

**THE RELATIONSHIP BETWEEN ENVIRONMENTAL ASPECTS  
OF EMPLOYEES AND SUSTAINABILITY PERFORMANCE:  
THE MEDIATING ROLE OF EMPLOYEE GREEN BEHAVIOUR**

**BY**

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## ABSTRACT

Sustainability is a major global concern and there has been an increased pressure on organizations from the stakeholders to broaden the focus of business performance beyond the financial performance. Companies should have a balance among financial, social and environmental performance in order to be competitive and to survive in the long term. Committed employees are the key asset of every organization and organizations can engage employees in improving their sustainability performance.

In this context, the purpose of the present study is to investigate the relationships among environmental aspects of employees and sustainability performance with respect to green behaviour as a mediating variable. The statistical population included the employees of five selected commercial banks. In total, 236 questionnaires were distributed among relevant employees, out of which 173 questionnaires were returned and analyzed using bivariate and multivariate analyses.

The findings of the study revealed that there are strong positive and significant relationships among environmental knowledge and awareness, environmental attitude, organizational environmental support, employee green behaviour and sustainability performance. Similarly, environmental knowledge and awareness, environmental attitude and organizational environmental support separately have a significant and positive indirect effect on sustainability performance through employee green behaviour.

The findings of the study are expected to help both the researchers and practitioners. This study adds empirical research on how banks can implement sustainable practices into their operations by involving their employees and attempts to fill the research gaps exist in the related topic. In addition, results of the current study can provide practical implications for organizations' top managers to develop effective tools and motivate their subordinates to implement environmentally friendly behaviours to enhance sustainability performance as this examines how to improve employees' environmentally friendly behaviour by exploring their antecedents.

*Keywords: Environmental Knowledge and Awareness, Environmental Attitude, Organizational Environmental Support, EGB and Sustainability Performance*

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