

CHAPTER IV

RESULTS AND DISCUSSION

The research is entitled “Perception and Participation of Employees of National Flag Carrier Airline and Low Cost Airlines Bangkok, Thailand Toward Green Program in Their Airlines.” In total, 400 questionnaires were completed and the answers were collected by means of the survey method. The respondents’ opinion was analysed using SPSS to present the data more clearly and to make it more understandable the help of graphs were taken. The results are presented in 5 parts:

1. Demographic profiles of employees of national flag carrier airline and low cost airlines Bangkok
2. General Perception about green program of employees
3. Mean and standard deviation of perceptions of employees toward environmental protection in their airline
4. Mean and standard deviation of support and participate in green activities from green airline program
5. Hypothesis testing

Demographic profiles of employees of national flag carrier airline and low cost airlines Bangkok

Table 5 shows that in this research, 400 respondents were requested to fill out the questionnaire, 243 respondents or 60.8% of the respondents were female and 157 respondents or 39.3% of respondents were male.

The respondents were divided into 5 age groups. The majority of the respondents between 20 – 30 years old with 215 respondents or 53.8% who responded to the survey, 128 respondents or 32.0% of them were aged between 31 – 40 years old, 47 or 11.8% were between 41-50 years old, 8 respondents or 2.0% were aged between 51-60 years old and the minority group were aged less than 20 years old, with 2 respondents or 0.5% who responded to the survey.

The survey divided the level of education into 4 groups which classified 331 respondents or 82.8% of them were educated as Bachelor degree, 39 respondents or 9.8% of them had High school/Diploma degree, 23 respondents or 5.8% had Master degree and higher (post graduate), and 7 respondents or 1.8% of them finished Primary school.

Most of the respondents had the monthly income of 10,000 – 20,000 baht per month. This comprised 200 or 50.0% of the respondents who responded to the survey, 84 respondents or 21.0% of them had the monthly income of 20,001-30,000 baht, 53 respondents or 13.3% had the monthly income less than 10,000 baht, 26 respondents or 6.5% of respondents had the monthly income 40,001 – 50,000 baht, 20 respondents or 5.0% had the monthly income of more than 50,000 baht and 17 respondents or 4.3% had the monthly income 30,001 – 40,000 baht.

Table 5 Demographic profiles of Respondents

| Personal Information | Total | |
|------------------------|-----------|---------|
| | Frequency | Percent |
| Gender: | | |
| Male | 157 | 39.3 |
| Female | 243 | 60.8 |
| Age: | | |
| Less than 20 years old | 2 | 0.5 |
| 20 – 30 years old | 215 | 53.8 |
| 31 – 40 years old | 128 | 32.0 |
| 41 – 50 years old | 47 | 11.8 |
| 51 – 60 years old | 8 | 2.0 |

Table 5 (Cont.)

| Personal Information | Total | |
|--|-----------|---------|
| | Frequency | Percent |
| Education: | | |
| Primary school | 7 | 1.8 |
| High school/Diploma | 39 | 9.8 |
| Bachelor degree | 331 | 82.8 |
| Master degree and higher (post graduate) | 23 | 5.8 |
| Monthly Income: | | |
| Less than 10,000 baht | 53 | 13.3 |
| 10,000 – 20,000 baht | 200 | 50.0 |
| 20,001 – 30,000 baht | 84 | 21.0 |
| 30,001 – 40,000 baht | 17 | 4.3 |
| 40,001 – 50,000 baht | 26 | 6.5 |
| More than 50,000 baht | 20 | 5.0 |

General Perception about green program of employees

Table 6 shows that in this research, a majority of the respondents were not sure about the existence of an environment program (green program) in their airlines. Specifically 256 respondents or 64.0 % were not sure and 144 respondents or 36.0 % knew exactly about environment program (green program) in their airlines.

Airline officers which comprises 124 or 31.0% of the respondents knew about environment program (green program) in their airlines from hearsay, 80 respondents or 20.0 % knew about it from website, 75 respondents or 18.8 % knew about it from the Airline's leaflet, billboard, 62 respondents or 15.5 % knew about the environment program (green program) from the Airline's newspaper/Airline's magazine, 35 respondents or 8.8 % knew about it from News or Television, and from Radio were 24 respondents or 6.0 %.

A majority of the respondents were not sure that their airlines are green airline 211 respondents or 52.8 % of respondents, 134 respondents or 33.5% of

respondents acknowledge sure that their airlines were green airline and 55 respondents or 13.8% of respondents not acknowledge that their airlines were green airline.

Table 6 Perception about green program of employees

| Do you know exactly about the environment program (green program) in your airlines? | Frequency | Percent |
|--|------------------|----------------|
| Yes | 144 | 36.0 |
| Not sure | 256 | 64.0 |
| Total | 400 | 100.00 |

| How do you know about the environment program (green program) in your airlines? | Frequency | Percent |
|--|------------------|----------------|
| Airline's officer | 124 | 31.0 |
| Airline's website | 75 | 18.8 |
| Airline's leaflet, billboard | 62 | 15.5 |
| Airline's newspaper/Airline's magazine | 35 | 8.8 |
| News or Television or Radio | 24 | 6.0 |
| Hearsay | 80 | 20.0 |
| Other, please specify | 0 | 0 |
| Total | 400 | 100.00 |

| You acknowledge that your airline is green airline | Frequency | Percent |
|---|------------------|----------------|
| Yes | 134 | 33.5 |
| No | 55 | 13.8 |
| Not sure | 211 | 52.8 |
| Total | 400 | 100.00 |

Mean and standard deviation of perceptions of employees toward environmental protection in their airline

The measurements of perceptions are divided into 5 levels in the questionnaires and were analyzed according to the following scores.

The score among 1.00 – 1.80 mean very low

The score among 1.81 – 2.61 mean low

The score among 2.62 – 3.42 mean neutral

The score among 3.43 – 4.23 mean high

The score among 4.24 – 5.00 mean very high

As presented in Table 7, overall, the respondents agreed (high level) on the perceptions of employees toward environmental protection in their airlines in part of waste with mean 3.44 and standard deviation 0.71 and the respondents also neither agreed nor disagreed (neutral) on the perceptions of employees toward environmental protection in their airlines in part of energy with mean 3.04 and standard deviation 0.73, water with mean 3.16 and standard deviation 0.80 and Environmental caring with mean 3.19 and standard deviation 0.85

Table 7 Overall Perceptions of employees toward environmental protection in their airline

| Overall Perceptions of employees toward environmental protection in their airline | Mean | S.D | Results |
|---|------|------|---------|
| Energy | 3.04 | 0.73 | Neutral |
| Water | 3.16 | 0.80 | Neutral |
| Waste | 3.44 | 0.71 | High |
| Environmental caring | 3.19 | 0.85 | Neutral |

Regarding the totally energy saving, the respondents are neutral on the perceptions of employees toward environmental protection in their airlines in part of energy with mean 3.04 and standard deviation 0.73. The research illustrated that the respondents are high on the statement “your airline switches off all electrical

equipment when not in use” with a mean of 3.68 and standard deviation of 0.98. The respondents are neutral on “your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” with a mean of 3.36 and standard deviation of 0.93, “your airline supports to use local public transportation, bicycle and walk for reducing greenhouse gases emission” with a mean of 3.02 and standard deviation of 0.97, “your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office and in an airplane” with a mean of 2.90 and standard deviation of 1.01, “your airline has attending carbon offset project” with mean 2.84 and standard deviation 0.96 and “your airline has attending carbon footprint project in signature dish at serve on an airplane” with mean 2.65 and standard deviation 0.98 while the respondents are low on “your airline has begun to use bio fuel in the airplane” with mean 2.42 and standard deviation 1.10 (see Table 8).

Table 8 Perceptions of employees toward environmental protection in their airline regarding energy saving

| Perceptions of employees toward environmental protection | Total | | |
|---|-------|------|---------|
| | Mean | S.D | Results |
| 1.Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges) | 3.36 | 0.93 | Neutral |
| 2.Your airline switches off all electrical equipment when not in use | 3.68 | 0.98 | High |
| 3.Your airline supports the use of local public transportation, bicycle and walk for reducing greenhouse gases emission | 3.02 | 0.97 | Neutral |
| 4.Your airline has attending carbon offset project | 2.84 | 0.96 | Neutral |

Table 8 (Cont.)

| Perceptions of employees toward environmental protection | Total | | |
|---|-------------|-------------|----------------|
| | Mean | S.D | Results |
| 5. Your airline has attending carbon footprint project in signature dish at serve on an airplane | 2.65 | 0.98 | Neutral |
| 6. Your airline has begun to use bio fuel in the airplane | 2.42 | 1.10 | Low |
| 7. Your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office and in an airplane | 2.90 | 1.01 | Neutral |
| Total of Energy | 3.04 | 0.73 | Neutral |

Regarding the totally water saving, the respondents are neutral on the perceptions of employees toward environmental protection in their airlines in part of water with mean 3.16 and standard deviation 0.80, the research illustrated that the respondents are neutral on the statement “Your airline always fixes and changes leaky toilet, faucet and valves” with mean 3.20 and standard deviation 1.01, next is “Your airline uses water efficiency devices (low flush toiler and tap-aerators)” with mean 3.18 and standard deviation 1.08 and “Your airline has the arrangement does a pond treats the dirty water” with mean 2.81 and standard deviation 1.01 (see Table 9).

Table 9 Perceptions of employees toward environmental protection in their airline regarding water saving

| Perceptions of employees toward environmental protection | Total | | |
|--|-------|------|---------|
| | Mean | S.D | Results |
| 8. Your airline always fixes and changes leaky toilet, faucet and valves | 3.20 | 1.01 | Neutral |
| 9. Your airline has the arrangement does a pond treats the dirty water | 2.81 | 1.01 | Neutral |
| 10. Your airline uses water efficiency devices (low flush toiler and tap-aerators) | 3.18 | 1.08 | Neutral |
| Total of Water | 3.16 | 0.80 | Neutral |

Regarding the totally waste disposal, the respondents are high on the perceptions of employees toward environmental protection in their airlines in part of waste with mean 3.44 and standard deviation 0.71, the research illustrated that the respondents are high on the statement “Your airline recycle plastic, aluminum can, paper and glass” with mean 3.63 and standard deviation 0.99, “Your airline uses refillable containers for soaps, cleaners, foods” with mean 3.49 and standard deviation 0.84 and “Your airline wants employees to use their own shopping bag, rather than require plastic bags from shops” with mean 3.45 and standard deviation 1.03 while the respondents are neutral on “Your airline buys durable products in bulk to use less packaging” with mean 3.34 and standard deviation 0.96 and “Your airline wants employees to buy and consume eco-friendly good” with a mean of 3.24 and standard deviation of 0.94 (see Table 10).

Table 10 Perceptions of employees toward environmental protection in their airline regarding waste disposal

| Perceptions of employees toward environmental protection | Total | | |
|---|-------|------|---------|
| | Mean | S.D | Results |
| 11. Your airline wants employees to buy and consume eco-friendly goods | 3.24 | 0.94 | Neutral |
| 12. Your airline recycle plastic, aluminum can, paper and glass | 3.63 | 0.99 | High |
| 13. Your airline uses refillable containers for soaps, cleaners, foods | 3.49 | 0.84 | High |
| 14. Your airline wants employees to use their own shopping bag, rather than require plastic bags from shops | 3.45 | 1.03 | High |
| 15. Your airline buys durable products in bulk to use less packaging | 3.34 | 0.96 | Neutral |
| Total of Waste | 3.44 | 0.71 | High |

Regarding the totally Environmental caring, the respondents are neutral on the perceptions of employees toward environmental protection in their airlines in part of environmental caring with mean 3.19 and standard deviation 0.84, the research illustrated that the respondents are neutral on the statement “The airline should take an interest and follow about the environmental program” with mean 3.35 and standard deviation 1.00, next is “You can contribute to pay extra charge for green products” with mean 3.17 and standard deviation 1.05, “Your airline persuades employees to attend the environmental program” with mean 3.13 and standard deviation 1.01 and “Your airline uses environmental cleaning products and detergents” with mean 2.93 and standard deviation 1.00 (see Table 11).

Table 11 Perceptions of employees toward environmental protection in their airline regarding environmental caring

| Perceptions of employees toward environmental protection | Total | | |
|--|--------------|-------------|----------------|
| | Mean | S.D | Results |
| 16. Your airline persuades employees to attend the environmental program | 3.13 | 1.01 | Neutral |
| 17. Your airline uses environmental cleaning products and detergents | 2.93 | 1.00 | Neutral |
| 18. The airline should take an interest and follow about the environmental program | 3.35 | 1.00 | Neutral |
| 19. You can contribute to pay extra charge for green products | 3.17 | 1.05 | Neutral |
| Total of environmental caring | 3.19 | 0.84 | Neutral |

Mean and standard deviation of support and participation in green activities from green airline program

As presented in Table 12, overall, the respondents agree (high level) on the support and participation in green activities of green airline program in part of waste disposal with a mean of 3.86 and standard deviation 0.70 and the respondents are also high on energy with mean 3.82 and standard deviation 0.71, water with mean 3.80 and standard deviation 0.71 and environmental caring with mean 3.74 and standard deviation 0.61

Table 12 Overall support and participate in green activities of green airline program

| Overall support and participate in green activities of green airline program | Mean | S.D | Results |
|--|------|------|---------|
| Energy | 3.82 | 0.71 | High |
| Water | 3.80 | 0.71 | High |
| Waste | 3.86 | 0.70 | High |
| Environmental caring | 3.74 | 0.61 | High |

Regarding the totally energy saving, the respondents are high on support and participate in green activities from green airline program in part of energy with mean 3.82 and standard deviation 0.71, the research illustrated that the respondents are high on the statement “You will support and participate if your airline performs the duty and uses the energy efficiently” with mean 3.82 and standard deviation 0.79 and “You will support and participate if your airline sets energy policy as company policy” with mean 3.78 and standard deviation 0.79 (see Table 13).

Table 13 Support and participate in green activities of green airline program regarding energy saving

| Support and participate in green activities of green airline program | Total | | |
|---|-------|------|---------|
| | Mean | S.D | Results |
| 1. You will support and participate if your airline performs the duty and uses the energy efficiently | 3.82 | 0.79 | High |
| 2. You will support and participate if your airline sets energy policy as company policy | 3.78 | 0.79 | High |
| Total of Energy | 3.82 | 0.71 | High |

Regarding the totally water saving, the respondents are high on support and participate in green activities in part of water saving with a mean of 3.80 and standard deviation 0.71. The research illustrated that the respondents are high on the statement “You will support and participate if your airline perceives and uses water economizely” with a mean of 3.78 and standard deviation 0.78 and “You will support and participate if your airline sets water policy as company policy” with mean 3.78 and standard deviation 0.78 (see Table 14).

Table 14 Support and participate in green activities from green airline program regarding water saving

| Support and participate in green activities of green airline program | Total | | |
|--|--------------|------------|----------------|
| | Mean | S.D | Results |
| 3. You will support and participate if your airline perceives and uses water economizely | 3.78 | 0.78 | High |
| 4. You will support and participate if your airline set water policy as company policy | 3.78 | 0.78 | High |
| Total of Water | 3.80 | 0.71 | High |

Regarding the totally waste disposal, the respondents are high on support and participate in green activities from green airline program in part of waste with mean 3.86 and standard deviation 0.70, the research illustrated that the respondents are high on the statement “You will support and participate if the airline relies on 3Rs principle, which are recycle, reduce and reuse of the products” with a mean 3.86 and standard deviation 0.84 and “You will support and participate if your airline sets waste policy as company policy” with a mean of 3.85 and standard deviation 0.76 (see Table 15).

Table 15 Support and participate in green activities of green airline program regarding waste disposal

| Support and participate in green activities of green airline program | Total | | |
|---|-------|------|---------|
| | Mean | S.D | Results |
| 5. You will support and participate if the airline relies on 3Rs principle, which are recycle, reduce and reuse of the products | 3.86 | 0.84 | High |
| 6. You will support and participate if your airline sets waste policy as company policy | 3.85 | 0.76 | High |
| Total of Waste | 3.86 | 0.70 | High |

Regarding the totally environmental caring, the respondents are high on support and participate in green activities of the airline as part of environmental caring with a mean of 3.74 and standard deviation 0.61. The research illustrated that the respondents are high on the statement “You will support and participate if your airline sets Environmental caring policy as company policy” with mean 3.90 and standard deviation 0.75, next is “You will support and participate in the company who attends to environmental program” with mean 3.87 and standard deviation 0.75 and “Do you prefer to be educated in environmental friendly program from airline?” with mean 3.82 and standard deviation 0.79 while the respondents are neutral on “Do you prefer to pay an extra charge for airline environmental operation?” with mean 3.17 and standard deviation 1.03 (see Table 16).

