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**ASSESSING EMPLOYEES' ATTITUDES AND BEHAVIOURAL INTENTIONS
TOWARDS GREEN PRACTICES IN NIGERIAN HOSPITALITY INDUSTRY: A STUDY
OF KWARA STATE HOTELS**

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ABSTRACT

Previous studies have indicated that green practices have been adopted in first-world countries, but their relevance in third-world countries remains largely unsubstantiated. This study examines employees' attitudes and behavioural intentions towards green practices in hotels in Ilorin, Kwara State, Nigeria. The study adopted survey research design and purposive sampling technique was utilized to select 290 respondents. Copies of questionnaire were distributed to 290 employees of hotels in Kwara State, Nigeria. Quantitative data was analysed using simple percentage and mean average. Results showed that the hotels generally adopt green practices, with air pollution control being the most popular. Additionally, green practice was found to be affected by employee knowledge levels, and socio-demographic characteristics. The predominant environmental attitude of respondents was their intention to introduce green practices to the colleagues. Managers reported that the main hurdles to implementing eco- friendly practices included high costs of materials and lack of government support. Conclusively, this study demonstrates that green practices are widespread in hotels in Kwara State and suggests further investigation into variables such as eco-friendly practices, environmental knowledge and behavioural intentions in Kwara State and other parts of Nigeria.

Keywords: *Green practices, employees' intention, behavioural intention, hospitality industry*

Introduction

The green concept has become indispensable in buildings, environments, and hotels. This section reviews research related to behavioural intentions and green practices. Research demonstrates that behavioral intentions do influence environmentally friendly practices. Mate (2013) found that because this knowledge is widely available and comes from reliable sources such

friends, family, networks of like-minded individuals, workshops, associations, online content, and printed materials, it influences people's behavioural intentions and encourages green behaviour. Once more, a study by Paço, Alves, Shiel, and Filho (2013) seeks to investigate the relationship between environmental values, attitudes, and behaviors as well as to design and test a model that would be appropriate and applicable to a group of customers that reside in various nations. An 1175-person sample of consumers from England, Germany, Portugal, and Spain is used in the study to assess consumer views. The study found that there is a relationship between attitudes, behaviors, and intentions and that conserving behaviour influences buying behaviour.

Additionally, Fachrudin and Fachrudin (2021) examine green behavior indicators that may be necessary to develop a green campus. According to the author, awareness, attitude, subjective norms, behavior control, and intention are the key components of green behavior. To find out more about the connections between individual accountability, environmental sensitivity, perceived behavioral control, and green consumers' intents, Effendi (2020) carried out a second study. A convenience sample of 200 students was used. Personal accountability, environmental awareness, and perceived behavioral control were found to be correlated with the goals of green customers. However, because it only focuses at students and neglects to look at other elements that can have an impact on green buyers' intents, this study has a narrow scope.

Zarei and Maleki (2018) completed a similar work. They looked at how customer intentions, information seeking, and actual green purchase behavior are impacted by company capability, environmental attitude, and environmental knowledge. Green skepticism was also looked at as a moderator of these interactions. Tehran uses a sample of a Gokarn organic product. The results indicate that, while environmental awareness is not a significant predictor, corporate capacity and environmental attitude are the main drivers of green purchasing intentions and information seeking.

Arachchi (2019) conducted a study in Sri Lanka to determine the impact of eco-friendly practices on travelers' behavior intentions. The study's findings indicate that hoteliers' environmental practices have a significant impact on the intentions of tourists to behave in a certain way. Mancha (2015) observed that independent and interdependent self-construals have an effect on behavioral intentions, while Gao (2016) revealed that both internalized perceptions and perceptions of the firm had a high positive connection with behavioral intentions. The association between green behavioral intentions and the following day's employee green behavior is moderated, according to Norton's (2017) research on the subject. As a result, it is probably true that behavioral intention influences green practice. To confirm this connection, more study is required.

Statement of the Problem

The implementation of green practices in many developing countries has significant obstacles and difficulties, according to a study by Hasan and Zhang (2016). To find out the problems with adopting green construction, the stakeholders in the Chinese construction sector were chosen for a questionnaire study. According to the findings, the largest obstacles are increased costs and a lack of expertise with the technology when considering barriers, and management barriers are of particular importance.

