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EDITORIAL

It is heartening to see that the ninth issue of the VICHAARA AN INTERNATIONAL JOURNAL OF MANAGEMENT has been brought out successfully. An educational journal is a platform where knowledge gets amplified and disseminated; research results and innovations are documented and unique experiences are shared for enhancement of knowledge. The design architecture of Vichaara is made in such a way that it becomes a comprehensive document to reflect the different dimensions of Management discipline. Business Research forms the core part wherein original, empirical based research papers are included. This issue comprises articles on recent issues in business world from different disciplines. These articles show a methodological way of conducting a research and presenting their findings. Findings on technology influence, cultural changes in the organizations, behavioural changes among the consumers and their expectations have been presented with relevant facts. We invite scholarly articles and research papers and write ups on robust cases. Suggestions and views from readers and scholars are solicited for the qualitative improvement of the Journal.

GREEN PRACTICES TOWARDS ENVIRONMENTAL PROTECTION AND CHARACTERISTICS SHAPING COLLEGE STUDENT'S ORGANISATIONAL CITIZENSHIP BEHAVIOUR WITH REFERENCE

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ABSTRACT:

The main aim of the research has been to understand the Green practices followed in Higher Educational institutions and individual attributes that influence Organizational citizenship behavior (OCB). This concept has gathered a great amount of interest and acceptance over the time period. And a lot of focus has been laid on how the teachers inculcate such an attitude in the students through education. Four main characteristics were considered for the study, gender, religious affiliation, personality traits and cognitive behavior. The data collected over 382 college students. From the study it concluded that characteristics of college students ruling a dominant role in enhancing the college student's OCB than the green practices followed in colleges against environmental protection.

Keywords: Green Practices, Characteristics, OCB, Students

1. Introduction

To be productive in today's world, college students must be placed in their individual contexts, as described in terms of a continuum. "At one end of the range, a completely defined function exists, which entails things like attending seminars, writing papers, and taking exams in order to get credits". Aside from paying for courses, there are few, if any, further criteria for obtaining a degree. Alternative options are students who, in addition to earning credits, can participate in one or more of the following activities on a college campus and surrounding network: "living on campus, taking honors courses, joining clubs, running for student government positions, participating in sports activities, working on campus, assisting their fellow classmates in the study room and the dorm, and a variety of other activities". Those restricted sports are deemed in-function activities in the slim line feature, since earning credits is "rewarded" by the organization's utilization of its resources, similar to OCB for workers. On top of a dismal grade point average, college students may get a degree provided they amass enough credit. As we go along the spectrum of activities, "Organizational citizenship behavior (OCB)", or greater-characteristic behavior, becomes more prominent. These are referred regarded as "more-position" jobs since they do not necessarily need a diploma and are not always paid in credits.

When a scholar engages in "Organizational citizenship behavior (OCB)", however, he or she is more likely to be concerned about and engaged in a wider range of activities that the whole institution will value. "The extent or depth of the scholar's college enjoyment may be judged in terms of the scholar's engagement in the college environment, according to Astin (1977)". Students are aiding themselves in being more considerably increased by becoming involved in a number of ways while in college.

Despite the fact that individuals go to college for a variety of reasons, it is fairly guaranteed that traditional undergraduate students (18- 22 years old) are more likely than others to be interested in learning beyond their teachers. The goal of college, according to Astin, is to "beautify the students' functioning." The school helps with this by offering the mentors, programs, resident halls, and campus environment that college students need in order to learn and improve their skills.

"Students "functioning" is extra when they take advantage of what is offered, helping them growth and succeed in college and as a citizen in destiny careers as properly. Pascarella and Terenzini (1991) identified evidence that college has long-term consequences beyond "occupations and earnings" as a result of their research". They think that going to college "determines cognitive and social qualities as well as mental aspects," according to their rationale. These are areas where OCB can be a huge help to college students while also helping them improve as better people and managers as they go through their professions.

2. Objectives of Study

1. Understand the meaning of the term organizational citizenship Behavior and green practices followed in educational institutes.
2. Validate the characteristics to be processed by the students to indulge in OCB.
3. Prescribe possible recommendations and findings from the study.

3. Review of Literature

Green Initiatives are mandatory in Higher education institutions when they appear for Accreditation Process. Green College campus are highly satisfying the students and are equated for better quality of life in campus (Tonnachai Tiyarattanachai and Nicholas M. Hollmann 2016). OCB can be defined as the over and above conduct exhibited by the employees which is voluntary & without any fee for the same.