Table 16 Support and participate in green activities from green airline program regarding environmental caring

| Support and participate in green activities from green airline program | Total | | |
|---|-------------|-------------|-------------|
| | Mean | S.D | Results |
| 7. Do you prefer to pay an extra charge for airline environmental operation? | 3.17 | 1.03 | Neutral |
| 8. You will support and participate in the company who attend to environmental program | 3.87 | 0.75 | High |
| 9. Do you prefer to be educated in environmental friendly program from airline? | 3.82 | 0.79 | High |
| 10. You will support and participate if your airline sets Environmental caring policy as company policy | 3.90 | 0.75 | High |
| Total of environmental caring | 3.74 | 0.61 | High |

Hypothesis Testing and other opinions

Hypothesis 1 Demographic Profile

The first hypothesis is to study whether employees with different demographics (gender, age, education level, and income) will participate in green programs of green airlines differently. For testing the first hypothesis, Independent T-test and One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc (LSD) analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different genders have different perception about energy saving. Independent Sample T-test was used to determine whether female and male respondents' perception in green program of green airline differ. Levene's Test reveals no significant difference between female and male toward perception in the overall green program of green airline in overall perception about energy saving ($t_{398} = -1.022$,

$p > .05$). Specifically, they also respond no significant difference in their energy saving about “your airline use energy efficient devices (compact fluorescent bulbs and energy efficient fridges) ($t_{398} = -.977, p > .05$), “your airline switches off all electrical equipment when not in use ($t_{398} = -.560, p > .05$), “your airline support to use local public transportation, bicycle and walk for reducing greenhouse gases emission ($t_{398} = -1.716, p > .05$), “your airline has attending carbon offset project ($t_{398} = -.1175, p > .05$), “your airline has attending carbon footprint project in signature dish at serve on an airplane ($t_{398} = -.904, p > .05$), “your airline has begun to use bio fuel in the airplane ($t_{398} = -.273, p > .05$), “your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office of and in an airplane” ($t_{398} = -1.041, p > .05$) (see Table 17).

Table 17 Levene’s Test and Independent Sample T-test of gender and perception in green activities from green airline program – energy

| | | Leven’s Test for | | t-test for Equality of Means | | |
|-------------------------------------|-----------------------------|-----------------------|------|------------------------------|---------|-----------------|
| | | Equality of Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Use Energy efficient devise | Equal variances assumed | 6.738 | .010 | -.977 | 398 | .329 |
| | Equal variances not assumed | | | -.937 | 287.212 | .350 |
| Switch off all electrical equipment | Equal variances assumed | 5.385 | .021 | -.560 | 398 | .576 |
| | Equal variances not assumed | | | -.545 | 302.369 | .586 |

Table 17 (Cont.)

| | | Leven's Test for | | t-test for Equality of Means | | |
|---|-----------------------------|-----------------------|------|------------------------------|---------|-----------------|
| | | Equality of Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Use local public transportation | Equal variances assumed | 13.284 | .000 | -1.716 | 398 | .087 |
| | Equal variances not assumed | | | -1.654 | 291.882 | .099 |
| Attending carbon offset project | Equal variances assumed | 7.304 | .007 | -1.175 | 398 | .241 |
| | Equal variances not assumed | | | -1.147 | 305.735 | .252 |
| Attending carbon footprint project | Equal variances assumed | 4.159 | .042 | -.904 | 398 | .366 |
| | Equal variances not assumed | | | -.884 | 307.182 | .378 |
| Use bio fuel in the airplane | Equal variances assumed | 8.093 | .005 | -.273 | 398 | .785 |
| | Equal variances not assumed | | | -.264 | 295.373 | .792 |
| Arrangement to purchase the local product | Equal variances assumed | 5.705 | .017 | -1.041 | 398 | .299 |
| | Equal variances not assumed | | | -1.015 | 304.755 | .311 |

Table 17 (Cont.)

| | | Leven's Test for | | t-test for Equality of Means | | |
|---------------|-----------------|------------------|------|------------------------------|---------|-----------------|
| | | Equality of | | | | |
| | | Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Overall | Equal variances | 20.066 | .000 | -1.022 | 398 | .308 |
| Perception to | assumed | | | | | |
| Energy | Equal variances | | | -.962 | 267.576 | .337 |
| Saving | not assumed | | | | | |

The mean values in Table 18 indicate that both male and female respondents' perception in the overall green program about energy saving ($\bar{\chi}_f = 3.07$ VS. $\bar{\chi}_m = 2.99$). Specifically, their perception at often level in "your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)" ($\bar{\chi}_f = 3.40$ VS. $\bar{\chi}_m = 3.31$), "Your airline switches off all electrical equipment when not in use" ($\bar{\chi}_f = 3.70$ VS. $\bar{\chi}_m = 3.64$), "Your airline supports the use of local public transportation, bicycle and walk for reducing greenhouse gases emission" ($\bar{\chi}_f = 3.08$ VS. $\bar{\chi}_m = 2.91$), "Your airline has attending carbon offset project" ($\bar{\chi}_f = 2.88$ VS. $\bar{\chi}_m = 2.76$), "Your airline has attending carbon footprint project in signature dish at serve on an airplane" ($\bar{\chi}_f = 2.68$ VS. $\bar{\chi}_m = 2.59$), "Your airline has begun to use bio fuel in the airplane" ($\bar{\chi}_f = 2.43$ VS. $\bar{\chi}_m = 2.40$), and "Your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office of and in an airplane" ($\bar{\chi}_f = 2.94$ VS. $\bar{\chi}_m = 2.83$) (see Table 18).

Table 18 Mean value of frequency perception in green airline program – energy: classified by gender of employees

| | Gender | N | Mean | Std. Deviation |
|---------------------------|--------|-----|------|----------------|
| Use Energy efficient | Male | 157 | 3.31 | 1.042 |
| devise | Female | 243 | 3.40 | .858 |
| Switch off all electrical | Male | 157 | 3.64 | 1.056 |
| equipment | Female | 243 | 3.70 | .929 |
| Use local public | Male | 157 | 2.91 | 1.076 |
| transportation | Female | 243 | 3.08 | .905 |
| Attending carbon offset | Male | 157 | 2.76 | 1.032 |
| project | Female | 243 | 2.88 | .922 |
| Attending carbon | Male | 157 | 2.59 | 1.044 |
| footprint project | Female | 243 | 2.68 | .937 |
| Use bio fuel in the | Male | 157 | 2.40 | 1.208 |
| airplane | Female | 243 | 2.43 | 1.032 |
| Arrangement to purchase | Male | 157 | 2.83 | 1.085 |
| the local product | Female | 243 | 2.94 | .965 |
| Overall Perception to | Male | 157 | 2.99 | .862 |
| Energy Saving | Female | 243 | 3.07 | .647 |

2. Employees with different gender have different perception about water saving Independent Sample T-test was used to determined whether female and male respondents' perception in green program of green airline differently. Levene's Test reveals no significant difference between female and male toward perception in the overall green program of green airline in overall perception about water saving ($t_{398} = .077$, $p > .05$). Specifically, they also reported no significant difference in the perception in about water saving as "Your airline always fix and change leaky toilet, faucet and valves" ($t_{398} = .844$, $p > .05$), "Your airline has the arrangement does a pond treats the dirty water" ($t_{398} = -.721$, $p > .05$), and "Your airline uses water efficiency devices (low flush toilet and tap aerators)" ($t_{398} = .521$, $p > .05$) (see Table 19).

Table 19 Levene's Test and Independent Sample T-test of gender and perception in green activities from green airline program – water

| | | Leven's Test for | | t-test for Equality of Means | | |
|--|-----------------------------|-----------------------|------|------------------------------|---------|----------------|
| | | Equality of Variances | | | | |
| | | F | Sig. | t | df | Sig.(2-tailed) |
| Always fix and change leaky toilet | Equal variances assumed | 7.098 | .008 | .844 | 398 | .399 |
| | Equal variances not assumed | | | .826 | 309.200 | .409 |
| Arrangement does a pond treats the dirty water | Equal variances assumed | .002 | .964 | -.721 | 398 | .472 |
| | Equal variances not assumed | | | -.727 | 342.363 | .468 |
| Use water efficiency devices | Equal variances assumed | 8.368 | .004 | .521 | 398 | .603 |
| | Equal variances not assumed | | | .506 | 299.532 | .614 |
| Overall Perception to Water Saving | Equal variances assumed | 7.289 | .007 | .077 | 398 | .939 |
| | Equal variances not assumed | | | .073 | 282.012 | .942 |

The mean values in Table 20 indicate that both male and female employees' perception are often in overall perception about water saving ($\bar{x}_f = 3.16$ VS. $\bar{x}_m = 3.16$). Specifically, their perception at often level in "Your airline always fixes and changes leaky toilet, faucet and valves" ($\bar{x}_f = 3.16$ VS. $\bar{x}_m = 3.25$), "Your airline has the arrangement does a pond treats the dirty water" ($\bar{x}_f = 2.84$ VS. $\bar{x}_m = 2.76$),

and “Your airline uses water efficiency devices (low flush toilet and tap aerators) ($\bar{\chi}_f = 3.21$ VS. $\bar{\chi}_m = 3.15$) (see Table 20).

Table 20 Mean value of frequency perception in green airline program – water: classified by gender of employees

| | Gender | N | Mean | Std. Deviation |
|--|--------|-----|------|----------------|
| Always fix and change leaky toilet | Male | 157 | 3.25 | 1.078 |
| | Female | 243 | 3.16 | .976 |
| Arrangement does a pond treats the dirty water | Male | 157 | 2.76 | .994 |
| | Female | 243 | 2.84 | 1.034 |
| Use water efficiency devices | Male | 157 | 3.21 | 1.177 |
| | Female | 243 | 3.15 | 1.023 |
| Overall Perception to Water Saving | Male | 157 | 3.16 | .913 |
| | Female | 243 | 3.16 | .735 |

3. Employees with different gender have different perception about waste disposal. Independent Sample T-test was used to determine whether female and male respondents' perception in green program of green airline differed. Levene's Test reveals no significant difference between female and male toward perception in the overall green program of green airline in overall perception about waste disposal ($t_{398} = -.975$, $p > .05$). Specifically, they also reported no significant difference in the perception in about water saving as “Your airline wants employees to buy and consume eco-friendly goods” ($t_{398} = -1.287$, $p > .05$), “Your airline uses refillable containers for soaps, cleaners, foods” ($t_{398} = -.788$, $p > .05$), “Your airline wants employees to use their own shopping bag, rather than require plastic bags from shops” ($t_{398} = .311$, $p > .05$), and “Your airline buys durable products in bulk to use less packaging” ($t_{398} = -1.459$, $p > .05$). But they also reported significant difference in the overall green program of green airlines as “Your airline recycle plastic, aluminum can, paper and glass” ($t_{398} = -2.383$, $p < .05$) (see Table 21).

Table 21 Levene's Test and Independent Sample T-test of gender and perception in green activities from green airline program – waste

| | | Levene's Test for | | t-test for Equality of Means | | |
|---|-----------------------------|----------------------|------|------------------------------|---------|---------------|
| | | Equality of Variance | | | | |
| | | F | Sig. | t | df | Sig.(2-taile) |
| Want employee | Equal variances assumed | 1.989 | .159 | -1.287 | 398 | .199 |
| buy and consume | Equal variances not assumed | | | -1.257 | 306.243 | .210 |
| eco-friendly goods | | | | | | |
| Airline recycle | Equal variances assumed | 13.205 | .000 | -2.383 | 398 | .018 |
| plastic, aluminum can, paper, and glass | Equal variances not assumed | | | -2.283 | 285.698 | .023 |
| Use refillable container | Equal variances assumed | .653 | .420 | -.788 | 398 | .431 |
| for soaps, cleaners, foods | Equal variances not assumed | | | -.780 | 322.407 | .436 |
| Use their own shopping bag | Equal variances assumed | .524 | .470 | .311 | 398 | .756 |
| | Equal variances not assumed | | | .307 | 320.556 | .759 |
| Buy durable product | Equal variances assumed | 1.779 | .183 | -1.459 | 398 | .145 |
| | Equal variances not assumed | | | -1.421 | 303.925 | .156 |

Table 21 (Cont.)

| | | Levene's Test for | | t-test for Equality of Means | | |
|------------|-----------------|-------------------|------|------------------------------|---------|---------------|
| | | Equality of | | | | |
| | | Variance | | | | |
| | | F | Sig. | t | df | Sig.(2-taile) |
| Overall | Equal variances | 4.219 | .041 | -.975 | 398 | .330 |
| Perception | assumed | | | | | |
| to Waste | Equal variances | | | -.945 | 298.158 | .346 |
| disposal | not assumed | | | | | |

The mean values in Table 22 indicated that both male and female employees' perception are often in overall perception about waste disposal ($\bar{\chi}_f = 3.46$ VS. $\bar{\chi}_m = 3.39$). Specifically, their perception at often level in "Your airline wants employees to buy and consume eco-friendly goods" ($\bar{\chi}_f = 3.28$ VS. $\bar{\chi}_m = 3.16$), "Your airline recycles plastic, aluminum can, paper and glass" ($\bar{\chi}_f = 3.72$ VS. $\bar{\chi}_m = 3.48$), "Your airline uses refillable containers for soaps, cleaners, foods" ($\bar{\chi}_f = 3.51$ VS. $\bar{\chi}_m = 3.45$), "Your airline wants employees to use their own shopping bag, rather than require plastic bags from shops" ($\bar{\chi}_f = 3.43$ VS. $\bar{\chi}_m = 3.46$), and "Your airline buys durable products in bulk to use less packaging" ($\bar{\chi}_f = 3.40$ VS. $\bar{\chi}_m = 3.25$) (see Table 22).

Table 22 Mean value of frequency perception in green airline program – waste: classified by gender of employees

| | Gender | N | Mean | Std. Deviation |
|--|--------|-----|------|----------------|
| Want employees to buy and consume eco-friendly goods. | Male | 157 | 3.16 | 1.010 |
| | Female | 243 | 3.28 | .903 |
| Airline recycles plastic, aluminum can, paper, and glass | Male | 157 | 3.48 | 1.101 |
| | Female | 243 | 3.72 | .901 |
| Use refillable container for soaps, cleaners, foods. | Male | 157 | 3.45 | .873 |
| | Female | 243 | 3.51 | .835 |
| Use their own shopping bag | Male | 157 | 3.46 | 1.065 |
| | Female | 243 | 3.43 | 1.012 |
| Buy durable product | Male | 157 | 3.25 | 1.037 |
| | Female | 243 | 3.40 | .919 |
| Overall Perception to Waste disposal | Male | 157 | 3.39 | .774 |
| | Female | 243 | 3.46 | .669 |

4. Employees with different genders have different perception about environment caring. Independent Sample T-test was used to determine whether female and male respondents' perception in green program of green airline differed. Levene's Test reveals no significant difference between female and male toward perception in the overall green program of green airline in overall perception about environmental caring ($t_{398} = -.113, p > .05$). Specifically, they also reported no significant difference in the perception in about environmental caring as "Your airline persuades employees to attend the environmental program" ($t_{398} = .769, p > .05$), "Your airline uses environmental cleaning products and detergents" ($t_{398} = -.369, p > .05$), and "The airline should take an interest and follow about the environmental program" ($t_{398} = .311, p > .05$). But they also reported significant difference in the overall green program of green airline as "You can contribute to pay extra charge for green product" ($t_{398} = -2.030, p < .05$) (see Table 23).

Tabl 23 Levene's Test and Independent Sample T-test of gender and perception in green activities from green airline program – environmental caring

| | | Levene's Test for Equality of Variance | | t-test for Equality of Means | | |
|---|-----------------------------|--|------|------------------------------|---------|-----------------------|
| | | F | Sig. | t | df | Sig.(2 - taile) |
| Persuade employees to attend the environment program | Equal variances assumed | 9.218 | .003 | .769 | 398 | .442 |
| | Equal variances not assumed | | | .745 | 297.409 | .457 |
| Use environment cleaning products and detergents | Equal variances assumed | 3.749 | .054 | -.369 | 398 | .712 |
| | Equal variances not assumed | | | -.359 | 300.578 | .720 |
| Take an interest and follow about the environment program | Equal variances assumed | 1.459 | .228 | .311 | 398 | .756 |
| | Equal variances not assumed | | | .307 | 318.782 | .759 |
| Contribute to pay extra charge for green products | Equal variances assumed | .445 | .505 | -2.030 | 398 | .043 |
| | Equal variances not assumed | | | -2.027 | 331.492 | .043 |

Tabl 23 (Cont.)

| | | Levene's Test for Equality of Variance | | t-test for Equality of Means | | |
|-------------------------|--------------------------------|--|------|------------------------------|---------|-----------------------|
| | | F | Sig. | t | df | Sig.(2 - taile) |
| Overall | Equal variances assumed | 2.651 | .104 | -.113 | 398 | .910 |
| Environmental Caring | Equal variances not assumed | | | -.110 | 305.214 | .912 |

The mean values in Table 24 indicate that both male and female employees' perception are often in overall perception about environmental caring ($\bar{\chi}_f = 3.19$ VS. $\bar{\chi}_m = 3.18$). Specifically, their perception at often level in "Your airline persuades employees to attend the environmental program" ($\bar{\chi}_f = 3.10$ VS. $\bar{\chi}_m = 3.18$), "Your airline uses environmental cleaning products and detergents" ($\bar{\chi}_f = 2.94$ VS. $\bar{\chi}_m = 2.90$), "The airline should take an interest and follow about the environmental program" ($\bar{\chi}_f = 3.34$ VS. $\bar{\chi}_m = 3.37$), and "You can contribute to pay extra charge for green product" ($\bar{\chi}_f = 3.25$ VS. $\bar{\chi}_m = 3.03$) (see Table 24).