Chan (2008) conducted a study on the difficulties in implementing green business practices. The Environmental Management System (EMS) adoption process by hotel owners has been hampered by six impediments, according to this study. The highlighted obstacles were a lack of expertise, a lack of professional counsel, a lack of certifiers and verifiers, a lack of finances, and the expense of implementation and upkeep. Kamalul, Ariffin, Khalid, and Wahid (2013) conducted research on the challenges facing the hotel business in implementing environmental management principles. According to this study, there are five barriers to change: regulation and government, customer demand, degree of competition, organizational greenest, and attitude toward change.

Nair and Anantharajah (2012) identified nine barriers to hotel practices that included high maintenance and implementation costs, insufficient green knowledge, a lack of resources (time, manpower, equipment, and money), a lack of momentum from hotel industry owners, ambiguity in environmental guidelines, a lack of qualified verifiers or consultants, conflicting advice, a lack of government regulations and enforcement, as well as difficulty in operations.

Objectives of the Study

the specific objectives of this study is to assess employees' behavioural intentions towards green practices in Nigerian hospitality industry with key focus on selected hotels in Kwara State, Nigeria.

Literature Review

Environmental Attitudes

An attitude is a behaviour pattern or way of thinking that is directed towards a certain situation and can sometimes specify the way things ought to be done. An attitude might consist of three components: cognitive, emotional, and behavioural. It might also be used to describe a belief, attitude, or behavioural inclination towards a notion. An attitude is a basic frame of mind, viewpoint, and set of beliefs. Nelson (1995) described an attitude as an interior feeling that shows up as an outward action that is apparent even when no words are spoken.

Emotions may be either happy or sad. Yashasvi (2019) divides attitudes into four categories: positive, negative, neutral, and dubious. One gains energy, enthusiasm, confidence, and resolution when they are positive. A gloomy outlook is similar to trying to avoid or get out of a difficult situation. Anger, uncertainty, or aggravation can all contribute to an attitude of dissatisfaction that impairs one's ability to concentrate and, eventually, kills ambition. A person with a bad attitude thinks narrowly and has a negative view about life. A neutral party is likely to ignore the issue, which might make it seem hopeless. Stated differently, it may be described as a casual attitude. A team with a pessimistic outlook may not succeed. It is a gloomier perspective, which can be harmful. An individual's attitude can be an inspiration to others in the team if it is a good one and it can kill the morale of team members if it is a bad one. An attitude can, therefore, make or mar an individual or a team.

Thevanes and Arulrajah (2016) assert that organisations' environmental planning, thinking, and direction are essential components for companies trying to minimise adverse environmental effects. When interacting with the environment, one may observe three moral guidelines: the conservation, preservation, and construction ethic (Boncu and Crumpei, 2014). Environmental attitudes can influence actions that either enhance or degrade the quality of the surrounding environment. Nevertheless, environmental education can improve attitudes towards the environment.

Environmental Knowledge

Knowledge, in simple terms, is being aware of or having an understanding of something. Knowledge is the condition of knowing or being familiar with something. This can be through experience, association, or with the understanding of science. The study of the form, sources, and boundaries of human understanding is known as epistemology (Perkins, 2018). Knowledge can be descriptive, declarative, conceptual, or procedural, whereas skills require procedural knowledge.

In his model of environmental attitude and behaviour, Grob (1995) posited that environmental knowledge can mean a recognition of environmental problems, which may be referred to as environmental awareness. Environmental information can have a good or detrimental impact on humans since it influences human mood and behaviour. Pro-environmental behavior can be an intentional choice to lessen harmful environmental effects (Kolimuss and Agyeman, 2002).

On the other hand, lack of adequate knowledge can result in careless interventions in the environment with the use of excess power and excess consumption, which can lead to environmental degradation and resource depletion, and this can cause fundamental problems of unrest and conflicts (Waters, 2013). This knowledge needs to be pondered through formal or informal environmental education for both management and other employees. The environment as a whole is the natural and social system in which man and other organisms live and from which they draw sustenance. Human beings need to become aware, conscious, and knowledgeable about their environment (UNESCO, 1997).