This concept achieved a lot of popularity and acceptance during the time period. And a lot of focus has been laid on how the teachers inculcate such a attitude in the students through education. Also, the students from their end need to have a couple of characteristics in order to indulge in OCB. The same issue has been discussed in the present paper. The present section supports the issue through relevant thoughts on the same from various experts.

The surprisingly notably familiar explanation originated from Organ, who explained "OCB" as "man or woman behavior that is discretionary, not immediately or explicitly recognized by means of the formal praise device, and in the aggregate enriches the competent and valuable smooth running of the organization"(1988). Also, the existing assemble has been popular and opposed (Podsakoff & MacKenzie, 1997) which incorporates the mind processed by using Organ himself (1997), the conclusion is that the that means gives researchers with a sturdy explanation via which the records on OCB can be magnified and defined. Despite the fact that organizational citizenship behavior gained lots of benefits and recognition inside the enterprise setup or corporations and academic look at, it is handiest inside the previous couple of a long term that investigations of the assemble in academic settings have surfaced (Dipaola& Hoy, 2005).

A study completed on engineering faculty capabilities and "OCB" at Kyambogo College. Purpose of research has changed into set up containing the applicable skills possessed by way of engineering professors and the connection a few of the one's talents & the showcased level of "OCB". The observe

determined that the academics who contained the suitable competencies do showcase extraordinary conduct at their work. This pattern is probably helpful at acquiring worker skills and important results (R. K. Kagari, J.C. Munene, 2007).

Advantages of acknowledging and imbibing students with "OCB" in them are just not confined to occupational benefits. The institutions themselves as a business enterprise has been far above simply than a school room also it helps whilst students, school, & body of workers who show off "OCB". Conduct of most of the individuals of university group support corporation function correctly. More of like standard work business enterprise, in which the employees pass past their job and indulge in behaviors which beautify work situation, college students accomplish that by using "helping fellow college students academically and socially, contributing to local community provider efforts, and assisting to recruit new college students are all "OCB"s that most academic establishments rely upon and inspire" (Schmitt, et.al.2007).

"Assisting associate college students in academic manner social manner and in the form of neighborhood companion level creates "OCB" among other college students which help the students to move forward in terms of academic education improvement in recruitment process than others" The validity of more than 200 research submitted to "OCB" was assessed by the authors of Podsakoff, Whiting, and Blume's 2009 meta-evaluation. The bulk of the research focused at OCB in the context of everyday business activities. Allison, Voss, & Dryer (2001) figured out the idea which is "largely been overlooked in business training", even when university is taken up as a business enterprise contained confined research. University settings, in particular, have been explored as a kind of Work Company; however, the emphasis of these analyses has been on how professors see and inspire their own "OCB" (Kagaari & Munene, 2007; Skarlicki & Latham, 1995). Students, administrators, and groups of staff all perform vital roles on a university campus, despite the fact that universities are one of the most prominent organizations on campus. In his study on lecturer "OCB" and student accomplishment, Khalid (2010) noted the absence of research on "OCB" in the direction of university college students. In his research of lecturer "OCB" and student accomplishment, Khalid (2010) said, "There is a scarcity of empirical studies examining this theory within the framework of the university."

It's far critical right if we take the location into consideration the role of a college student when viewed in continuity. At one cease of continuity is a completely specifically stated position, that includes being a part of magnificence, writing papers, & taking tests so one can earn credit. Added over it if needed to get a degree besides paying for tuition fees. As an alternative option happen to be the college students who apart from getting scores also might participate in additional activities like: stay on college premises, take additional courses, be a part of golf equipment, run for pupil authorities, work on college premises, assist their fellow classmates within class and a variety of different approaches college students are a part of in the college campus and neighboring community.

Inside the slender position the ones confined actions are taken up as inside-function conduct such as "OCB" for employees, incomes credit is "rewarded" by way of company. Students obtain their degree after accumulating a considerable number of credit and maintaining a minimal "GPA". As we go down the continuum, a rising number of people demonstrate "OCB", or greater-position behavior. These are "greater-role" because they are now rewarded in credit rather than being required to graduate with credit.