Table 24 Mean value of frequency perception in green airline program – environmental caring: classified by gender of employees

| | Gender | N | Mean | Std. Deviation |
|---|--------|-----|------|----------------|
| Persuade employees to attend the environment program | Male | 157 | 3.18 | 1.101 |
| | Female | 243 | 3.10 | .948 |
| Use environment cleaning products and detergents | Male | 157 | 2.90 | 1.085 |
| | Female | 243 | 2.94 | .947 |
| Take an interest and follow about the environment program | Male | 157 | 3.37 | 1.040 |
| | Female | 243 | 3.34 | .980 |
| Contribute to pay extra charge for green products | Male | 157 | 3.03 | 1.059 |
| | Female | 243 | 3.25 | 1.052 |
| Overall perception to Environmental Caring | Male | 157 | 3.18 | .910 |
| | Female | 243 | 3.19 | .810 |

Hypothesis 2: Demographic Profile - Age

The first hypothesis is to study whether employees with different ages will perceive green programs of green airlines differently. For testing the first hypothesis, One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different ages have different perception about energy saving.

One Way Analysis of Variance (ANOVA) was used to analyze whether employees with different ages will have perception in green programs – energy saving of green airline differently.

Levene's Test was not significant, ($F(4,395) = .517, p > .05$) (see Table 25) and also the assumption of homogeneity of variance was judged to have not been violated. The employees with different age groups were found to demonstrate significant difference ($F(4,395) = 8.356, p < .05$) (see Table 27) in terms of their frequency of perception in green program – energy saving of the green airlines. The

mean values imply that their perception in green programs – energy saving of green airlines at the perception level.

Table 25 Test of Homogeneity of Variances of the respondents with different age levels

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .814 | 4 | 395 | .517 |

Table 26 Descriptive Statistic of employees' perception in green programs of green airlines: classified by age difference

| Age | Energy Efficient devices | Switch off all electrical equipment | Use local public transportation | Attending carbon offset | Attending carbon footprint | Use bio fuel | Purchase the local product | Overall Perception to Energy Saving |
|---------------|--------------------------|-------------------------------------|---------------------------------|-------------------------|----------------------------|---------------------|----------------------------|-------------------------------------|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Less than 20 | 2.00 (.000) | 2.00 (.000) | 2.00 (.000) | 2.00 (.000) | 2.00 (.000) | 1.50 (.707) | 2.00 (.000) | 4.57 (.606) |
| 20 – 30 years | 3.47 (.911) | 3.79 (.892) | 3.18 (.895) | 2.88 (.914) | 2.77 (.928) | 2.57 (1.100) | 2.97 (1.006) | 3.12 (.690) |
| 31 – 40 years | 3.24 (.994) | 3.55 (1.064) | 2.88 (1.012) | 2.82 (.976) | 2.58 (1.039) | 2.27 (1.077) | 2.86 (.945) | 2.95 (.749) |
| 41 – 50 years | 3.43 (.801) | 3.68 (1.065) | 2.87 (1.035) | 2.94 (1.092) | 2.55 (.928) | 2.34 (1.147) | 2.98 (1.132) | 3.05 (.746) |
| 51 – 60 years | 2.50 (.535) | 3.25 (.886) | 2.00 (1.309) | 1.50 (.535) | 1.25 (.463) | 1.50 (.535) | 1.50 (.535) | 1.93 (.512) |

Table 27 ANOVA Result of employees' frequency in perception in green program of green airline: classified by age difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 16.998 | 4 | 4.249 | 8.356 | .000 |
| Within Groups | 200.878 | 395 | .509 | | |
| Total | 217.876 | 399 | | | |

1. Employees with different ages have different perception about water saving. One Way Analysis of Variance (ANOVA) was used to analyze whether employees with different ages will have different perception in green programs – water saving of green airline differently.

Levene's Test was not significant, ($F(4,395) = .610, p > .05$) (see Table 28) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{x} = 3.16$) were found to demonstrate significant difference ($F(4, 395) = 4.693, p < .05$) (see Table 30). In terms of frequency in perception in green program – water saving of the green airlines, the mean values imply the employees' perception in the green program – water saving of green airlines at the perception level.

Table 28 Test of Homogeneity of Variance of the employees with difference age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .674 | 4 | 395 | .610 |

Table 29 Descriptive Statistic of employees' perception in green program – water saving of green airlines: classified by age level

| Age | Always fix and change leaky toilet, faucet and valves \bar{x} (S.D.) | Arrangement does a pond treats the dirty water \bar{x} (S.D.) | Use water efficiency devices \bar{x} (S.D.) | Overall Perception to Water Saving \bar{x} (S.D.) |
|------------------|---|--|---|--|
| Less than 20 | 3.00 (.000) | 2.00 (1.414) | 3.00 (.000) | 4.50 (.707) |
| 20 – 30 years | 3.22 (1.053) | 2.90 (.988) | 3.27 (1.001) | 3.19 (.788) |
| 31 – 40 years | 3.16 (.929) | 2.77 (.909) | 3.14 (1.148) | 3.15 (.777) |
| 41 – 50 years | 3.28 (1.057) | 2.68 (1.353) | 3.04 (1.160) | 3.11 (.896) |
| 51 – 60 years | 2.50 (1.195) | 2.00 (.756) | 2.00 (3.18) | 2.17 (.535) |

Table 30 ANOVA Result of employees' frequency of perception toward green program – water saving of green airlines: classified by age

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 11.835 | 4 | 2.959 | 4.693 | .001 |
| Within Groups | 249.020 | 395 | .630 | | |
| Total | 260.855 | 399 | | | |

3. Employees with different ages have different perception about waste disposal.

One Way Analysis of Variance (ANOVA) was used to analyze whether employees with different ages will have perception in green programs – waste disposal of green airline differently.

Levene's Test was not significant, ($F(4,395) = .093, p > .05$) (see Table 31) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different ages ($\bar{\chi} = 3.44$) were found to demonstrate significant difference ($F(4, 395) = 7.542, p < .05$) (see Table 33). In terms of frequency in perception in green program – waste disposal of the green airlines, the mean values imply the employees' perception in the green program – waste disposal of green airlines at the perception level.

Table 31 Test of Homogeneity of Variance of the employees with difference age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.005 | 4 | 395 | .093 |

Table 32 Descriptive Statistic of employees' perception in green program – waste disposal of green airlines: classified by age level

| Age | Employees buy and consume eco-friendly goods | Recycle plastic, aluminum can, paper and glass | Refillable containers for soaps, cleaner, foods | Use their own shopping bag | Buys durable products in bulk to use less package | Overall Perception to Water Saving |
|---------------|--|--|---|----------------------------|---|------------------------------------|
| | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) |
| Less than 20 | 3.00 (.000) | 3.00 (.000) | 3.00 (.000) | 3.00 (.000) | 3.00 (.000) | 4.50 (.707) |
| 20 – 30 years | 3.38 (.060) | 3.72 (.930) | 3.53 (.830) | 3.65 (.919) | 3.50 (.837) | 3.51 (.617) |

Table 32 (Cont.)

| Age | Employees buy and consume eco-friendly goods | Recycle plastic, aluminum can, paper and glass | Refillable containers for soaps, cleaner, foods | Use their own shopping bag | Buys durable products in bulk to use less package | Overall Perception to Water Saving |
|------------------|---|---|---|-------------------------------|--|---|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| 31 – 40 years | 3.16 (.946) | 3.67 (.948) | 3.48 (.930) | 3.35 (1.134) | 3.28 (1.094) | 3.44 (.788) |
| 41 – 50 years | 3.04 (1.021) | 3.19 (1.154) | 3.45 (.717) | 3.06 (.919) | 2.98 (1.032) | 3.25 (.719) |
| 51 – 60 years | 1.75 (.886) | 3.25 (1.581) | 2.75 (.463) | 1.75 (.463) | 2.25 (.463) | 2.35 (.682) |

Table 33 ANOVA Result of employees' frequency of perception toward green program – waste disposal of green airlines: classified by age

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 14.334 | 4 | 3.584 | 7.542 | .000 |
| Within Groups | 187.682 | 395 | .475 | | |
| Total | 202.016 | 399 | | | |

4. Employees with different ages have different perception about environmental caring.

One Way Analysis of Variance (ANOVA) was used to analyze whether employees with different ages will have perception in green programs – environmental caring of green airline differently.

Levene's Test was significant, ($F(4,395) = .002, p < .05$) (see Table 34) and so the assumption of homogeneity of variance was judged to have been violated.

The employees with different age ($\bar{\chi} = 3.19$) were found to demonstrate significant difference ($F(4, 395) = 3.281, p < .05$) (see Table 36). In terms of frequency in perception in green program – environmental caring of the green airlines, the mean values imply the employees' perception in the green program – environmental caring of green airlines at the perception level.

Table 34 Test of Homogeneity of Variances of the employees with different age levels

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 4.387 | 4 | 395 | .002 |

Table 35 Descriptive Statistic of employees' perception in green program – environmental caring of green airlines: classified by age levels

| Age | Persuade employees to attend the environmental program $\bar{\chi}$ (S.D.) | Use environmental cleaning products and detergents $\bar{\chi}$ (S.D.) | Take an interest and follow about the environmental program $\bar{\chi}$ (S.D.) | Contribute to pay extra charge for green product $\bar{\chi}$ (S.D.) | Overall Perception to Water Saving $\bar{\chi}$ (S.D.) |
|---------------|--|--|---|--|--|
| Less than 20 | 3.00 (.000) | 3.00 (.000) | 3.00 (.000) | 1.00 (.000) | 4.50 (.707) |
| 20 – 30 years | 3.21 (.931) | 3.06 (.955) | 3.38 (.850) | 3.25 (.933) | 3.23 (.728) |
| 31 – 40 years | 3.12 (1.040) | 2.88 (1.042) | 3.34 (1.082) | 3.15 (1.095) | 3.19 (.930) |
| 41 – 50 years | 3.04 (1.160) | 2.68 (1.024) | 3.30 (1.250) | 2.94 (1.405) | 3.05 (1.051) |
| 51 – 60 years | 1.75 (.886) | 1.75 (.463) | 3.25 (1.909) | 3.00 (.756) | 2.44 (.765) |

Table 36 ANOVA Result of employees' frequency of perception toward green program – environmental caring of green airlines: classified by age

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 9.259 | 4 | 2.315 | 3.281 | .012 |
| Within Groups | 278.679 | 395 | .706 | | |
| Total | 287.938 | 399 | | | |

Further, Pos-hoc comparison (LSD) found that the employees with age 20 – 30 years ($\bar{\chi} = 3.21$) reported significantly lower perception in green program – environmental caring of green airline as “Your airline persuade employees to attend the environmental program” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with age 31 – 40 years ($\bar{\chi} = 3.12$) reported significant lower perception in green program – environmental caring of green airline as “your airline persuade employees to attend the environmental program” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with age 41 – 50 years ($\bar{\chi} = 3.04$) reported significant lower perception in green program – environmental caring of green airline as “Your airline persuade employees to attend the environmental program” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with ages 51 – 60 years ($\bar{\chi} = 1.75$) reported significant lower perception in green program – environmental caring of green airline as “Your airline persuade employees to attend the environmental program” than those with age 20 – 30 years ($\bar{\chi} = 3.21$), those with 31 – 40 years ($\bar{\chi} = 3.12$) and those with 41 -50 years ($\bar{\chi} = 3.04$)

The employees with age 20 – 30 years ($\bar{\chi} = 3.06$) reported significantly lower perception in green program – environmental caring of green airline as “Your airline use environmental cleaning products and detergents” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with age 31 – 40 years ($\bar{\chi} = 2.88$) reported significantly lower perception in green program – environmental caring of green airline as “Your airline use environmental cleaning products and detergents” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with age 41 – 50 years ($\bar{\chi} =$

2.68) reported significantly lower perception in green program – environmental caring of green airline as “Your airline use environmental cleaning products and detergents” than those with age 51 – 60 years ($\bar{\chi} = 1.75$). The employees with age 51 -60 years ($\bar{\chi} = 1.75$) reported low significant lower perception in green program – environmental caring of green airline as “Your airline use environmental cleaning products and detergents than those with age 20 – 30 ($\bar{\chi} = 3.06$), those with age 31 – 40 years ($\bar{\chi} = 2.88$), and those with age 41 – 50 years ($\bar{\chi} = 2.68$)

The employees with age less than 20 ($\bar{\chi} = 1.00$) reported significantly lower perception in green program – environmental caring of green airline as “You can contribute to pay extra charge for green products” than those age 20 – 30 years ($\bar{\chi} = 3.25$), those with age 31 – 40 years ($\bar{\chi} = 3.15$), those with age 41 – 50 years ($\bar{\chi} = 2.94$), and those with age 51 – 60 years ($\bar{\chi} = 3.00$) (See Table 37).

Table 37 Post Hoc Test of employees with different age

| (I) age | (J) age | Mean Difference (I-J) | Std. Error | Sig. |
|---------|---------|-----------------------|------------|------|
| < 20 | 20-30 | -.209 | .706 | .767 |
| | 31-40 | -.117 | .708 | .869 |
| | 41-50 | -.043 | .718 | .953 |
| | 51-60 | 1.250 | .786 | .112 |
| 20-30 | < 20 | .209 | .706 | .767 |
| | 31-40 | .092 | .111 | .407 |
| | 41-50 | .167 | .160 | .298 |
| | 51-60 | 1.459(*) | .358 | .000 |
| 31-40 | < 20 | .117 | .708 | .869 |
| | 20-30 | -.092 | .111 | .407 |
| | 41-50 | .075 | .170 | .660 |
| | 51-60 | 1.367(*) | .362 | .000 |

Table 37 (Cont.)

| (I) age | (J) age | Mean Difference (I-J) | Std. Error | Sig. |
|---------|---------|-----------------------|------------|------|
| 41-50 | < 20 | .043 | .718 | .953 |
| | 20-30 | -.167 | .160 | .298 |
| | 31-40 | -.075 | .170 | .660 |
| | 51-60 | 1.293(*) | .380 | .001 |
| 51-60 | < 20 | -1.250 | .786 | .112 |
| | 20-30 | -1.459(*) | .358 | .000 |
| | 31-40 | -1.367(*) | .362 | .000 |
| | 41-50 | -1.293(*) | .380 | .001 |
| < 20 | 20-30 | -.056 | .700 | .936 |
| | 31-40 | .125 | .702 | .859 |
| | 41-50 | .319 | .711 | .654 |
| | 51-60 | 1.250 | .779 | .109 |
| 20-30 | < 20 | .056 | .700 | .936 |
| | 31-40 | .181 | .110 | .101 |
| | 41-50 | .375(*) | .159 | .019 |
| | 51-60 | 1.306(*) | .355 | .000 |
| 31-40 | < 20 | -.125 | .702 | .859 |
| | 20-30 | -.181 | .110 | .101 |
| | 41-50 | .194 | .168 | .248 |
| | 51-60 | 1.125(*) | .359 | .002 |
| 41-50 | < 20 | -.319 | .711 | .654 |
| | 20-30 | -.375(*) | .159 | .019 |
| | 31-40 | -.194 | .168 | .248 |
| | 51-60 | .931(*) | .377 | .014 |
| 51-60 | < 20 | -1.250 | .779 | .109 |
| | 20-30 | -1.306(*) | .355 | .000 |
| | 31-40 | -1.125(*) | .359 | .002 |
| | 41-50 | -.931(*) | .377 | .014 |

Table 37 (Cont.)

| (I) age | (J) age | Mean Difference (I-J) | Std. Error | Sig. |
|---------|---------|-----------------------|------------|------|
| < 20 | 20-30 | -2.251(*) | .744 | .003 |
| | 31-40 | -2.148(*) | .746 | .004 |
| | 41-50 | -1.936(*) | .756 | .011 |
| | 51-60 | -2.000(*) | .828 | .016 |
| 20-30 | < 20 | 2.251(*) | .744 | .003 |
| | 31-40 | .103 | .117 | .380 |
| | 41-50 | .315 | .169 | .063 |
| | 51-60 | .251 | .377 | .506 |
| 31-40 | < 20 | 2.148(*) | .746 | .004 |
| | 20-30 | -.103 | .117 | .380 |
| | 41-50 | .212 | .179 | .236 |
| | 51-60 | .148 | .382 | .698 |
| 41-50 | < 20 | 1.936(*) | .756 | .011 |
| | 20-30 | -.315 | .169 | .063 |
| | 31-40 | -.212 | .179 | .236 |
| | 51-60 | -.064 | .401 | .873 |
| 51-60 | < 20 | 2.000(*) | .828 | .016 |
| | 20-30 | -.251 | .377 | .506 |
| | 31-40 | -.148 | .382 | .698 |
| | 41-50 | .064 | .401 | .873 |

Hypothesis 3: Demographic Profile - Education

The third hypothesis is to study whether employees with different education level have different perception about environmental protection in their airline. For testing the first hypothesis, One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different education level have different perception about energy saving.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was significant, ($F(3,396) = .014, p < .05$) (see Table 38) and so the assumption of homogeneity of variance was judged to have been violated. The employees with different education ($\bar{\chi} = 3.04$) were found to demonstrate significant difference ($F(3,396) = 4.271, p < .05$) (see Table 40). In terms of frequency in perception in green program – energy saving of the green airlines, the mean values imply the employees' perception in the green program – energy saving of green airlines at the perception level.

