. This emphasizes the need to pay close attention to including Islamic work ideals with daily activities to improve employees' pro-environmental actions. Based on the study findings, the researcher advised the management of the investigated hotels to follow the following:

- Remind them that the earth is a trust that has to be kept for the next generations; thus, educate staff members about the need to preserve the environment as an Islamic obligation and remind them to rationalize water and energy consumption and avoid wasting natural resources in line with Islamic values of moderation and economy.
- Offering staff member's consistent training courses grounded on Islamic ideas on the value of environmental measures and their implementation.
- Creating a thorough environmental policy covering all facets of the operations of the hotels under investigation, from energy and water management to waste and chemical management, thereby defining their obligations towards the environment and its goals in this field.
- Creating standard operational policies that specify how to carry out the environmental policy in reality and that these policies contain unambiguous directions for staff members on how to handle waste, save energy and water, and apply chemicals properly.
- Supporting environmental initiatives launched by employees, such as neighborhood clean-up campaigns or recycling projects.
- Developing key performance indicators to measure the environmental performance of the hotels under study, such as the amount of waste recycled, energy and water consumption, and greenhouse gas emissions.

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