When a kid is given the option to seem "OCB", he or she is more likely to get connected and interested in a whole-school experience. According to Astin (1977), "the quality or depth of a student's college experience may be measured in terms of the student's participation within the college environment". College students benefit from being concerned in a number of ways throughout their time at university since it helps them to fully grow as individuals. Finally, although there are many reasons why individuals go to college, conventional undergraduate college students (18-22 years old) are more likely to seek chances to widen their perspectives beyond their professors.

4. Research methodology

For the purpose of this research, the data has been gathered from the college students those who are in Undergradue final year. The sample size was found to be 382 participants in order to reach a 95 percent confidence level and a 5% margin of error. The data was collected using a conventional questionnaire, with simple random selection employed to pick the persons who answered the questions.

5. Analysis and interpretation

CORRELATION ANALYSIS BETWEEN OCB AND GENDER

		OCB	Altruism
OCB	"Pearson Correlation Sig. (2-tailed)	1	.681** .000
	N"	382	382
GENDER	"Pearson Correlation Sig. (2-tailed)	.681** .000	1
	N"	382	382

***.Correlation is significant at the 0.01level (2-tailed)".

"As a consequence of the calculated Pearson's statistics, it can be inferred that there is a Moderately positive link between organizational citizenship behavior and gender (r value). The r-value reflects the strength of the correlation connection. The r-value is 0.681 (+ve), showing that there is a positive relationship".

CORRELATION ANALYSIS BETWEEN OCB AND RELIGIOUS AFFILIATION

		OCB	RELIGIOUS AFFILIATION
OCB	"PearsonCorrelation"	1	.713**
	Sig.(2-tailed)		.000
	N"	382	382
RELIGIOUS AFFILIATION	"PearsonCorrelation"	.713**	1
	Sig.(2-tailed)	.000	
	N"	382	382

***.Correlation is significant at the 0.01level (2-tailed)".

"According to the estimated Pearson's data, the following is the relationship between OCB and religious affiliation: The r value suggests that "OCB" and religious affiliation have a somewhat positive relationship. The r-value reflects the strength of the correlation connection. The r-value is 0.713 (+ve), showing that there is a positive relationship".

CORRELATION ANALYSIS BETWEEN OCB AND PERSONALITY TRAITS

		OCB	Personality traits
OCB	"PearsonCorrelation"	1	.666**
	Sig.(2-tailed)		.000
	N"	382	382
Personality traits	"PearsonCorrelation"	.666**	1
	Sig.(2-tailed)	.000	
	N"	382	382

***.Correlation is significant at the 0.01 level (2-tailed)".

"From the calculated Pearson's statistics it can be summarized that as r value shows Moderate positive relationship between OCB and Personality traits. Correlation relationship expressed by r value, r-value is 0.666 (+ve) which shows the positive relationship".

CORRELATION ANALYSIS BETWEEN OCB AND COGNITIVE BEHAVIOUR

		OCB	Cognitive Behaviour
OCB	"Pearson Correlation"	1	.628**
	Sig.(2-tailed)		.000
	N"	382	382
Cognitive Behaviour	"Pearson Correlation"	.628**	1
	Sig.(2-tailed)	.000	
	N"	382	382

**..Correlation is significant at the 0.01level (2-tailed).

"The r value shows a slightly positive relationship between "OCB" and Cognitive Behaviour, as shown in the table, based on the calculated Pearson's statistics. The r-value reflects the strength of the correlation connection. The r-value is 0.628 (+ve), showing that there is a positive relationship".

Possible Future Areas of Study

- Government sector and the private sector teaching staffs and the faculties of Universities can be included in the future study. That may be a remarkable one for the extended kind of research
- OCB tiers among those exclusive establishments. Compares schools with religious affiliation as opposed to secular association without non secular association.
- Examine the connection among schooling stages and motivation to interact in "OCB".
- In future research, figure out the interaction between age and willingness on a bigger scale is an appreciable one.

Conclusion

On the whole, the success of the present study depends on the OCB in education sector which is determined by Green initiatives in the college campus. This brings enriched results on a particular research area. The present study fully relies on the part of graduate students this may boost the knowledge of Under Graduate over their college periods. Moreover, the studies had a look at how the school student's life style resembles, their life styles, sharing of work with others, building connectivity with others and proper interaction with teachers and among the students brought out the enriched characteristic OCB. In conclusion the picturization of OCB in college green environment may result the same as expected. The university differentiates from competition given that OCB allows it to assemble the network in which a scholar critiques a extra complete developmental instructional level in.

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