Table 38 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 3.600 | 3 | 396 | .014 |

Table 39 Descriptive Statistic of employees' perception in green program – energy saving of green airlines: classified by education level

| Education | Energy Efficient devices | Switch off all electrical equipment | Use local public transportation | Attending carbon offset | Attending carbon footprint | Use bio fuel | Purchase the local product | Overall Perception to Energy Saving |
|---|--------------------------|-------------------------------------|---------------------------------|-------------------------|----------------------------|-----------------|----------------------------|-------------------------------------|
| | \bar{X} | \bar{X} | \bar{X} | \bar{X} | \bar{X} | \bar{X} | \bar{X} | \bar{X} |
| | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) |
| Primary School | 3.29 (1.254) | 4.29 (1.254) | 2.14 (.690) | 2.43 (.787) | 2.14 (.690) | 2.57 (1.718) | 2.86 (1.464) | 3.82 (.672) |
| High School/ Diploma | 3.13 (.522) | 4.03 (.743) | 3.08 (1.285) | 2.59 (.751) | 2.15 (.961) | 2.13 (1.031) | 2.87 (1.080) | 2.89 (.645) |
| Bachelor degree | 3.36 (.935) | 3.61 (.979) | 3.01 (.918) | 2.82 (.943) | 2.69 (.951) | 2.42 (1.091) | 2.86 (.983) | 3.02 (.708) |
| Master degree and higher (post graduate) | 3.83 (1.230) | 3.83 (1.114) | 3.22 (1.204) | 3.65 (1.265) | 3.00 (1.206) | 2.83 (1.114) | 3.48 (1.082) | 3.30 (1.1119) |

Table 40 ANOVA Result of employees' frequency of perception toward green program – energy saving of green airlines: classified by education

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 6.829 | 3 | 2.276 | 4.271 | .006 |
| Within Groups | 211.047 | 396 | .533 | | |
| Total | 217.876 | 399 | | | |

Further, Post – hoc comparison (LSD) found that employees with education – high school/diploma ($\bar{\chi} = 2.89$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” than Master Degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – bachelor degree ($\bar{\chi} = 3.02$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” than Master Degree and higher (post graduate) ($\bar{\chi} = 3.30$).

The employees with education – high school/diploma ($\bar{\chi} = 2.89$) reported significant lower perception in green program – energy saving as “Your airline switches off all electrical equipment when not in use” than bachelor degree ($\bar{\chi} = 3.02$). The employees with education – high school ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline switches off all electrical equipment when not in use” than bachelor degree ($\bar{\chi} = 3.02$).

The employees with education – primary school ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline supports the use of local public transportation, bicycle and walk for reducing greenhouse gases emission” than those with education – high school/ diploma ($\bar{\chi} = 2.89$), and those with education – bachelor degree ($\bar{\chi} = 3.02$). The employees with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$) reported significant lower perception in green program – energy saving as “Your airline supports the use

of local public transportation, bicycle and walk for reducing greenhouse gases emission” than those with education – primary school ($\bar{\chi} = 3.82$)

The employees with education – primary school ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon offset project” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – high school/ diploma ($\bar{\chi} = 2.89$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon offset project” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – bachelor degree ($\bar{\chi} = 3.02$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon offset project” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$).

The employees with education – primary school ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – high school/ diploma ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” than those with education – bachelor degree ($\bar{\chi} = 3.02$), and those with the education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – bachelor degree ($\bar{\chi} = 3.82$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” than those with education –high school/diploma ($\bar{\chi} = 2.89$).

The employees with education – high school/ diploma ($\bar{\chi} = 2.89$) reported significant lower perception in green program – energy saving as “Your airline has begun to use bio fuel in the airplane” than those with education –Master degree and higher (post graduate) ($\bar{\chi} = 3.30$).

The employees with education – high school/ diploma ($\bar{\chi} = 2.89$) reported significant lower perception in green program – energy saving as “Your

airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office of and in an airplane” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$). The employees with education – Bachelor degree ($\bar{\chi} = 3.20$) reported significant lower perception in green program – energy saving as “Your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office of and in an airplane” than those with education – Master degree and higher (post graduate) ($\bar{\chi} = 3.30$) (see Table 41).

Table 41 Post Hoc Test of employees with different education

| (I) education | (J) education | Mean Difference (I-J) | Std. Error | Sig. |
|--|--|-----------------------|------------|------|
| High school/Diploma | Primary school | -.158 | .381 | .680 |
| | Bachelor degree | -.231 | .157 | .142 |
| | Master degree and higher (post graduate) | -.698(*) | .244 | .004 |
| Bachelor degree | Primary school | .074 | .355 | .835 |
| | High school/Diploma | .231 | .157 | .142 |
| | Master degree and higher (post graduate) | -.467(*) | .200 | .020 |
| Master degree and higher (post graduate) | Primary school | .540 | .401 | .178 |
| | High school/Diploma | .698(*) | .244 | .004 |
| | Bachelor degree | .467(*) | .200 | .020 |
| High school/Diploma | Primary school | -.260 | .399 | .515 |
| | Bachelor degree | .412(*) | .165 | .013 |
| | Master degree and higher (post graduate) | .200 | .256 | .435 |

Table 41 (Cont.)

| (I) education | (J) education | Mean Difference (I-J) | Std. Error | Sig. |
|---|---|-----------------------------|------------|------|
| Bachelor degree | Primary school | -.672 | .371 | .071 |
| | High school/Diploma | -.412(*) | .165 | .013 |
| | Master degree and higher (post graduate) | -.213 | .210 | .311 |
| Primary school | High school/Diploma | -.934(*) | .400 | .020 |
| | Bachelor degree | -.869(*) | .372 | .020 |
| | Master degree and higher (post graduate) | -1.075(*) | .420 | .011 |
| High school/Diploma | Primary school | .934(*) | .400 | .020 |
| | Bachelor degree | .065 | .165 | .694 |
| | Master degree and higher (post graduate) | -.140 | .256 | .584 |
| Bachelor degree | Primary school | .869(*) | .372 | .020 |
| | High school/Diploma | -.065 | .165 | .694 |
| | Master degree and higher (post graduate) | -.205 | .210 | .329 |
| Master degree and higher (post graduate) | Primary school | 1.075(*) | .420 | .011 |
| | High school/Diploma | .140 | .256 | .584 |
| | Bachelor degree | .205 | .210 | .329 |
| Primary school | High school/Diploma | -.161 | .388 | .678 |
| | Bachelor degree | -.387 | .361 | .284 |
| | Master degree and higher (post graduate) | -1.224(*) | .408 | .003 |

Table 41 (Cont.)

| (I) education | (J) education | Mean Difference (I-J) | Std. Error | Sig. |
|---|---|-----------------------------|------------|------|
| High school/Diploma | Primary school | .161 | .388 | .678 |
| | Bachelor degree | -.226 | .160 | .159 |
| | Master degree and higher (post graduate) | -1.062(*) | .249 | .000 |
| Bachelor degree | Primary school | .387 | .361 | .284 |
| | High school/Diploma | .226 | .160 | .159 |
| | Master degree and higher (post graduate) | -.836(*) | .204 | .000 |
| Master degree and higher (post graduate) | Primary school | 1.224(*) | .408 | .003 |
| | High school/Diploma | 1.062(*) | .249 | .000 |
| | Bachelor degree | .836(*) | .204 | .000 |
| Primary school | High school/Diploma | -.011 | .396 | .978 |
| | Bachelor degree | -.549 | .368 | .137 |
| | Master degree and higher (post graduate) | -.857(*) | .416 | .040 |
| High school/Diploma | Primary school | .011 | .396 | .978 |
| | Bachelor degree | -.538(*) | .163 | .001 |
| | Master degree and higher (post graduate) | -.846(*) | .254 | .001 |
| Bachelor degree | Primary school | .549 | .368 | .137 |
| | High school/Diploma | .538(*) | .163 | .001 |
| | Master degree and higher (post graduate) | -.308 | .208 | .139 |

Table 41 (Cont.)

| (I) education | (J) education | Mean Difference (I-J) | Std. Error | Sig. |
|---|---|-----------------------------|------------|------|
| Master degree and higher (post graduate) | Primary school | .857(*) | .416 | .040 |
| | High school/Diploma | .846(*) | .254 | .001 |
| | Bachelor degree | .308 | .208 | .139 |
| High school/Diploma | Primary school | -.443 | .451 | .326 |
| | Bachelor degree | -.295 | .186 | .114 |
| | Master degree and higher (post graduate) | -.698(*) | .289 | .016 |
| Bachelor degree | Primary school | -.148 | .420 | .724 |
| | High school/Diploma | .295 | .186 | .114 |
| | Master degree and higher (post graduate) | -.403 | .237 | .090 |
| Master degree and higher (post graduate) | Primary school | .255 | .474 | .592 |
| | High school/Diploma | .698(*) | .289 | .016 |
| | Bachelor degree | .403 | .237 | .090 |
| High school/Diploma | Primary school | .015 | .413 | .972 |
| | Bachelor degree | .008 | .171 | .964 |
| | Master degree and higher (post graduate) | -.606(*) | .265 | .023 |
| Bachelor degree | Primary school | .007 | .385 | .986 |
| | High school/Diploma | -.008 | .171 | .964 |
| | Master degree and higher (post graduate) | -.614(*) | .217 | .005 |
| Master degree and higher (post graduate) | Primary school | .621 | .435 | .154 |
| | High school/Diploma | .606(*) | .265 | .023 |
| | Bachelor degree | .614(*) | .217 | .005 |

Table 41 (Cont.)

| (I) education | (J) education | Mean Difference (I-J) | Std. Error | Sig. |
|---|---|-----------------------------|------------|------|
| Primary school | High school/Diploma | .926(*) | .300 | .002 |
| | Bachelor degree | .796(*) | .279 | .005 |
| | Master degree and higher (post graduate) | .512 | .315 | .105 |
| High school/Diploma | Primary school | -.926(*) | .300 | .002 |
| | Bachelor degree | -.130 | .124 | .293 |
| | Master degree and higher (post graduate) | -.414(*) | .192 | .032 |
| Bachelor degree | Primary school | -.796(*) | .279 | .005 |
| | High school/Diploma | .130 | .124 | .293 |
| | Master degree and higher (post graduate) | -.284 | .157 | .072 |
| Master degree and higher (post graduate) | Primary school | -.512 | .315 | .105 |
| | High school/Diploma | .414(*) | .192 | .032 |
| | Bachelor degree | .284 | .157 | .072 |

2. Employees with different education level have different perception about water saving.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was not significant, ($F(3,396) = .078, p > .05$) (see Table 42) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different education ($\bar{x} = 3.16$) were found to demonstrate significant difference ($F(3, 396) = 3.652, p < .05$) (see Table 44). In terms of frequency in perception in green program – water saving of the green airlines,

the mean values imply the employees' perception in the green program – water saving of green airlines at the perception level.

Table 42 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.287 | 3 | 396 | .078 |

Table 43 Descriptive Statistic of employees' perception in green program – water saving of green airlines: classified by education level

| Education | Always fix and change leaky toilet, faucet and valves \bar{x} (S.D.) | Arrangement does a pond treats the dirty water \bar{x} (S.D.) | Use water efficiency devices \bar{x} (S.D.) | Overall Perception to Water Saving \bar{x} (S.D.) |
|--|--|---|---|---|
| Primary | 3.71 | 1.29 | 3.14 | 3.71 |
| School | (1.113) | (.488) | (1.464) | (.870) |
| High School/ Diploma | 3.46 (.682) | 2.18 (.885) | 2.87 (.978) | 2.85 (.616) |
| Bachelor degree | 3.12 (1.021) | 2.88 (.970) | 3.22 (1.074) | 3.17 (.794) |
| Master degree and higher (post graduated) | 3.61 (1.234) | 3.30 (1.222) | 3.09 (1.276) | 3.39 (1.109) |

Table 44 ANOVA Result of employees' frequency of perception toward green program – water saving of green airlines: classified by education

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 7.023 | 3 | 2.341 | 3.652 | .013 |
| Within Groups | 253.833 | 396 | .641 | | |
| Total | 260.855 | 399 | | | |

3. Employees with different education level have different perception about waste disposal.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was not significant, ($F(3,396) = .635, p > .05$) (see Table 45) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different education ($\bar{x} = 3.44$) were found to demonstrate no significant difference ($F(3, 396) = 2.503, p > .05$) (see Table 47). In terms of frequency in perception in green program – waste disposal of the green airlines, the mean values imply the employees' perception in the green program – waste disposal of green airlines at the perception level.

Table 45 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .570 | 3 | 396 | .635 |

Table 46 Descriptive Statistic of employees' perception in green program – waste disposal of green airlines: classified by education level

| Education | Employees buy and consume eco-friendly goods | Recycle plastic, aluminum can, paper and glass | Refillable containers for soaps, cleaner, foods | Use their own shopping bag | Buys durable products in bulk to use less package | Overall Perception to Water Saving |
|---|--|--|---|----------------------------|---|------------------------------------|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Primary School | 2.57 (.976) | 3.00 (1.155) | 3.29 (1.254) | 2.71 (.756) | 2.43 (.787) | 3.51 (.908) |
| High School/Diploma | 2.82 (.823) | 3.59 (1.093) | 3.38 (.590) | 2.82 (1.097) | 3.15 (.933) | 3.16 (.697) |
| Bachelor degree | 3.28 (.938) | 3.63 (.983) | 3.52 (.854) | 3.54 (.991) | 3.37 (.956) | 3.47 (.685) |
| Master degree and higher (post graduated) | 3.52 (1.039) | 3.87 (.815) | 3.30 (1.020) | 3.35 (1.152) | 3.48 (1.123) | 3.31 (.953) |

Table 47 ANOVA Result of employees' frequency of perception toward green program – waste disposal of green airlines: classified by education

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 3.760 | 3 | 1.253 | 2.503 | .059 |
| Within Groups | 198.256 | 396 | .501 | | |
| Total | 202.016 | 399 | | | |

4. Employees with different education level have different perception about environmental caring.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was not significant, ($F(3,396) = .410, p > .05$) (see table 48) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different education ($\bar{x} = 3.19$) were found to demonstrate significant difference ($F(3, 396) = 4.690, p < .05$) (see table 50). In terms of frequency in perception in green program – environmental caring of the green airlines, the mean values imply the employees' perception in the green program – environmental caring of green airlines at the perception level.

Table 48 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .963 | 3 | 396 | .410 |

Table 49 Descriptive Statistic of employees' perception in green program – environmental caring of green airlines: classified by education level

| Education | Persuade employee to attend the environmental program | Use environmental cleaning products and detergents | Take an interest and follow about the environmental program | Contribute to pay extra charge for green product | Overall Perception to Water Saving |
|---|---|--|---|--|------------------------------------|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Primary School | 2.71 (.756) | 2.71 (.756) | 3.71 (.756) | 2.14 (1.574) | 3.54 (.883) |
| High School/ Diploma | 2.64 (1.112) | 2.77 (.902) | 3.08 (1.156) | 2.59 (1.093) | 2.79 (.888) |
| Bachelor degree | 3.16 (.967) | 2.93 (1.010) | 3.35 (.968) | 3.22 (1.001) | 3.20 (.818) |
| Master degree and higher (post graduated) | 3.65 (1.191) | 3.17 (1.114) | 3.70 (1.185) | 3.70 (1.146) | 3.53 (1.015) |

Table 50 ANOVA Result of employees' frequency of perception toward green program – environmental caring of green airlines: classified by education

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 9.879 | 3 | 3.293 | 4.690 | .003 |
| Within Groups | 278.058 | 396 | .702 | | |
| Total | 287.937 | 399 | | | |

Hypothesis 4: Demographic Profile - Income

The fourth hypothesis is to study whether employees with different income have perception about green programs of green airlines differently. For testing the fourth hypothesis,

1. Employees with different income have different perception about energy saving.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found the .05 alpha level.