Environmental Policies

To safeguard the environment and maintain natural resources for present and future generations, being green means learning about and practising ecological responsibility and being friendlier to the environment (Hannula, 2012). Environmental policy includes methods for assessing and enhancing environmental performance, including standards for minimising energy usage, fuel consumption, emissions, and pollutants, greenhouse gas emissions, as well as reducing the waste of drinking water. Environmental policy refers to a government's or an organization's dedication to laws and regulations that address issues such as smog, safe drinking water, wildlife preservation, land conservation, and management, as well as air and water pollution. According to Mallick (2013), it lessens the negative consequences of a bad environment.

Adopting eco-friendly techniques like recycling, reusing, or reducing can also be considered an environmental strategy as a means of cutting waste. An environmental policy's goal of minimising hazardous waste can be enhanced by raising environmental awareness through training. According to Meadowcroft (2017), three green concepts—green process, green product, and green life—can serve as a framework for an organisational environmental policy. This will assist companies in meeting their goals while abiding by the law and regulations.

Theoretical Framework

The Theory framework for this study is Reasoned Action (TRA) by Fishbein and Ajzen (1967). Fishbein (1967) stated that the Theory of Reasoned Action (TRA) was developed to elucidate the relationship between attitudes, intentions, and behaviours. This theory states that asking someone if they plan to act in a certain way is the simplest approach to predict their conduct (Ajzen, 1988). The four basic concepts that comprise the theory are behaviour, attitude, subjective standards, and behavioural intentions. The notion of behaviour adopts a positivist stance in which the tasks or things that need to be completed are predetermined. Thus, as specified, the TRA aims to forecast and elucidate an individual's intention to carry out the specified tasks within the parameters of the predetermined goal (Kasprzyk et al., 1998).

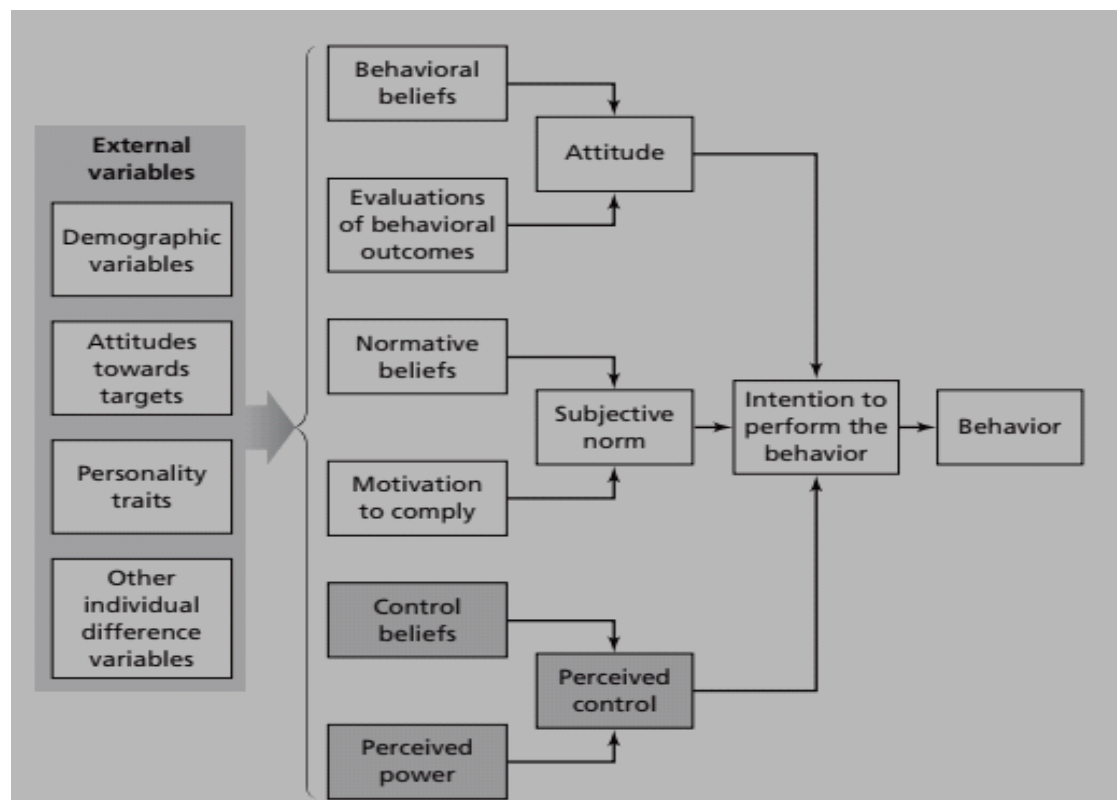
As indicated by Ajzen and Albarracin (2007), attitude may also be defined as a person's feelings on a specific behaviour that is required of them. As such, behavioural beliefs about the likelihood of a result and an assessment of the outcome's positivity also impact people's feelings towards a particular behaviour (Fishbein and Ajzen, 1975). Accordingly, attitudes are divided into three categories: neutral, negative, and positive (Fishbein, 1967). The theory's component on behavioural intention examines whether or not people will carry out the expected behaviour (Glanz et al., 2015). This concept comes before the actual act of conduct. Coleman and Andrew (2015) claim that because attitudes and subjective norms determine intents, the idea of intention in behaviour is relevant to the theory.

