



**THE EFFECTS OF HUMAN RESOURCES  
MANAGEMENT PRACTICES AND ORGANIZATIONAL  
CITIZENSHIP BEHAVIOR FOR ENVIRONMENT**

**SITI SARA BINTI SALLEH  
2017413716**

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS AND MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
PERLIS**

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**DECLARATION OF ORIGINAL WORK**

**I , SITI SARA BINTI SALLEH.**

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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated,
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledge.

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## **ABSTRACT**

Working environment is one of the important things that need to be considered. This research study has been conducted to examine the effect of human resources management practices and organizational citizenship behavior for environment. The independent variables that include in this research study are training and development, compensation and benefit and performance appraisal. By conducting this research study, the researcher can identify whether the independent variable that being used in this study related to organizational citizenship behavior for environment.

The total 130 set of questionnaires have been prepared and distribute to the respondent. The respondent for this study is being select randomly in Kuala Lumpur area. The researcher using Statistical Procedure for Social Science (SPSS) version 25 are used to calculate the data from the questionnaire. The result is being stated in chapter 4 of this research.