Levene's Test was significant, ($F(5,394) = .001, p < .05$) (see Table 51) and so the assumption of homogeneity of variance was judged to have been violated. The employees with different income ($\bar{\chi} = 3.04$) were found to demonstrate significant difference ($F(5, 394) = 3.016, p < .05$) (see Table 53). In terms of frequency in perception in green program – energy saving of the green airlines, the mean values imply the employees' perception in the green program – energy saving of green airlines at the perception level

Table 51 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 4.180 | 5 | 394 | .001 |

Table 52 Descriptive Statistic of employees' perception in green program – energy saving of green airlines: classified by income level

| Education | Energy Efficient devices | Switch off all electrical equipment | Use local public transportation | Attending carbon offset | Attending carbon footprint | Use bio fuel | Purchase the local product | Overall Perception to Energy Saving |
|------------------|--------------------------|-------------------------------------|---------------------------------|-------------------------|----------------------------|-----------------|----------------------------|-------------------------------------|
| | \bar{x} | \bar{x} | \bar{x} | \bar{x} | \bar{x} | \bar{x} | \bar{x} | \bar{x} |
| | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) | (S.D.) |
| Less than 10,000 | 3.40 (.716) | 4.13 (.856) | 3.60 (1.007) | 2.96 (.831) | 2.53 (1.280) | 2.53 (1.280) | 3.21 (1.063) | 3.30 (.668) |
| 10,001 – 20,000 | 3.42 (.887) | 3.71 (.860) | 2.94 (.878) | 2.76 (.881) | 2.40 (1.041) | 2.40 (1.041) | 2.79 (.959) | 3.01 (.670) |
| 20,001 – 30,000 | 3.36 (1.060) | 3.46 (1.145) | 2.89 (1.042) | 2.76 (1.093) | 2.23 (1.068) | 2.23 (1.068) | 2.79 (1.076) | 2.87 (.859) |
| 30,001 – 40,000 | 2.76 (1.251) | 3.12 (1.495) | 2.65 (1.272) | 3.00 (1.061) | 2.53 (1.231) | 2.53 (1.231) | 3.00 (1.173) | 2.90 (1.052) |
| 40,001 – 50,000 | 3.04 (.958) | 3.65 (.797) | 3.12 (.864) | 3.12 (1.033) | 2.92 (1.164) | 2.92 (1.164) | 3.19 (.849) | 3.29 (.541) |
| More than 50,000 | 3.70 (.801) | 3.55 (.945) | 2.90 (.968) | 3.05 (1.317) | 2.45 (1.050) | 2.45 (1.050) | 3.20 (1.005) | 3.08 (.757) |

Table 53 ANOVA Result of employees' frequency of perception toward green program – energy saving of green airlines: classified by income level

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 8.032 | 5 | 1.606 | 3.016 | .011 |
| Within Groups | 209.844 | 394 | .533 | | |
| Total | 217.876 | 399 | | | |

Further, Post-hoc comparison (LSD) found that employees with monthly income less than 10,000 baht ($\bar{\chi} = 3.30$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with the income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$). The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.79$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$). The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with income 30,001 – 40,000 baht ($\bar{\chi} = 2.90$). The employees with income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with income less than 10,000 baht ($\bar{\chi} = 3.30$), those with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.01$), those with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$), and those with income more than 50,000 baht ($\bar{\chi} = 3.08$). The employees with income between 40,001 baht - 50,000 baht ($\bar{\chi} = 3.29$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with income more than

those with income more than 50,000 baht ($\bar{\chi} = 3.08$). The employees with income more than 50,000 baht ($\bar{\chi} = 3.08$) reported significant lower perception in green program – energy saving as “Your airline uses energy efficient devices (compact fluorescent bulbs and energy efficient fridges)” of green airline than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 3.00$), and those with income between 40,001 – 50,000 baht ($\bar{\chi} = 3.29$).

The employees with income less than 10,000 baht ($\bar{\chi} = 3.30$) reported significant lower perception in green program – energy saving as “Your airline switches off all electrical equipment when not in use” of green airline than those with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.01$), those with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$), those with income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$), those with income between 40,001 – 50,000 ($\bar{\chi} = 3.29$) and those with income more than 50,000 baht ($\bar{\chi} = 3.08$).

The employees with income less than 10,000 baht ($\bar{\chi} = 3.30$) reported significant lower perception in green program – energy saving as “Your airline supports the use of local public transportation, bicycle and walk for reducing greenhouse gases emission” of green airline than those with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.01$), those with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$), those with income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$), those with income between 40,001 – 50,000 ($\bar{\chi} = 3.29$) and those with income more than 50,000 baht ($\bar{\chi} = 3.08$).

The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” of green airline than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 2.90$), and those with income 40,001 – 50,000 ($\bar{\chi} = 3.29$).

The employees with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.01$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” of green airline than those with income between 40,001 – 50,000 baht ($\bar{\chi} = 2.90$). The

employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$) reported significant lower perception in green program – energy saving as “Your airline has attending carbon footprint project in signature dish at serve on an airplane” of green airline than those with income between 40,001 – 50,000 baht ($\bar{\chi} = 2.90$).

The employees with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.01$) reported significant lower perception in green program – energy saving as “Your airline has the arrangement to purchase the local product, green product and organic food for use in the part of an office of and in an airplane” of green airline than those with income less than 10,000 baht ($\bar{\chi} = 3.30$). The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 2.87$) reported significant lower perception in green program – energy saving as “Your airline has begun to use bio fuel in the airplane” of green airline than those with income less than 10,000 baht ($\bar{\chi} = 3.30$) (see Table 54).

Table 54 Post Hoc Test of employee with different income

| (I) income | (J) income | Mean | | |
|---------------|---------------|------------------|------------|------|
| | | Difference (I-J) | Std. Error | Sig. |
| < 10,000 | 10,001-20,000 | -.019 | .143 | .895 |
| | 20,001-30,000 | .039 | .162 | .810 |
| | 30,001-40,000 | .632(*) | .258 | .015 |
| | 40,001-50,000 | .358 | .221 | .107 |
| | > 50,000 | -.304 | .243 | .211 |
| 10,001-20,000 | < 10,000 | .019 | .143 | .895 |
| | 20,001-30,000 | .058 | .120 | .631 |
| | 30,001-40,000 | .650(*) | .234 | .006 |
| | 40,001-50,000 | .377 | .193 | .051 |
| | > 50,000 | -.285 | .217 | .189 |
| 20,001-30,000 | < 10,000 | -.039 | .162 | .810 |
| | 10,001-20,000 | -.058 | .120 | .631 |
| | 30,001-40,000 | .592(*) | .246 | .016 |
| | 40,001-50,000 | .319 | .207 | .125 |
| | > 50,000 | -.343 | .230 | .137 |

Table 54 (Cont.)

| (I) income | (J) income | Mean | | |
|---------------|---------------|------------------|------------|------|
| | | Difference (I-J) | Std. Error | Sig. |
| 30,001-40,000 | < 10,000 | -.632(*) | .258 | .015 |
| | 10,001-20,000 | -.650(*) | .234 | .006 |
| | 20,001-30,000 | -.592(*) | .246 | .016 |
| | 40,001-50,000 | -.274 | .288 | .343 |
| | > 50,000 | -.935(*) | .305 | .002 |
| 40,001-50,000 | < 10,000 | -.358 | .221 | .107 |
| | 10,001-20,000 | -.377 | .193 | .051 |
| | 20,001-30,000 | -.319 | .207 | .125 |
| | 30,001-40,000 | .274 | .288 | .343 |
| | > 50,000 | -.662(*) | .275 | .017 |
| > 50,000 | < 10,000 | .304 | .243 | .211 |
| | 10,001-20,000 | .285 | .217 | .189 |
| | 20,001-30,000 | .343 | .230 | .137 |
| | 30,001-40,000 | .935(*) | .305 | .002 |
| | 40,001-50,000 | .662(*) | .275 | .017 |
| < 10,000 | 10,001-20,000 | .422(*) | .148 | .005 |
| | 20,001-30,000 | .668(*) | .168 | .000 |
| | 30,001-40,000 | 1.014(*) | .267 | .000 |
| | 40,001-50,000 | .478(*) | .230 | .038 |
| | > 50,000 | .582(*) | .252 | .021 |
| 10,001-20,000 | < 10,000 | -.422(*) | .148 | .005 |
| | 20,001-30,000 | .246(*) | .125 | .050 |
| | 30,001-40,000 | .592(*) | .242 | .015 |
| | 40,001-50,000 | .056 | .200 | .779 |
| | > 50,000 | .160 | .225 | .477 |

Table 54 (Cont.)

| (I) income | (J) income | Mean | | |
|---------------|---------------|------------------|------------|------|
| | | Difference (I-J) | Std. Error | Sig. |
| 20,001-30,000 | < 10,000 | -.668(*) | .168 | .000 |
| | 10,001-20,000 | -.246(*) | .125 | .050 |
| | 30,001-40,000 | .347 | .255 | .175 |
| | 40,001-50,000 | -.190 | .215 | .379 |
| | > 50,000 | -.086 | .239 | .720 |
| 30,001-40,000 | < 10,000 | -1.014(*) | .267 | .000 |
| | 10,001-20,000 | -.592(*) | .242 | .015 |
| | 20,001-30,000 | -.347 | .255 | .175 |
| | 40,001-50,000 | -.536 | .299 | .074 |
| | > 50,000 | -.432 | .317 | .173 |
| 40,001-50,000 | < 10,000 | -.478(*) | .230 | .038 |
| | 10,001-20,000 | -.056 | .200 | .779 |
| | 20,001-30,000 | .190 | .215 | .379 |
| | 30,001-40,000 | .536 | .299 | .074 |
| | > 50,000 | .104 | .285 | .716 |
| > 50,000 | < 10,000 | -.582(*) | .252 | .021 |
| | 10,001-20,000 | -.160 | .225 | .477 |
| | 20,001-30,000 | .086 | .239 | .720 |
| | 30,001-40,000 | .432 | .317 | .173 |
| | 40,001-50,000 | -.104 | .285 | .716 |
| < 10,000 | 10,001-20,000 | .664(*) | .147 | .000 |
| | 20,001-30,000 | .711(*) | .167 | .000 |
| | 30,001-40,000 | .957(*) | .266 | .000 |
| | 40,001-50,000 | .488(*) | .228 | .033 |
| | > 50,000 | .704(*) | .250 | .005 |
| 10,001-20,000 | < 10,000 | -.664(*) | .147 | .000 |
| | 20,001-30,000 | .047 | .124 | .704 |
| | 30,001-40,000 | .293 | .241 | .225 |
| | 40,001-50,000 | -.175 | .199 | .378 |
| | > 50,000 | .040 | .224 | .858 |

Table 54 (Cont.)

| (I) income | (J) income | Mean | | |
|---------------|---------------|------------------|------------|------|
| | | Difference (I-J) | Std. Error | Sig. |
| 20,001-30,000 | < 10,000 | -.711(*) | .167 | .000 |
| | 10,001-20,000 | -.047 | .124 | .704 |
| | 30,001-40,000 | .246 | .254 | .333 |
| | 40,001-50,000 | -.223 | .214 | .299 |
| | > 50,000 | -.007 | .237 | .976 |
| 30,001-40,000 | < 10,000 | -.957(*) | .266 | .000 |
| | 10,001-20,000 | -.293 | .241 | .225 |
| | 20,001-30,000 | -.246 | .254 | .333 |
| | 40,001-50,000 | -.468 | .297 | .116 |
| | > 50,000 | -.253 | .315 | .422 |
| 40,001-50,000 | < 10,000 | -.488(*) | .228 | .033 |
| | 10,001-20,000 | .175 | .199 | .378 |
| | 20,001-30,000 | .223 | .214 | .299 |
| | 30,001-40,000 | .468 | .297 | .116 |
| | > 50,000 | .215 | .284 | .448 |
| > 50,000 | < 10,000 | -.704(*) | .250 | .005 |
| | 10,001-20,000 | -.040 | .224 | .858 |
| | 20,001-30,000 | .007 | .237 | .976 |
| | 30,001-40,000 | .253 | .315 | .422 |
| | 40,001-50,000 | -.215 | .284 | .448 |
| 20,001-30,000 | < 10,000 | -.208 | .171 | .224 |
| | 10,001-20,000 | -.183 | .127 | .150 |
| | 30,001-40,000 | -.606(*) | .259 | .020 |
| | 40,001-50,000 | -.548(*) | .219 | .013 |
| | > 50,000 | -.298 | .242 | .220 |
| 30,001-40,000 | < 10,000 | .398 | .271 | .143 |
| | 10,001-20,000 | .424 | .246 | .086 |
| | 20,001-30,000 | .606(*) | .259 | .020 |
| | 40,001-50,000 | .059 | .304 | .847 |
| | > 50,000 | .309 | .321 | .337 |



Table 54 (Cont.)

| (I) income | (J) income | Mean | | |
|---------------|---------------|------------------|------------|------|
| | | Difference (I-J) | Std. Error | Sig. |
| 40,001-50,000 | < 10,000 | .340 | .233 | .146 |
| | 10,001-20,000 | .365 | .203 | .073 |
| | 20,001-30,000 | .548(*) | .219 | .013 |
| | 30,001-40,000 | -.059 | .304 | .847 |
| | > 50,000 | .250 | .290 | .389 |
| 20,001-30,000 | < 10,000 | -.302 | .193 | .117 |
| | 10,001-20,000 | -.169 | .143 | .238 |
| | 30,001-40,000 | -.303 | .292 | .300 |
| | 40,001-50,000 | -.697(*) | .246 | .005 |
| | > 50,000 | -.224 | .273 | .413 |
| 40,001-50,000 | < 10,000 | .395 | .263 | .134 |
| | 10,001-20,000 | .528(*) | .229 | .022 |
| | 20,001-30,000 | .697(*) | .246 | .005 |
| | 30,001-40,000 | .394 | .342 | .251 |
| | > 50,000 | .473 | .326 | .148 |
| < 10,000 | 10,001-20,000 | .418(*) | .155 | .007 |
| | 20,001-30,000 | .422(*) | .176 | .017 |
| | 30,001-40,000 | .208 | .280 | .459 |
| | 40,001-50,000 | .015 | .240 | .949 |
| | > 50,000 | .008 | .264 | .977 |
| 10,001-20,000 | < 10,000 | -.418(*) | .155 | .007 |
| | 20,001-30,000 | .004 | .131 | .974 |
| | 30,001-40,000 | -.210 | .254 | .408 |
| | 40,001-50,000 | -.402 | .209 | .055 |
| | > 50,000 | -.410 | .235 | .082 |
| 20,001-30,000 | < 10,000 | -.422(*) | .176 | .017 |
| | 10,001-20,000 | -.004 | .131 | .974 |
| | 30,001-40,000 | -.214 | .267 | .423 |
| | 40,001-50,000 | -.407 | .225 | .072 |
| | > 50,000 | -.414 | .250 | .098 |

2. Employees with different income have different perception about water saving.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was not significant, ($F(5,394) = .125, p > .05$) (see Table 55) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different income ($\bar{x} = 3.16$) were found to demonstrate significant difference ($F(5, 394) = 2.626, p < .05$) (see Table 57). In terms of frequency in perception in green program – water saving of the green airlines, the mean values imply the employees' perception in the green program – water saving of green airlines at the perception level.

Table 55 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.736 | 5 | 394 | .125 |

Table 56 Descriptive Statistic of employees' perception in green program – water saving of green airlines: classified by income level

| Income | Always fix and change leaky toilet, faucet and valves \bar{x} (S.D.) | Arrangement does a pond treats the dirty water \bar{x} (S.D.) | Use water efficiency devices \bar{x} (S.D.) | Overall Perception to Water Saving \bar{x} (S.D.) |
|---------------------|--|--|--|---|
| Less than 10,000 | 3.66 (.783) | 2.74 (1.163) | 3.28 (1.166) | 3.30 (.757) |
| 10,001 – 20,000 | 3.18 (1.005) | 2.75 (.940) | 3.12 (1.030) | 3.08 (.776) |
| 20,001 – 30,000 | 2.94 (1.090) | 2.82 (1.043) | 3.20 (1.170) | 3.13 (.916) |
| 30,001 – 40,000 | 2.94 (1.029) | 3.12 (.993) | 3.12 (1.317) | 3.14 (.890) |
| 40,001 – 50,000 | 3.58 (.809) | 3.23 (1.070) | 3.46 (.989) | 3.63 (.584) |
| More than 50,000 | 2.95 (1.146) | 2.80 (1.152) | 3.00 (.973) | 3.02 (.791) |

Table 57 ANOVA Result of employees' frequency of perception toward green program – water saving of green airlines: classified by income level

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 8.412 | 5 | 1.682 | 2.626 | .024 |
| Within Groups | 252.443 | 394 | .641 | | |
| Total | 260.855 | 399 | | | |

3. Employees with different income have different perception about waste disposal.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was not significant, ($F(5,394) = .497, p > .05$) (see Table 58) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different income ($\bar{x} = 3.44$) were found to demonstrate no significant difference ($F(5, 394) = .850, p > .05$) (see Table 60). In terms of frequency in perception in green program – waste disposal of the green airlines, the mean values imply the employees' perception in the green program – waste disposal of green airlines at the perception level.