Moral expectations imply actual societal expectations about whether or not to carry out a responsibility (Ajzen and Albaraccin, 2007). This is often carried out in accordance with whether the individual's socioeconomic background and the greater surroundings anticipate him to behave in

a certain way or not. The normative component also takes into account the act's surrounding social norms. In this instance, the organisational norm that the person works under may influence the construction of a subjective standard. It is possible to impose incentives and penalties on this. Consequently, the idea states that the behavioural aim, which is often determined by the mentality and societal norms motivating the activity, is the most significant predictor of actions. By extension, the manner in which managers towards green practices in hotels will be dependent on the expectations they intend to raise.

Decision-makers' views and personal judgements on the current management difficulties also have an impact on their behaviour. While the link between intentions and actions is well-established, Fishbein (1967) acknowledges the mounting evidence that certain behaviours are outside the individual staff member's and, occasionally, manager's control. Thus, Fishbein added the concept of perceived control over behaviour to the theory and expanded it to include the theory of planned behaviour (TPB), which counts situations in which will alone is not sufficient to fully govern a behaviour (Glanz et al., 2015).

Figure 1 is the diagrammatic representation of the TRA.



*Figure 1:*The Theory of Reasoned Action

Source: Fishbein and Ajzen (1975)

In contrast to constructs, an individual's attitudes are shaped by their "behavioural assumptions," or their presumptions about the features or effects of the action they have performed. These behavioural qualities are measured by taking into account the attributes or impacts of the item. Thus, the action should be carried out by a hotel staff member who firmly believes that carrying such an action (and who also want to carry out such conduct) may lead to a highly esteemed outcome. Acknowledging this claim, it is necessary to point out that views about these behaviours may be impacted by a number of things, such as performance expectations, external performance incentive, performance information, and the organization's capacity to correct the problem.

For all of its merits, this theory has drawn criticism. TRA assumes that an individual has possession of the possibilities and assets required to effectively engage in the desired behaviour, regardless of the individual's intention. This might not always be the case, though. This is due to the possibility that even with the best of intentions, one may lack the necessary resources. For instance, a lot of workers may choose to quit hotels due to job discontent. They might not have any more chances to fulfil that goal, though.

An additional critique levelled with TRA is its disregard for additional variables that impact behavioural intentions and motivation, such as fear, risk, emotion, and past experiences. It's not always the case, though, that someone has a deliberate desire to accomplish anything. Someone will react quickly if they see a dangerous scenario when they are out and about. When the individual had not originally intended to carry out any intention, he or she may fight or be forced to flee. To understand how workers' environmental perspectives influence their adoption of green practises in hotels in Kwara State, Nigeria, one must take into account the green hotel practises. As to certain research (Kim and Choi, 2013; Arshad, Abid, Ahmad, Anum and Khan, 2021), hotels that have made a commitment to green measures like water management, energy conservation, and garbage reduction do not have consistently committed and content staff members. Another research by Mensah and Ampofo (2020) revealed that because of green hotel practices, managers now have the mindset for appropriate trash management. Therefore, when sensible sustainable practices are implemented, the theory will aid in understanding the conscious purpose to conduct in a particular way.

