

Climate change is a serious global issue that poses an urgent and perhaps one of the greatest challenges facing human kind. Although it can be caused by variety of reasons, scientists conclude that the cause of climate change is largely anthropogenic, i.e. originates in human activity. Furthermore, business is regarded among the most significant contributors to climate change. The promotion of sustainability goals depends, therefore, on the extent to which companies act out of a sense of obligation and duty to the society and environment. In response, many of them have begun to adopt formal environmental management systems. However, the success of corporate environmental initiatives depends not just on environmental management systems and technological innovations but on the willingness of individual employees to engage in the pro-environmental behaviors. That's why this project is focused on **employee green behaviors (EGB)**.

The **main aim** of the project is to strengthen conceptualization of employee green behaviors in various work settings, identify their antecedents and behavioral spillovers.

The **specific aims** include:

1. revision of existing constructs and measures of EGB in order to select and tailor them to the context of various industrial and organizational settings in Poland.
2. development of general scales measuring EGBs;
3. identification of behavioral spillovers of EGB (i.e. the influence of engaging in one behavior on the probability of engagement or disengagement in a second behavior) occurring in organizational settings;
4. identification of individual and organizational antecedents of single employee green behaviors and their spillover effects.

The **main reason** to undertake this research project is to close a complex research gap in the field of EGB, including:

1. the deficiency of empirical research on behaviors directed towards environment conducted in the workplace settings;
2. the variety of overlapping constructs and measures referring to employee green behaviors;
3. the need to tailor EGB measures to fit specific jobs, organizations and industries;
4. the need to include anti-environmental (ungreen) behavior, both at home and at work, in the measures;
5. the need for completing existing constructs with employee behaviors that are both discretionary and formally required;
6. the need for research on antecedents of employee green behaviors that are mostly theorized and empirical studies are in their infancy, particularly regarding organizational antecedents;
7. spillover effects are capable of explaining how organizations may promote and sustain pro-environmental behaviors among employees but research on them are rarely conducted in work settings;
8. nonexistence of research on organizational variables moderating spillovers of EGB.

Due to complexity of the identified research gap, our **work plan** includes following mix-methods:

1. desk research
2. qualitative study: in-depth individual interviews (IDIs) and observations in selected organizations;
3. questionnaire pretesting;
4. longitudinal survey (panel study) in three time points;
5. experiment in work settings.

The **project contributes** to the development of disciplines of management, environmental psychology and other disciplines of social sciences, particularly in the field of organizational behavior, corporate social responsibility and sustainable development. Especially development of EGB scales and taxonomies has massive potential of contribution in this regard. Moreover, the project results will contribute to the promotion of corporate environmental responsibility and responsible lifestyles of employees explaining how green behaviors are sustained in organizational settings.