Table 58 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .877 | 5 | 394 | .497 |

Table 59 Descriptive Statistic of employees' perception in green program – waste disposal of green airlines: classified by income level

| Income | Employees buy and consume eco-friendly goods | Recycle plastic, aluminum can, paper and glass | Refillable containers for soaps, cleaner, foods | Use their own shopping bag | Buys durable products in bulk to use less package | Overall Perception to Water Saving |
|------------------|--|--|---|----------------------------|---|------------------------------------|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Less than 10,000 | 3.23 (1.068) | 3.79 (1.098) | 3.68 (.779) | 3.15 (1.063) | 3.42 (.929) | 3.52 (.680) |
| 10,001 – 20,000 | 3.18 (.912) | 3.61 (.997) | 3.43 (.854) | 3.49 (1.047) | 3.30 (.891) | 3.41 (.684) |
| 20,001 – 30,000 | 3.20 (.902) | 3.58 (1.020) | 3.39 (.944) | 3.69 (.957) | 3.49 (1.092) | 3.38 (.777) |
| 30,001 – 40,000 | 3.24 (.970) | 3.71 (.849) | 3.53 (.800) | 3.41 (1.064) | 3.18 (1.185) | 3.40 (.738) |
| 40,001 – 50,000 | 3.54 (1.104) | 3.77 (.765) | 3.81 (.634) | 3.23 (.992) | 3.15 (1.156) | 3.67 (.808) |
| More than 50,000 | 3.55 (.887) | 3.40 (.883) | 3.50 (.761) | 3.05 (.887) | 3.35 (.813) | 3.41 (.637) |

Table 60 ANOVA Result of employees' frequency of perception toward green program – waste disposal of green airlines: classified by income

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|------|------|
| Between Groups | 2.155 | 5 | .431 | .850 | .515 |
| Within Groups | 199.861 | 394 | .507 | | |
| Total | 202.016 | 399 | | | |

4. Employees with different income have different perception about environmental caring.

One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

Levene's Test was significant, ($F(5,394) = .000, p < .05$) (see Table 61) and so the assumption of homogeneity of variance was judged to have been violated. The employees with different income ($\bar{\chi} = 3.19$) were found to demonstrate no significant difference ($F(5, 394) = 1.012, p > .05$) (see Table 63). In terms of frequency in perception in green program – environmental caring of the green airlines, the mean values imply the employees' perception in the green program – environmental caring of green airlines at the perception level.

Table 61 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 7.824 | 5 | 394 | .000 |

Table 62 Descriptive Statistic of employees' perception in green program – environmental caring of green airlines: classified by income level

| Income | Persuade employee to attend the environmental program | Use environmental cleaning products and detergents | Take an interest and follow about the environmental program | Contribute to pay extra charge for green product | Overall Perception to Water Saving |
|---------------------|---|--|--|---|--|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Less than 10,000 | 2.96 (1.192) | 2.85 (1.150) | 3.64 (1.094) | 2.72 (1.378) | 3.15 (.991) |
| 10,001 – 20,000 | 3.09 (.890) | 2.95 (.887) | 3.17 (.813) | 3.13 (.864) | 3.11 (.680) |
| 20,001 – 30,000 | 3.31 (1.029) | 2.99 (1.058) | 3.63 (1.027) | 3.32 (1.077) | 3.32 (.946) |
| 30,001 – 40,000 | 3.12 (1.219) | 3.18 (1.074) | 3.24 (1.091) | 3.71 (.772) | 3.24 (.903) |
| 40,001 – 50,000 | 3.08 (1.383) | 2.69 (1.225) | 3.23 (1.478) | 3.15 (1.434) | 3.26 (1.280) |
| More than 50,000 | 3.35 (.745) | 2.80 (1.105) | 3.50 (1.192) | 3.60 (1.046) | 3.36 (.829) |

Table 63 ANOVA Result of employees' frequency of perception toward green program – environmental caring of green airlines: classified by income level

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 3.652 | 5 | .730 | 1.012 | .410 |
| Within Groups | 284.285 | 394 | .722 | | |
| Total | 287.938 | 399 | | | |

Further, Post – hoc comparison (LSD) found that the employees with monthly income between 10,001 – 20,000 baht ($\bar{\chi} = 3.11$) reported significantly lower perception in green program – environmental caring as “The airline should take an interest and follow about the environmental program” in green airline than those with income between 20,001 – 30,000 baht ($\bar{\chi} = 3.32$).

The employees with monthly income less than 10,000 baht ($\bar{\chi} = 3.15$) reported significant lower perception in green program – environmental caring as “You can contribute to pay extra charge for green products” in green airline than those with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.11$), those with income between 20,001 – 30,000 baht ($\bar{\chi} = 3.32$), those with income between 30,001 – 40,000 baht ($\bar{\chi} = 3.24$), and those with income more than 50,000 baht ($\bar{\chi} = 3.36$) (see Table 64).

Table 64 Post Hoc Test of employees with different income

| (I) income | (J) income | Mean Difference (I-J) | Std. Error | Sig. |
|---------------|---------------|--------------------------|------------|------|
| < 10,000 | 10,001-20,000 | .477(*) | .152 | .002 |
| | 20,001-30,000 | .011 | .173 | .951 |
| | 30,001-40,000 | .406 | .274 | .140 |
| | 40,001-50,000 | .411 | .236 | .082 |
| | > 50,000 | .142 | .258 | .584 |
| 10,001-20,000 | < 10,000 | -.477(*) | .152 | .002 |
| | 20,001-30,000 | -.466(*) | .128 | .000 |
| | 30,001-40,000 | -.070 | .249 | .778 |
| | 40,001-50,000 | -.066 | .205 | .749 |
| | > 50,000 | -.335 | .231 | .148 |
| 20,001-30,000 | < 10,000 | -.011 | .173 | .951 |
| | 10,001-20,000 | .466(*) | .128 | .000 |
| | 30,001-40,000 | .396 | .262 | .132 |
| | 40,001-50,000 | .400 | .221 | .071 |
| | > 50,000 | .131 | .245 | .593 |

Table 64 (Cont.)

| (I) income | (J) income | Mean Difference (I-J) | Std. Error | Sig. |
|---------------|---------------|--------------------------|------------|------|
| < 10,000 | 10,001-20,000 | -.413(*) | .161 | .010 |
| | 20,001-30,000 | -.604(*) | .182 | .001 |
| | 30,001-40,000 | -.989(*) | .290 | .001 |
| | 40,001-50,000 | -.437 | .249 | .080 |
| | > 50,000 | -.883(*) | .273 | .001 |
| 10,001-20,000 | < 10,000 | .413(*) | .161 | .010 |
| | 20,001-30,000 | -.191 | .135 | .157 |
| | 30,001-40,000 | -.576(*) | .263 | .029 |
| | 40,001-50,000 | -.024 | .217 | .912 |
| | > 50,000 | -.470 | .244 | .054 |
| 20,001-30,000 | < 10,000 | .604(*) | .182 | .001 |
| | 10,001-20,000 | .191 | .135 | .157 |
| | 30,001-40,000 | -.384 | .276 | .165 |
| | 40,001-50,000 | .168 | .233 | .473 |
| | > 50,000 | -.279 | .259 | .282 |
| 30,001-40,000 | < 10,000 | .989(*) | .290 | .001 |
| | 10,001-20,000 | .576(*) | .263 | .029 |
| | 20,001-30,000 | .384 | .276 | .165 |
| | 40,001-50,000 | .552 | .324 | .089 |
| | > 50,000 | .106 | .343 | .758 |
| > 50,000 | < 10,000 | .883(*) | .273 | .001 |
| | 10,001-20,000 | .470 | .244 | .054 |
| | 20,001-30,000 | .279 | .259 | .282 |
| | 30,001-40,000 | -.106 | .343 | .758 |
| | 40,001-50,000 | .446 | .309 | .150 |

Hypothesis 5: Demographic Profile – Gender with support and participation in green airline program

The fifth hypothesis is to study whether Employees with different genders have different support and participation in green activities of green airline program. For testing the fifth hypothesis,

1. Employees with different genders have different support and participate about energy saving.

Independent Sample T-test was used to determine whether female and male perception in green program of green airline were different. Levene's Test reveals no significant difference between female and male toward support and participation in the green program of green airline in overall about energy saving ($t_{398} = -.622, p > .05$). Specifically, they also responded no significantly different in their energy saving about "You will support and participate if your airline performs the duty and uses the energy efficiently" ($t_{398} = -1.778, p > .05$), "You will support and participate if your airline sets energy policy as company policy" ($t_{398} = -.216, p > .05$) (see Table 65).

Table 65 Levene's Test and Independent Sample T-test of gender and support and participation in green activities from green airline program- energy

| | | Leven's Test for | | t-test for Equality of Means | | |
|----------------|-----------------|------------------|------|------------------------------|---------|-----------------|
| | | Equality of | | | | |
| | | Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Support and | Equal variances | 3.044 | .082 | -1.778 | 398 | .076 |
| participate if | assumed | | | | | |
| airline | Equal variances | | | -1.738 | 306.926 | .083 |
| performs the | not assumed | | | | | |
| duty and use | | | | | | |
| the energy | | | | | | |
| efficiently | | | | | | |

Table 65 (Cont.)

| | | Leven's Test for | | t-test for Equality of Means | | |
|--|-----------------------------|------------------|------|------------------------------|---------|-----------------|
| | | Equality of | | | | |
| | | Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Support and participate if your airline sets energy policy as company policy | Equal variances assumed | .831 | .363 | -.216 | 398 | .829 |
| | Equal variances not assumed | | | -.214 | 321.872 | .831 |
| Support and participate in green activities - Energy | Equal variances assumed | 3.951 | .048 | -.622 | 398 | .534 |
| | Equal variances not assumed | | | -.602 | 297.345 | .547 |

The mean values in Table 66 indicated that both male and female employees support and participated often in the green airline program – energy ($\bar{\chi}_f = 3.84$ VS. $\bar{\chi}_m = 3.80$). Specifically, they supported and participated at often level in green airline program – energy as “You will support and participate if your airline performs the duty and use the energy efficiently” ($\bar{\chi}_f = 3.88$ VS. $\bar{\chi}_m = 3.73$). And they supported and participated at often level in green airline program – energy as “You will support and participate if your airline sets energy policy as company policy” ($\bar{\chi}_f = 3.78$ VS. $\bar{\chi}_m = 3.76$).

Table 66 Mean value of frequency support and participation in green airline program – energy: classified by gender of employees

| | Gender | Mean | Std. Deviation | Std. Error Mean |
|---|--------|------|----------------|--------------------|
| Support and participate if airline performs the duty and uses the energy efficiently | Male | 3.73 | .843 | .067 |
| | Female | 3.88 | .756 | .048 |
| Support and participate if your airline sets energy policy as company policy | Male | 3.76 | .818 | .065 |
| | Female | 3.78 | .781 | .050 |
| Support and participate in green activities - Energy | Male | 3.80 | .776 | .062 |
| | Female | 3.84 | .669 | .043 |

2. Employees with different genders have different support and participation in water saving.

Independent Sample T-test was used to determine whether female and male perception in green program of green airline were different. Levene's Test reveals no significant difference between female and male toward support and participation in the green airline program about water saving ($t_{398} = .001, p > .05$). Specifically, they also responded no significantly different in green airline program - water about "You will support and participate if your airline perceives and uses water economizely" ($t_{398} = -.529, p > .05$), "You will support and participate if your airline sets water policy as company policy" ($t_{398} = -1.072, p > .05$) (see Table 67).

Table 67 Levene's Test and Independent Sample T-test of gender and support and participation in green activities from green airline program- water

| | | Leven's Test for | | | | |
|--|-----------------------------|-----------------------|------|------------------------------|---------|-----------------|
| | | Equality of Variances | | t-test for Equality of Means | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Support and participate if your airline perceives and uses water economizely | Equal variances assumed | .959 | .328 | -.529 | 398 | .597 |
| | Equal variances not assumed | | | -.524 | 323.939 | .600 |
| Support and participate if your airline sets water policy as company policy | Equal variances assumed | 1.986 | .160 | -1.072 | 398 | .285 |
| | Equal variances not assumed | | | -1.058 | 319.260 | .291 |
| Support and participate in green activities - water | Equal variances assumed | 2.908 | .089 | .001 | 398 | .999 |
| | Equal variances not assumed | | | .001 | 300.275 | .999 |

The mean values in Table 68 indicated that both male and female employees support and participate often in the green airline activities ($\bar{x}_f = 3.80$ VS. $\bar{x}_m = 3.80$). Specifically, they supported and participated at often level in green airline program – water as “You will support and participate if your airline perceives and uses water economizely” ($\bar{x}_f = 3.79$ VS. $\bar{x}_m = 3.75$), and supported and participated at often level in green airline program – water as “You will support and participate if your airline sets water policy as company policy” ($\bar{x}_f = 3.81$ VS. $\bar{x}_m = 3.73$).

Table 68 Mean value of frequency support and participation in green airline program – water: classified by gender of employees

| | Gender | Mean | Std. Deviation | Std. Error Mean |
|--|--------|------|----------------|--------------------|
| Support and participate if your airline perceives and uses water economizely | Male | 3.75 | .806 | .064 |
| | Female | 3.79 | .776 | .050 |
| Support and participate if your airline sets water policy as company policy | Male | 3.73 | .798 | .064 |
| | Female | 3.81 | .753 | .048 |
| Support and participate in green activities - water | Male | 3.80 | .770 | .061 |
| | Female | 3.80 | .671 | .043 |

3. Employees with different genders have different support and participation in waste disposal.

Independent Sample T-test was used to determine whether female and male support and participation in green program of green airline differently. Levene's Test reveals no significant difference between female and male toward support and participation in the green airline program about wasted ($t_{398} = .172, p > .05$). Specifically, they also responded no significantly different in green airline program - waste about "You will support and participate if the airline relies on 3Rs principle, which are recycle, reduce and reuse of the products" ($t_{398} = -.198, p > .05$), "You will support and participate if your airline sets waste policy as company policy" ($t_{398} = -1.328, p > .05$) (see Table 69).

Table 69 Levene's Test and Independent Sample T-test of gender and support and participation in green activities from green airline program – waste

| | | Leven's Test for | | t-test for Equality of Means | | |
|---|-----------------------------|-----------------------|------|------------------------------|---------|-----------------|
| | | Equality of Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Support and participate if the airline relies on 3Rs principle. | Equal variances assumed | 8.005 | .005 | -.198 | 398 | .843 |
| | Equal variances not assumed | | | -.191 | 292.734 | .849 |
| Support and participate if your airline sets waste policy as company policy | Equal variances assumed | 4.527 | .034 | -1.328 | 398 | .185 |
| | Equal variances not assumed | | | -1.312 | 319.530 | .190 |
| Support and participate in green airline activities - waste | Equal variances assumed | 8.717 | .003 | .172 | 398 | .864 |
| | Equal variances not assumed | | | .165 | 288.179 | .869 |

The mean values in Table 70 indicated that both male and female employees supported and participated often in the green airline program – waste ($\bar{\chi}_f = 3.85$ VS. $\bar{\chi}_m = 3.87$). Specifically, they supported and participated at often level in green airline program – waste as “You will support and participate if the airline relies

on 3Rs principle, which are recycle, reduce and reuse of the products” ($\bar{\chi}_f = 3.86$ VS. $\bar{\chi}_m = 3.85$), and supported and participated at often level in green airline program – waste as “You will support and participate if your airline sets waste policy as company policy” ($\bar{\chi}_f = 3.89$ VS. $\bar{\chi}_m = 3.79$).

Table 70 Mean value of frequency support and participation in green airline program – waste: classified by gender of employees

| | Gender | Mean | Std. Deviation | Std. Error Mean |
|---|--------|------|----------------|-----------------|
| Support and participate if the airline relies on 3Rs principle. | Male | 3.85 | .928 | .074 |
| | Female | 3.86 | .783 | .050 |
| Support and participate if your airline sets waste policy as company policy | Male | 3.79 | .785 | .063 |
| | Female | 3.89 | .742 | .048 |
| Support and participate in green airline activities - waste | Male | 3.87 | .779 | .062 |
| | Female | 3.85 | .645 | .041 |

4. Employees with different genders have different support and participation in environmental caring.

Independent Sample T-test was used to determine whether female and male support and participation in green program of green airline differently. Levene’s Test reveals no significant difference between female and male toward support and participation in the green airline program about environment ($t_{398} = -1.095$, $p > .05$). Specifically, there is also respondent no significant difference in green airline program – environment about “You will support and participate in the company who attends to environmental program” ($t_{398} = -.379$, $p > .05$), “Do you prefer to be educated in environmental friendly program from airline?” ($t_{398} = -1.181$, $p > .05$), “You will support and participate if your airline sets environmental caring policy as company policy” ($t_{398} = .176$, $p > .05$). But there is respondent significant difference in green

airline program – environmental about “Do you prefer to pay an extra charge for airline environmental operation?” ($t_{398} = -2.380, p < .05$), (see Table 71).