Methodology

This study utilized survey design method. This method entails the researcher using questionnaire or interview to elicit relevant information from respondents concerning the social phenomenon under

investigation (Jacob, 2015; Anikweze, 2013; Obasi, 1999). The study used purposive sampling technique to select 290 hotel staff in Kwara State, Nigeria. Also, the data elicited through the distribution of questionnaire were arranged in tables and analyzed using simple percentage and mean average.

Data Presentation and Analysis

Table 1 provides descriptive information about the demographics of the respondents. The socio-demographic data include gender, marital status, age, years of work experience, educational level, department, and star rating.

Table 1: Socio-demographic Characteristics of Respondents

Variable	Frequency (N=290)	Percentage
Gender		
Male	180	62.1
Female	110	37.9
Marital status		
Married	109	37.6
Single	167	57.6
Ever married	14	4.8
Age		
Below 20 years	45	15.5
20-29 years	133	45.9
30-39 years	78	26.9
40+ years	34	11.7
Working experience		
Less than 1 year	31	10.7
1-5 years	107	36.9
6-10 years	56	19.3
11-15 years	29	10.0
More than 15 years	67	23.1
Level of education		
Primary/secondary School Certificate	62	21.4
NCE/OND	121	41.7
Tertiary	107	36.9
Department		
Front Office	84	29.0
Food & Beverages	53	18.3
Housekeeping	153	52.7
Star rating		
2 star	124	42.8
3 star	121	41.7
4 star	45	15.5

Source: Field work (2022).

As shown in Table 1, in terms of gender, there were 180 (62.1%) males and 110 females, representing 37.9%. In terms of marital status, 167 respondents (57.6%) were single, 109 respondents (37.6%) were married, and 14 respondents (4.8%) had never married. In terms of respondents' age, 133 (45.9 %) respondents were between 20 and 29 years of age. Those aged 30–39 years had 78 respondents, which stands for 26.9 %.

Respondents who were under 20 years of age were 45 in number, representing 15.5 %. The 40+ years were 34 (11.7 %) in number, 107 respondents (36.7%) had worked for 1–5 years. Fifty-six respondents, being 19.3 %, had been working for 6–10 years. Among the 67 respondents, 23.1 % had more than 15 years of work experience, while 31 respondents (10.7%) had worked for less than a year.

For respondents' level of education, 121 (41.7%) had an NCE/OND certificate, 107 (36.9%) respondents had tertiary education while 62 (21.4 %) respondents had primary and secondary education. Looking at the departments of the respondents, 153 (52.7 %) were in housekeeping, 84 (29.0 %) were in the front office, and 53 (18.3 %) were in the food and beverages department. In terms of hotel ratings, 124 respondents (42.8 %) rated their hotel as 2-star, 121 respondents (41.7 %) rated their hotel as 3-star, and 45 people (15.5%) rated their hotel 4-star.

Forms of Green Practices Undertaken by Employees of Hotels

This section presents the results on the types of green practices undertaken in the hotels. The results were presented in Table 5. Table 5 shows that the green practices of employees are classified into five: energy conservation, water conservation, waste management, recycling, and pollution control. Among these five green practices, pollution control had the highest mean (Mean = 3.70, SD = 1.09). This was followed by energy conservation (Mean = 3.31, SD = 1.14), waste management (Mean = 3.31, SD = 1.09), water conservation (Mean = 3.02, SD = 1.15), and recycling (Mean = 2.68, SD = 1.00). It can be said that of the five green practices, pollution control is the commonest practice in hotels in Kwara State (M = 3.70, SD=1.09). Apart from pollution control, the hotels engaged in energy conservation, waste management and water conservation. The least of the green practices was in the area of recycling (Mean=2.60, SD=1.00).