Table 71 Levene’s Test and Independent Sample T-test of gender and support and participation in green activities from green airline program – environmental caring

| | | Leven’s Test for | | t-test for Equality of Means | | |
|---|-----------------------------|-----------------------|------|------------------------------|---------|-----------------|
| | | Equality of Variances | | | | Sig. (2-tailed) |
| | | F | Sig. | t | df | |
| Prefer to pay an extra charge for airline environmental operation | Equal variances assumed | .732 | .393 | -2.380 | 398 | .018 |
| | Equal variances not assumed | | | -2.304 | 297.147 | .022 |
| Support and participate in the company who attends to environmental program | Equal variances assumed | 8.981 | .003 | -.379 | 398 | .705 |
| | Equal variances not assumed | | | -.368 | 301.386 | .713 |
| Prefer to be educated in environmental friendly program | Equal variances assumed | 13.255 | .000 | -1.181 | 398 | .238 |
| | Equal variances not assumed | | | -1.139 | 293.144 | .255 |

Table 71 (Cont.)

| | | Leven's Test for | | t-test for Equality of Means | | |
|--|-----------------------------|------------------|------|------------------------------|---------|-----------------|
| | | Equality of | | | | |
| | | Variances | | | | |
| | | F | Sig. | t | df | Sig. (2-tailed) |
| Support and participate if your airline sets environmental caring policy as company policy | Equal variances assumed | 5.642 | .018 | .176 | 398 | .860 |
| Support and participation in green airline activities - environment | Equal variances not assumed | | | .172 | 305.189 | .863 |
| Support and participation in green airline activities - environment | Equal variances assumed | 7.108 | .008 | -1.095 | 398 | .274 |
| Support and participation in green airline activities - environment | Equal variances not assumed | | | -1.055 | 292.411 | .292 |

The mean values in Table 72 indicate that both male and female employees supported and participated often in the green airline program – environment ($\bar{\chi}_f = 3.77$ VS. $\bar{\chi}_m = 3.70$). Specifically, they supported and participated at often level in green airline program – environment as “Do you prefer to pay an extra charge for airline environmental operation?” ($\bar{\chi}_f = 3.26$ VS. $\bar{\chi}_m = 3.01$), supported and participated at often level in green program – environment as “You will support and participate in the company who attends to environmental program” ($\bar{\chi}_f = 3.88$ VS. $\bar{\chi}_m = 3.85$), supported and participated at often level in green airline program – environment as “Do you prefer to be educated in environmental friendly program from airline?” ($\bar{\chi}_f = 3.86$ VS. $\bar{\chi}_m = 3.76$), and supported and participated at often level in green airline program – environment as

“You will support and participate if your airline sets environmental caring policy as company policy” ($\bar{\chi}_f = 3.90$ VS. $\bar{\chi}_m = 3.91$).

Table 72 Mean value of frequency support and participation in green airline program – environmental caring: classified by gender of employees

| | Gender | Mean | Std. Deviation | Std. Error Mean |
|---|--------|------|----------------|-----------------|
| Do you prefer to pay an extra charge for airline environmental operation? | Male | 3.01 | 1.121 | .089 |
| | Female | 3.26 | .965 | .062 |
| You will support and participate in the company who attends to environmental program | Male | 3.85 | .818 | .065 |
| | Female | 3.88 | .717 | .046 |
| Do you prefer to be educated in environmental friendly program from airline? | Male | 3.76 | .871 | .069 |
| | Female | 3.86 | .736 | .047 |
| You will support and participate if your airline sets Environmental caring policy as company policy | Male | 3.91 | .812 | .065 |
| | Female | 3.90 | .723 | .046 |

Hypothesis 6: Demographic Profile – Age with support and participation in green airline program

The sixth hypothesis is to study whether employees with different ages have supported and participated in green airline programs differently. For testing the sixth hypothesis, One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different ages have different support and participate about energy saving.

Levene's Test was not significant, ($F(4,395) = .061, p > .05$) (see Table 73) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{\chi} = 3.82$) were found to demonstrate significant difference ($F(4, 395) = 5.239, p < .05$) (see Table 75). In terms of frequency in support and participation in green airline program – energy, the mean values imply the employees' supported and participated in the green airline program – energy at the support and participation level.

Table 73 Test of Homogeneity of Variances of the employees with different age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.273 | 4 | 395 | .061 |

Table 74 Descriptive statistic of employees' support and participation in green airline program: classified by age difference

| Age | Support and participate if your airline performs the duty and use the energy efficiently | Support and participate if your airline sets energy policy as company policy | Overall support and participate in green airline program - energy |
|--------------------|--|--|---|
| | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) | $\bar{\chi}$ (S.D.) |
| Less than 20 years | 3.00 (.000) | 3.00 (.000) | 5.00 (.000) |
| 20 – 30 years | 3.76 (.702) | 3.66 (.809) | 3.71 (.667) |

Table 74 (Cont.)

| Age | Support and participate if your airline performs the duty and use the energy efficiently \bar{x} (S.D.) | Support and participate if your airline sets energy policy as company policy \bar{x} (S.D.) | Overall support and participate in green airline program - energy \bar{x} (S.D.) |
|---------------|---|---|--|
| 31 – 40 years | 3.81 (.830) | 3.88 (.738) | 3.88 (.686) |
| 41 – 50 years | 4.09 (.996) | 3.96 (.833) | 4.06 (.870) |
| 51 – 60 years | 4.25 (.886) | 4.25 (.463) | 4.25 (.598) |

Table 75 ANOVA Result of employees' frequency in support and participation in green airline program: classified by age difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 10.192 | 4 | 2.548 | 5.239 | .000 |
| Within Groups | 192.132 | 395 | .486 | | |
| Total | 202.324 | 399 | | | |

2. Employees with different ages have different support and participation in water saving.

Levene's Test was not significant, ($F(4,395) = .178, p > .05$) (see Table 76) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{x} = 3.80$) were found to demonstrate

significant difference ($F(4, 395) = 4.748, p < .05$) (see Table 78). In terms of frequency in support and participation in green airline program – water, the mean values imply the employees’ supported and participated in the green airline program – water at the support and participation level.

Table 76 Test of Homogeneity of Variances of the employees with different age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.581 | 4 | 395 | .178 |

Table 77 Descriptive statistic of employees’ support and participation in green airline program: classified by age difference

| Age | Support and participate if your airline perceive and use water economizely \bar{x} (S.D.) | Support and participate if your airline sets water policy as company policy \bar{x} (S.D.) | Overall support and participate in green airline program - water \bar{x} (S.D.) |
|--------------------|---|--|---|
| Less than 20 years | 3.00 (.000) | 3.00 (.000) | 5.00 (.000) |
| 20 – 30 years | 3.69 (.754) | 3.71 (.763) | 3.69 (.674) |
| 31 – 40 years | 3.81 (.811) | 3.84 (.729) | 3.87 (.694) |
| 41 – 50 years | 4.02 (.847) | 3.94 (.895) | 4.02 (.827) |
| 51 – 60 years | 4.25 (.463) | 4.00 (.756) | 4.13 (.582) |

Table 78 ANOVA Result of employees' frequency in support and participation in green airline program: classified by age difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 9.239 | 4 | 2.310 | 4.748 | .001 |
| Within Groups | 192.158 | 395 | .486 | | |
| Total | 201.398 | 399 | | | |

3. Employees with different ages have different support and participation in waste disposal.

Levene's Test was significant, ($F(4,395) = .035, p < .05$) (see Table 79) and so the assumption of homogeneity of variance was judged to have been violated. The employees with different age ($\bar{\chi} = 3.86$) were found to demonstrate no significant difference ($F(4, 395) = 2.185, p > .05$) (see Table 81). In terms of frequency in support and participation in green airline program – waste, the mean values imply the employees' supported and participated in the green airline program – waste at the support and participation level.

Table 79 Test of Homogeneity of Variances of the employees with different age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.615 | 4 | 395 | .035 |

Table 80 Descriptive statistic of employees' support and participation in green airline program: classified by age difference

| Age | Support and participate if the airline relies on 3Rs principle | Support and participate if your airline sets waste policy as company policy | Overall support and participate in green airline program - waste |
|-----------------------|---|---|---|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Less than 20 years | 1.00 (.000) | 3.00 (.000) | 5.00 (.000) |
| 20 – 30 years | 3.87 (.804) | 3.82 (.765) | 3.80 (.675) |
| 31 – 40 years | 3.95 (.777) | 3.85 (.711) | 3.93 (.665) |
| 41 – 50 years | 3.70 (.976) | 3.96 (.884) | 3.85 (.865) |
| 51 – 60 years | 3.75 (.886) | 4.25 (.463) | 4.00 (.655) |

Table 81 ANOVA Result of employees' frequency in support and participation in green airline program: classified by age difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 4.226 | 4 | 1.057 | 2.185 | .070 |
| Within Groups | 191.043 | 395 | .484 | | |
| Total | 195.269 | 399 | | | |

Further, Post – hoc comparison (LSD) found that the employees with age less than 20 years ($\bar{\chi} = 5.00$) reported significantly lower support and participation in green airline program – energy as “You will support and participate if the airline relies on 3Rs principle, which are recycle, reduce and reuse of the products” than those with age 20 – 30 years ($\bar{\chi} = 3.80$), those with age 31 – 40 years ($\bar{\chi} = 3.93$), those with age 41 – 50 years ($\bar{\chi}=3.85$), and those with age 51 – 60 years ($\bar{\chi} = 4.00$).

The employees with age less than 20 years ($\bar{\chi}=5.00$) reported significantly lower support and participation in green program – energy as “You will support and participate if your airline sets waste policy as company policy” than those with age 51 – 60 years ($\bar{\chi} = 4.00$) (see Table 82).

Table 82 Post Hoc Test of employees support and participation in green airline program –waste with different age

| (I) age | (J) age | Mean Difference (I-J) | Std. Error | Sig. |
|---------|---------|-----------------------|------------|------|
| < 20 | 20-30 | -2.870(*) | .581 | .000 |
| | 31-40 | -2.945(*) | .583 | .000 |
| | 41-50 | -2.702(*) | .591 | .000 |
| | 51-60 | -2.750(*) | .647 | .000 |
| 20-30 | < 20 | 2.870(*) | .581 | .000 |
| | 31-40 | -.076 | .091 | .409 |
| | 41-50 | .168 | .132 | .204 |
| | 51-60 | .120 | .295 | .684 |
| 31-40 | < 20 | 2.945(*) | .583 | .000 |
| | 20-30 | .076 | .091 | .409 |
| | 41-50 | .243 | .140 | .082 |
| | 51-60 | .195 | .298 | .513 |
| 41-50 | < 20 | 2.702(*) | .591 | .000 |
| | 20-30 | -.168 | .132 | .204 |
| | 31-40 | -.243 | .140 | .082 |
| | 51-60 | -.048 | .313 | .878 |

Table 82 (Cont.)

| (I) age | (J) age | Mean Difference (I-J) | Std. Error | Sig. |
|---------|---------|-----------------------|------------|------|
| 51-60 | < 20 | 2.750(*) | .647 | .000 |
| | 20-30 | -.120 | .295 | .684 |
| | 31-40 | -.195 | .298 | .513 |
| | 41-50 | .048 | .313 | .878 |
| < 20 | 20-30 | -.823 | .538 | .127 |
| | 31-40 | -.852 | .540 | .116 |
| | 41-50 | -.957 | .547 | .081 |
| | 51-60 | -1.250(*) | .599 | .038 |
| 51-60 | < 20 | 1.250(*) | .599 | .038 |
| | 20-30 | .427 | .273 | .119 |
| | 31-40 | .398 | .276 | .150 |
| | 41-50 | .293 | .290 | .313 |

4. Employees with different ages have different support and participation in environmental caring.

Levene's Test was not significant, ($F(4,395) = .211, p > .05$) (see Table 83) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{\chi} = 3.86$) were found to demonstrate significant difference ($F(4, 395) = 5.351, p < .05$) (see Table 85). In terms of frequency in support and participation in green airline program – environmental caring, the mean values imply the employees' supported and participated in the green airline program – environmental caring at the support and participation level.

Table 83 Test of Homogeneity of Variances of the employees with different age level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.468 | 4 | 395 | .211 |

Table 84 Descriptive statistic of employees' support and participation in green airline program: classified by age difference

| Age | Pay an extra charge for airline environmental operation | Support and participate in the company who attends to environmental program | Prefer to be educated in environmental friendly program from airline | Support and participate if your airline sets environmental caring policy as company policy | Overall support and participate in green airline program – environment |
|--------------------|---|---|--|--|--|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Less than 20 years | 2.00 (1.414) | 4.00 (1.414) | 3.50 (.707) | 3.50 (.707) | 4.75 (.354) |
| 20 – 30 years | 3.10 (1.007) | 3.74 (.752) | 3.79 (.772) | 3.79 (.772) | 3.63 (.614) |
| 31 – 40 years | 3.22 (1.003) | 3.96 (.757) | 3.98 (.763) | 3.98 (.763) | 3.82 (.563) |
| 41 – 50 years | 3.40 (1.116) | 4.04 (.690) | 4.11 (.598) | 4.11 (.598) | 3.93 (.671) |
| 51 – 60 years | 3.00 (1.512) | 4.50 (.535) | 4.50 (.535) | 4.50 (.535) | 4.06 (.691) |

Table 85 ANOVA Result of employees' frequency in support and participation in green airline program: classified by age difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 7.860 | 4 | 1.965 | 5.351 | .000 |
| Within Groups | 145.065 | 395 | .367 | | |
| Total | 152.925 | 399 | | | |

Hypothesis 7: Demographic Profile – Education with support and participation in green airline program

The seventh hypothesis is to study whether employees with different education have supported and participated about green airline programs differently. For testing the seventh hypothesis, One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different education level have different support and participation in energy saving.

Levene's Test was not significant, ($F(3,396) = .109, p > .05$) (see Table 86) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{x} = 3.82$) were found to demonstrate significant difference ($F(3, 396) = 12.867, p < .05$) (see Table 88). In terms of frequency in support and participation in green airline program – energy, the mean values imply the employees' supported and participated in the green airline program – energy at the support and participation level.

Table 86 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.031 | 3 | 396 | .109 |

Table 87 Descriptive statistic of employees' support and participation in green airline program: classified by education difference

| Education | Support and participate if your airline performs the duty and uses the energy efficiently | Support and participate if your airline sets energy policy as company policy | Overall support and participate in green airline program - energy |
|--|--|--|--|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Primary school | 4.29 (.951) | 3.86 (.690) | 4.64 (.244) |
| High School/Diploma | 3.67 (.806) | 3.69 (.655) | 3.74 (.668) |
| Bachelor degree | 3.79 (.778) | 3.73 (.803) | 3.77 (.700) |
| Master degree and higher (post graduate) | 4.43 (.662) | 4.48 (.593) | 4.54 (.498) |

Table 88 ANOVA Result of employees' frequency in support and participation in green airline program: classified by education difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|--------|------|
| Between Groups | 17.971 | 3 | 5.990 | 12.867 | .000 |
| Within Groups | 184.354 | 396 | .466 | | |
| Total | 202.324 | 399 | | | |

2. Employees with different education level have different support and participation in water saving.

Levene's Test was not significant, ($F(3,396) = .458, p > .05$) (see Table 89) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{x} = 3.80$) were found to demonstrate significant difference ($F(3, 396) = 10.538, p < .05$) (see Table 91). In terms of frequency in support and participation in green airline program – water, the mean values imply the employees' supported and participated in the green airline program – water at the support and participation level.

Table 89 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .868 | 3 | 396 | .458 |

Table 90 Descriptive statistic of employees' support and participation in green airline program: classified by education difference

| Education | Support and participate if your airline perceives and uses water economizely \bar{x} (S.D.) | Support and participate if your airline sets water policy as company policy \bar{x} (S.D.) | Overall support and participate in green airline program - water \bar{x} (S.D.) |
|---------------------|---|--|---|
| Primary school | 3.71 (.951) | 3.29 (.488) | 4.21 (.859) |
| High School/Diploma | 3.77 (.627) | 3.56 (.680) | 3.74 (.616) |

**Table 90 (Cont.)**

| Education | Support and participate if your airline perceive and uses water economizely $\bar{\chi}$ (S.D.) | Support and participate if your airline sets water policy as company $\bar{\chi}$ (S.D.) | Overall support and participate in green airline program - water $\bar{\chi}$ (S.D.) |
|--|---|--|--|
| Bachelor degree | 3.74 (.794) | 3.77 (.773) | 3.75 (.701) |
| Master degree and higher (post graduate) | 4.39 (.656) | 4.43 (.590) | 4.54 (.498) |

Table 91 ANOVA Result of employees' frequency in support and participation in green airline program: classified by education difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|--------|------|
| Between Groups | 14.889 | 3 | 4.963 | 10.538 | .000 |
| Within Groups | 186.508 | 396 | .471 | | |
| Total | 201.398 | 399 | | | |

3. Employees with different education level have different support and participation in waste disposal.

Levene's Test was not significant, ($F(3,396) = .144, p > .05$) (see Table 92) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{\chi} = 3.86$) were found to demonstrate significant difference ($F(3, 396) = 7.099, p < .05$) (see Table 94). In terms of frequency in support and participation in green airline program – waste, the mean

values imply the employees' supported and participated in the green airline program – waste disposal at the support and participation level.

Table 92 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.815 | 3 | 396 | .144 |

Table 93 Descriptive statistic of employees' support and participation in green airline program: classified by education difference

| Education | Support and participate if the airline relies on 3Rs principle \bar{x} (S.D.) | Support and participate if your airline sets waste policy as company policy \bar{x} (S.D.) | Overall support and participate in green airline program - waste \bar{x} (S.D.) |
|--|---|--|---|
| Primary school | 2.43 (1.272) | 3.86 (1.069) | 3.79 (1.075) |
| High School/Diploma | 3.46 (.854) | 3.77 (.627) | 3.71 (.656) |
| Bachelor degree | 3.89 (.794) | 3.82 (.758) | 3.84 (.685) |
| Master degree and higher (post graduate) | 4.48 (.593) | 4.52 (.593) | 4.48 (.574) |

Table 94 ANOVA Result of employees' frequency in support and participate in green airline program: classified by education difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 9.966 | 3 | 3.322 | 7.099 | .000 |
| Within Groups | 185.303 | 396 | .468 | | |
| Total | 195.269 | 399 | | | |

4. Employees with different education level have different support and participation in environmental caring.

Levene's Test was not significant, ($F(3,396) = .518, p > .05$) (see Table 95) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{\chi} = 3.74$) were found to demonstrate significant difference ($F(3, 396) = 12.149, p < .05$) (see Table 97). In terms of frequency in support and participation in green airline program – environment caring, the mean values imply the employees' supported and participated in the green airline program – waste at the support and participation level.

Table 95 Test of Homogeneity of Variances of the employees with different education level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .758 | 3 | 396 | .518 |

Table 96 Descriptive statistic of employees' support and participation in green airline program: classified by education difference

| Education | Pay an extra charge for airline environmental operation | Support and participate in the company who attends to environmental program | Prefer to be educated in environmental friendly program from airline | Support and participate if your airline sets environmental caring policy as company policy | Overall support and participate in green airline program – environment |
|--|---|---|--|--|--|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Primary school | 3.00 (1.414) | 3.86 (1.069) | 3.86 (.690) | 4.14 (.900) | 4.21 (.684) |
| High School/Diploma | 2.85 (.933) | 3.85 (.630) | 3.64 (.811) | 3.72 (.560) | 3.56 (.502) |
| Bachelor degree | 3.16 (1.013) | 3.84 (.768) | 3.79 (.779) | 3.89 (.772) | 3.71 (.609) |
| Master degree and higher (post graduate) | 3.83 (1.154) | 4.26 (.619) | 4.52 (.665) | 4.35 (.647) | 4.39 (.482) |

Table 97 ANOVA Result of employees' frequency in support and participation in green airline program: classified by education difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|--------|------|
| Between Groups | 12.889 | 3 | 4.296 | 12.149 | .000 |
| Within Groups | 140.036 | 396 | .354 | | |
| Total | 152.925 | 399 | | | |

Hypothesis 8: Demographic Profile – Income with support and participation in green airline program

The eighth hypothesis is to study whether employees with different income have supported and participated in green airline programs differently. For testing the eighth hypothesis, One Way Analysis of Variance (ANOVA) was used to determine the difference among the respondents for each variable in the study. Post-hoc analysis would be conducted when statistically significant difference was found at .05 alpha level.

1. Employees with different income have different support and participation in energy saving.

Levene's Test was not significant, ($F(5,394) = .155, p > .05$) (see Table 98) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different age ($\bar{\chi} = 3.82$) were found to demonstrate significant difference ($F(5, 394) = 5.195, p < .05$) (see Table 100). In terms of frequency in support and participation in green airline program – energy, the mean values imply the employees' supported and participated in the green airline program – energy at the support and participation level.

Table 98 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.613 | 5 | 394 | .155 |

Table 99 Descriptive statistic of employees' support and participation in green airline program: classified by income difference

| Income | Support and participate if your airline performs the duty and use the energy efficiently | Support and participate if your airline sets energy policy as company policy | Overall support and participate in green airline program - energy |
|------------------|--|--|--|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Less than 10,000 | 4.02 (.843) | 3.91 (.714) | 4.07 (.687) |
| 10,001 – 20,000 | 3.68 (.715) | 3.61 (.776) | 3.66 (.659) |
| 20,001 – 30,000 | 3.92 (.698) | 3.90 (.801) | 3.92 (.665) |
| 30,001 – 40,000 | 4.35 (.493) | 4.35 (.493) | 4.24 (.437) |
| 40,001 – 50,000 | 3.77 (1.210) | 3.96 (.720) | 3.87 (.901) |
| More than 50,000 | 3.95 (.999) | 3.85 (1.040) | 3.98 (.993) |

Table 100 ANOVA Result of employees' frequency in support and participation in green airline program: classified by income difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 12.515 | 5 | 2.503 | 5.195 | .000 |
| Within Groups | 189.810 | 394 | .482 | | |
| Total | 202.324 | 399 | | | |

2. Employees with different income have different support and participation in water saving.

Levene's Test was significant, ($F(5,394) = .029, p < .05$) (see Table 101) and so the assumption of homogeneity of variance was judged to have been violated. The employees with different age ($\bar{\chi} = 3.80$) were found to demonstrate significant difference ($F(5, 394) = 3.464, p < .05$) (see Table 103). In terms of frequency in support and participation in green airline program – water, the mean values imply the employees' supported and participated in the green airline program – water at the support and participation level.

Table 101 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 2.525 | 5 | 394 | .029 |

Table 102 Descriptive statistic of employees' support and participation in green airline program: classified by income difference

| Income | Support and participate if your airline perceives and uses water economizely | Support and participate if your airline sets water policy as company policy | Overall support and participate in green airline program - water |
|------------------|--|---|---|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Less than 10,000 | 3.83 (.727) | 3.79 (.817) | 3.87 (.694) |
| 10,001 – 20,000 | 3.69 (.733) | 3.66 (.748) | 3.68 (.654) |
| 20,001 – 30,000 | 3.77 (.869) | 3.82 (.763) | 3.86 (.771) |
| 30,001 – 40,000 | 4.35 (.493) | 4.35 (.493) | 4.24 (.437) |
| 40,001 – 50,000 | 3.92 (.845) | 4.04 (.599) | 4.02 (.685) |
| More than 50,000 | 3.85 (1.040) | 3.95 (.999) | 3.98 (.993) |

Table 103 ANOVA Result of employees' frequency in support and participation in green airline program: classified by income difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|-------------------|-----|-------------|-------|------|
| Between Groups | 8.480 | 5 | 1.696 | 3.464 | .004 |
| Within Groups | 192.918 | 394 | .490 | | |
| Total | 201.398 | 399 | | | |

Further, Post-hoc comparison (LSD) found that the employees with income less than 10,000 baht ($\bar{\chi} = 3.87$) reported significantly lower support and participation in green airline program – water as “You will support and participate if your airline perceives and use water economizely” than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 4.24$). The employees with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.68$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline perceive and uses water economizely” than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 4.24$). The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 3.86$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline perceives and uses water economizely” than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 4.24$).

The employees with the income less than 10,000 baht ($\bar{\chi} = 3.87$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline sets water policy as company policy” than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 4.24$). The employees with income between 10,001 – 20,000 baht ($\bar{\chi} = 3.68$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline set water policy as company policy” than those with income between 30,001 – 40,000 ($\bar{\chi} = 4.24$), and those with income between 40,001 – 50,000 baht ($\bar{\chi} = 4.02$). The employees with income between 20,001 – 30,000 baht ($\bar{\chi} = 3.86$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline sets water policy as company policy” than those with income between 30,001 – 40,000 baht ($\bar{\chi} = 4.24$). The employees with income between 40,001 – 50,000 baht ($\bar{\chi} = 4.02$) reported significantly lower support and participate in green airline program – water as “You will support and participate if your airline sets water policy as company policy” than those income between 10,001 – 20,000 baht ($\bar{\chi} = 3.68$). However, there were no significant differences between any other groups (see Table 104).

Table 104 Post Hoc Test of employees support and participation in green airline program –with different income

| (I) income | (J) income | Mean Difference | | |
|---------------|---------------|-----------------|------------|------|
| | | (I-J) | Std. Error | Sig. |
| < 10,000 | 10,001-20,000 | .140 | .120 | .245 |
| | 20,001-30,000 | .056 | .137 | .680 |
| | 30,001-40,000 | -.523(*) | .217 | .017 |
| | 40,001-50,000 | -.093 | .187 | .619 |
| | > 50,000 | -.020 | .204 | .923 |
| 10,001-20,000 | < 10,000 | -.140 | .120 | .245 |
| | 20,001-30,000 | -.084 | .101 | .409 |
| | 30,001-40,000 | -.663(*) | .197 | .001 |
| | 40,001-50,000 | -.233 | .162 | .152 |
| | > 50,000 | -.160 | .183 | .382 |
| 20,001-30,000 | < 10,000 | -.056 | .137 | .680 |
| | 10,001-20,000 | .084 | .101 | .409 |
| | 30,001-40,000 | -.579(*) | .207 | .005 |
| | 40,001-50,000 | -.149 | .175 | .394 |
| | > 50,000 | -.076 | .194 | .695 |
| 30,001-40,000 | < 10,000 | .523(*) | .217 | .017 |
| | 10,001-20,000 | .663(*) | .197 | .001 |
| | 20,001-30,000 | .579(*) | .207 | .005 |
| | 40,001-50,000 | .430 | .243 | .078 |
| | > 50,000 | .503 | .257 | .051 |
| < 10,000 | 10,001-20,000 | .137 | .117 | .241 |
| | 20,001-30,000 | -.029 | .133 | .827 |
| | 30,001-40,000 | -.560(*) | .211 | .008 |
| | 40,001-50,000 | -.246 | .181 | .176 |
| | > 50,000 | -.158 | .199 | .428 |

Table 104 (Cont.)

| (I) income | (J) income | Mean Difference | | |
|---------------|---------------|-----------------|------------|------|
| | | (I-J) | Std. Error | Sig. |
| 10,001-20,000 | < 10,000 | -.137 | .117 | .241 |
| | 20,001-30,000 | -.166 | .098 | .092 |
| | 30,001-40,000 | -.698(*) | .191 | .000 |
| | 40,001-50,000 | -.383(*) | .158 | .016 |
| | > 50,000 | -.295 | .178 | .098 |
| 20,001-30,000 | < 10,000 | .029 | .133 | .827 |
| | 10,001-20,000 | .166 | .098 | .092 |
| | 30,001-40,000 | -.532(*) | .201 | .009 |
| | 40,001-50,000 | -.217 | .170 | .202 |
| | > 50,000 | -.129 | .188 | .495 |
| 30,001-40,000 | < 10,000 | .560(*) | .211 | .008 |
| | 10,001-20,000 | .698(*) | .191 | .000 |
| | 20,001-30,000 | .532(*) | .201 | .009 |
| | 40,001-50,000 | .314 | .236 | .184 |
| | > 50,000 | .403 | .250 | .108 |
| 40,001-50,000 | < 10,000 | .246 | .181 | .176 |
| | 10,001-20,000 | .383(*) | .158 | .016 |
| | 20,001-30,000 | .217 | .170 | .202 |
| | 30,001-40,000 | -.314 | .236 | .184 |
| | > 50,000 | .088 | .225 | .695 |

3. Employees with different income have different support and participation in waste disposal.

Levene's Test was not significant, ($F(5,394) = .444, p > .05$) (see Table 105) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different income ($\bar{\chi} = 3.86$) were found to demonstrate significant difference ($F(5, 394) = 2.706, p < .05$) (see Table 107). In terms of frequency in support and participate in green airline program – waste, the mean values

imply the employees' supported and participated in the green airline program – waste at the support and participation level.

Table 105 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| .956 | 5 | 394 | .444 |

Table 106 Descriptive statistic of employees' support and participation in green airline program: classified by income difference

| Income | Support and participate if the airline relies on 3Rs principle | Support and participate if your airline sets waste policy as company policy | Overall support and participate in green airline program - waste |
|------------------|--|--|--|
| | \bar{x} (S.D.) | \bar{x} (S.D.) | \bar{x} (S.D.) |
| Less than 10,000 | 3.62 (1.004) | 3.96 (.759) | 3.91 (.680) |
| 10,001 – 20,000 | 3.81 (.813) | 3.76 (.754) | 3.77 (.680) |
| 20,001 – 30,000 | 3.98 (.728) | 3.87 (.724) | 3.89 (.659) |
| 30,001 – 40,000 | 4.47 (.514) | 4.29 (.588) | 4.35 (.460) |
| 40,001 – 50,000 | 3.88 (.909) | 3.96 (.720) | 3.94 (.779) |
| More than 50,000 | 3.95 (.999) | 3.95 (.999) | 3.98 (.980) |

Table 107 ANOVA Result of employees' frequency in support and participation in green airline program: classified by income difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 6.483 | 5 | 1.297 | 2.706 | .020 |
| Within Groups | 188.786 | 394 | .479 | | |
| Total | 195.269 | 399 | | | |

4. Employees with different income have different support and participation in environmental caring.

Levene's Test was not significant, ($F(5,394) = .230, p > .05$) (see Table 108) and so the assumption of homogeneity of variance was judged to have not been violated. The employees with different income ($\bar{\chi} = 3.74$) were found to demonstrate significant difference ($F(5, 394) = 6.580, p < .05$) (see Table 110). In terms of frequency in support and participation in green airline program – environment, the mean values imply the employees' supported and participated in the green airline program – environment at the support and participation level.

Table 108 Test of Homogeneity of Variances of the employees with different income level

| Levene Statistic | df1 | df2 | Sig. |
|------------------|-----|-----|------|
| 1.383 | 5 | 394 | .230 |

Table 109 Descriptive statistic of employees' support and participation in green airline program: classified by income difference

| Income | Pay an extra charge for airline environmental operation | Support and participate in the company who attends to environmental program | Prefer to be educated in environmental friendly program from airline | Support and participate if your airline sets environmental caring policy as company policy | Overall support and participate in green airline program – environment |
|------------------|---|---|--|--|--|
| | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) | \bar{X} (S.D.) |
| Less than 10,000 | 3.13 (1.256) | 4.13 (.652) | 4.00 (.760) | 4.23 (.697) | 3.98 (.547) |
| 10,001 – 20,000 | 3.09 (.945) | 3.70 (.765) | 3.74 (.785) | 3.74 (.733) | 3.61 (.583) |
| 20,001 – 30,000 | 3.06 (.936) | 3.90 (.801) | 3.74 (.823) | 3.94 (.812) | 3.72 (.661) |
| 30,001 – 40,00 | 3.71 (1.213) | 4.18 (.728) | 4.24 (.831) | 4.18 (.809) | 4.16 (.450) |
| 40,001 – 50,000 | 3.54 (.859) | 4.12 (.431) | 4.00 (.693) | 4.12 (.588) | 3.93 (.517) |
| More than 50,000 | 3.55 (1.432) | 4.10 (.718) | 3.95 (.759) | 4.05 (.686) | 4.00 (.791) |

Table 110 ANOVA Result of employees' frequency in support and participation in green airline program: classified by income difference

| | Sum of Squares | df | Mean Square | F | Sig. |
|----------------|----------------|-----|-------------|-------|------|
| Between Groups | 11.785 | 5 | 2.357 | 6.580 | .000 |
| Within Groups | 141.140 | 394 | .358 | | |
| Total | 152.925 | 399 | | | |

9. There is a positive relationship between employees' perception of environmental protection and their support/participation in green program of green airlines.

The ninth hypothesis is to examine a positive relationship between employees' perception of environmental protection and their support/participation in green program of green airline. For testing the second hypothesis, Pearson Product Moment Correlation Coefficient was used.

The result revealed a significant positive and strong correlation between employees' perception toward environmental protection and support/participation in green program of green airline ($r = .410$, $p < .01$) (see Table 111). Therefore, hypothesis 9 was supported.

Table 111 Correlation between employees' perception of environmental protection and their support/participation in green program of green airlines

| | Overall Support/ Participation | Sources of environmental information |
|---|-----------------------------------|--|
| Overall Support/ Participation | 1 | .410(**) |
| Sources of environmental information | .410(**) | 1 |

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