Table 2: Forms of Green Practices Undertaken by Hotel Employees

	Mean	Std. Deviation
Energy Conservation	3.31	1.14
I encourage guests to save energy.	3.22	1.44
I support the use of energy-efficient lighting bulbs in the guest rooms.	3.39	1.31
I support the use of energy-efficient equipment in the laundry for the washing machine	3.38	1.32
I am involved in the use of automatic lighting sensors in corridors and lobby.	3.25	1.19
Water Conservation	3.02	1.15
This hotel advises guests on the voluntary reuse of towels and bed linen in order to conserve water.	2.70	1.41
This hotel uses treated wastewater for garden irrigation.	2.88	1.32
Waste Management	3.31	0.92
The hotel provides approved bins such as plastic/galvanised containers for storage of wastes.	3.51	1.35
The hotel serves portion of food to reduce waste.	3.13	1.22
The hotel sorts waste in guest rooms and offices into paper, plastic and organic.	3.15	1.25
The hotel composts wastes.	3.32	1.17
The hotel ensures wastes are deposited at the site designated by the Kwara State Waste Management Agency (KWASEPA).	3.43	1.57
Recycling	2.68	1.00
This hotel recycles waste materials such as cardboard, paper, cans, plastics and glass	2.55	1.34
This hotel sells used hotel furniture and equipment.	2.62	1.22
I print on both sides of paper	2.87	1.25
Pollution Control	3.70	1.09
Appropriate hygienic conditions are available in the premises.	3.68	1.27

This hotel ensures that air pollution on premises is within the limit 3.71 1.19 permitted by the KWASEPA.

Rated on five likert scale with 1= Strongly disagree, 2= disagree, 3= Neither, 4= Agree, 5= Strongly Agree

Pollution Control

From the study, pollution control is rated the highest green practice by employees in Kwara State hotels. In the area of pollution control, employees ensure that air pollution on the premises was within the limit permitted by KWASEPA (Mean= 3.71, SD=1.19). The results of this study concur with those of Abaje, Bello, and Ahmad (2020) who suggested that Nigerian cities should have stations that continuously and precisely evaluate the air quality. Since the country's air pollution is getting worse, hotels in Kwara State do pollution control on a regular basis (Abaje et al., 2020). Similarly, the present research concurs with the results of a study by Ipeaiyeda and Adegboyega (2017), who discovered that in metropolitan areas of Kwara State, levels of carbon emissions are above the WHO's allowable limit and this has been a a major cause of air pollution around hotels in the state. In addition, Chukwu, Morse, and Murphy's (2022) investigation revealed that waste and bush burning, vehicle usage, and power generators were the primary causes of poor air quality.

Waste Management

In addition to pollution control, hotels in Kwara State also use waste management and water conservation practices. With waste management, the hotels provide approved bins such as plastic/galvanised containers for storage of wastes (Mean=3.51, SD=1.35). This was followed by employees ensuring that waste was disposed off at the site designated by KWASEPA (Mean=3.43, SD = 1.57). Omidiani and Hezaveh (2016), Khatter et al. (2019), Fadhil (2015), and Kariuki and Stephen (2017) all found related results. These authors showed that waste management is the commonest policy (practice) of hotels. Omidiani and Hashemi Hezaveh (2016) found that proper management of waste leads to higher profitability for hotels and reduce environmental pollution in Indian hotels. According to Kasavan, Mohamed, and Halim (2017), waste management in hotels leads to environmental sustainability, better organisational performance and increased air quality.

Mohan, Deepak, and Sharma (2017) wrote in their paper that hotels manage their waste, which saves money, protects the environment, and makes guests more loyal. The results of this study agree with what Mohan, Deepak, and Sharma wrote. The results also agree with Serrano-Baena et al. (2020), who found that around 30% of a hotel's solid waste can be recycled and reused. This

means that hotels do engage in waste management, not only in Kwara State but in other parts of the world.

Water Management

Water management had the third highest mean. Here, employees use treated wastewater for garden irrigation (mean = 2.88, SD = 1.32). This was followed by employees advising guests on the voluntary reuse of towels and bed linen in order to conserve water (mean = 2.70, SD = 1.41). This means that employees in the hotels, to some extent, manage water but their area of focus was using treated water for garden irrigation. This finding is in agreement with the results of previous studies (Maier, Dezellar, & Miller, 1981). According to Maier, DeZellar, and Miller (1981), each person saves over \$30 a year by saving water, wastewater, and power. Less water consumption reduces pollution. The authors proposed technical improvements in a treatment facility's operation and the adoption of water-saving technology to minimise sewer problems.

The Energy Policy Act of 1992 and Executive Order 12902 are two important federal steps to save water in the USA. The results from other studies have revealed that water-saving measures reduce costs in Los Angeles, North California, and Spain (Barberán et al., 2013; Chesnutt, Pikelney and Spacht, 2019; Nelson, 1987; Platt and Delforge, 2001). Then, based on the results so far, hotel owners could save money by using water more efficiently.

Again, the study's findings suggest that water saving measures might be a solution to the water shortage in Kwara State hotels. This is consistent with the findings of Cobacho, Arregui, Parra, and Cabrera (2005) who found that hotels are an important part of saving water because they are often in tourist areas that do not have enough water. Similarly, Barberán et al. (2013) reported that hotel guests use three times as much water as individuals at home. Barberán et al. examined a hotel in Zaragoza, Spain, where water-saving technology was installed. The results showed how a small investment can cut down on water use and costs, especially energy costs.

Energy Conservation

Energy conservation is another attitude being practiced by hotels in Kwara State. Employees in Kwara State hotels were in support of using energy-saving light bulbs in the guest rooms (mean = 3.39, SD = 1.31). The adoption of energy-efficient laundry equipment for the washing machine was equally encouraged (mean = 3.38, SD = 1.32). This result indicates that more employees are in favour of hotels using energy-efficient technology in Kwara State hotels in terms of energy conservation.

This result is similar to other findings. Star-rated hotels in South Africa participate in some type of energy saving (Sucheran and Bob, 2016). In Greece, hotels reduced their energy use by 20% (Santamouris, 2016). Zhu (2011) found that Chinese hotels use energy-saving measures to reduce energy expenditures. Ayoub et al. (2014) found that hotels adopted measures such as altering the envelope of a commercial building to reduce its energy consumption. Shehu, Inuwa, Husseini, and Yakubu (2019) discovered that hotels in Nigeria utilise “demand-side management” to prevent visitors and workers from being wasteful, as well as frequent energy audits and the usage of renewable resources, to move their energy consumption in the direction of sustainability. Oluseyi et al. (2016) and Umar and Silikwa (2020) say that the amount of energy used per guest room per year should not be more than 40,278 MWh. Most hotels in Mubi, Nigeria, use energy in a reasonable way and are getting close to excellence.

Recycling

Recycling was the least green practice in Kwara State hotels. In the area of recycling, more employees do not use paper wisely in the hotels (mean= 2.87, SD = 1.25). This was followed by recycling cardboard, papers, plastics, cans and glass (Mean= 2.55, SD= 1.34). This result is consistent with studies done by these researchers (Gebretsadik, 2017; Okolocha and Anyaele, 2018; Thwala et al., 2018). Overall, their empirical research has demonstrated that hotels in Africa are engaging in a variety of green practices such as recycling, energy-efficient lighting, low-flow showerheads, composting, and reuse of materials. The current results lead to a variety of environmental and economic benefits for hotels in Kwara State. Recycling can reduce waste, conserve natural resources, and save energy (U.S. Environmental Protection Agency, 2018). Additionally, hotels can save money by reducing their waste disposal costs and can generate income through the sale of recyclable materials such as soap and plastic bottles (U.S. Environmental Protection Agency, 2018; Sentinel, 2021).

Table 3: Behavioural Intentions of Employees Concerning Green Practices

	% agreement	Mean	Std. dev.
I aim to inform fellow employees to prevent the wastage of resources.	69.9	3.78	1.05
I encourage conservation of resources such as energy and water.	68.4	3.71	1.10
I would want to request that the government formulates policies to encourage green practices in hotels.	67.5	3.72	1.07
I would want to raise concerns about actions that are likely to harm the environment.	67.1	3.55	1.43
I like to propose innovative methods that may improve my hotel's green practices.	63.7	3.56	1.16
I plan to participate in ecologically friendly activities	61.2	3.54	1.15
I am happy to participate in green hotel practices	57.0	3.31	1.34
<i>Overall</i>	<i>62.4</i>	<i>3.60</i>	<i>0.96</i>

Source: Field work (2022)

$\alpha = 0.908$.

The result in Table 3 shows that employees have behavioural intentions concerning green practices. Most of the employees agreed that their aim is to inform fellow employees to prevent the wastage of resources; this had the highest mean score of 3.78. Also, employees would want to request that the government formulate policies to encourage green practices in hotels. This had the second-highest mean of 3.72. Moreover, employees have the intention to encourage conservation of resources such as energy and water in hotels. This has the third-highest mean of 3.71. The least intention is that employees want to be happy to participate in green hotel practices, with a mean of 3.31. The entire result means that most of the respondents agree that green practices in Kwara State are dependent on employees' behavioural intentions.

Table 3 provides the results on employees' behavioural intentions based on their background characteristics. This result is consistent with other studies (Harahap et al., 2018; Mtembu, 2019; Nagarajan, 2022; Tong, 2020; Wei, 2018; Zhang, 2021) that revealed that employees' knowledge has an impact on green practices. Our current results show a positive relationship between employee

knowledge and green practices. This means that as employee knowledge improves, so will green practices. However, other studies have shown in the past that employee knowledge has no significant association with green practices. Their findings could be due to the fact that the knowledge these employees received was not directly related to green practices and therefore could not have had an impact on their surroundings. But the present study assessed employees' knowledge of green practices and showed that there is a link between the two variables. This means that hotel staff in Kwara State should continue to seek knowledge of environmentally-friendly practices.

Conclusion and Recommendations

This study examined the effect of employees' environmental attitudes on green practices in hotels in Kwara State. The present study results have indicated that in hotels in Kwara State, air pollution control was the most eco-friendly practice adopted. This study has shown that hotels in Kwara State engage in green practices. It also confirms that employees' environmental knowledge has an impact on environmental-friendly practices. Although, Kwara State like their counterparts in the sub- region have challenges associated with green practices, none the less, the managers are making efforts to adopt some of the existing environmental policies and happily majority of the employees have the right attitudes

On a whole, it was shown that behavioural intentions lead to green practices. Employees should be encouraged to develop positive behavioural intentions towards green practices. This can be done through training and education that focus on the importance of reducing energy consumption and waste, as well as the environmental benefits of green practices.

It was revealed that periodic cleaning and sanitation were implemented by Kwara state hotels. This is a step in the right direction. In order to ensure that these policies are enforced and that the hotel is able to maintain a clean and healthy environment, it is necessary for all stakeholders to play their part. The Nigerian government should work to provide incentives for businesses that prioritize environmental protection. The government should also promote the implementation of environmental policies by providing businesses with resources or subsidies to help them achieve their environmental objectives.

It was found that waste management and waste segregation policies were adopted by Kwara State Hotels. The implementation of environmental policies such as waste management and waste segregation at Kwara State Hotel is highly commendable. Employees should be trained on how to properly manage and segregate waste, and be held accountable if they fail to do so. For the

government, it is important to ensure that these environmental policies are enforced.

The policy of sensitisation of employees and guests would lead to informing guests about the need to protect environmental integrity and informing workers in the hospitality industry (Kwara State hotels) about waste management. Thus, the researcher recommends that hotel management in Kwara State keep up the sensitisation of their employees and guests on matters relating to environmental policies.

The result of the study revealed that hotels in Kwara State have policies concerning energy conservation. The findings from this study provide a great opportunity for Nigerian government, employees, customers, and policy makers to work together to conserve energy and reduce environmental impact. On the part of the Nigerian government, it is important to develop policies that encourage energy conservation in the hospitality industry.

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