
Contents

<i>List of contributors</i>	viii
1 Introduction to the <i>Research Handbook on Employee Pro-Environmental Behaviour</i> <i>Victoria K. Wells, Diana Gregory-Smith and Danae Manika</i>	1
PART I WHAT IS EMPLOYEE PRO-ENVIRONMENTAL BEHAVIOUR?	
2 Multiple domains and categories of employee green behaviours: more than conservation <i>Deniz S. Ones, Brenton M. Wiernik, Stephan Dilchert and Rachael M. Klein</i>	13
3 Green human resources management <i>Cristina E. Ciocirlan</i>	39
PART II ANTECEDENTS AND CONSEQUENCES OF EMPLOYEE PRO-ENVIRONMENTAL BEHAVIOUR	
4 Individual antecedents of pro-environmental behaviours: implications for employee green behaviours <i>Brenton M. Wiernik, Deniz S. Ones, Stephan Dilchert and Rachael M. Klein</i>	63
5 Disentangling voluntary pro-environmental behaviour of employees (VPBE) – fostering research through an integrated theoretical model <i>Regina Hahn and Felix Ostertag</i>	83
6 Environmental considerations as a basis for employee pro-environmental behaviour <i>Angela Ruepert and Linda Steg</i>	106
7 Between- and within-person variability in employee pro-environmental behaviour <i>Hannes Zacher and Megan J. Bissing-Olson</i>	128

vi	<i>Research handbook on employee pro-environmental behaviour</i>	
8	Workplace green behaviour of managerial and professional employees in Hong Kong <i>Yu Ha Cheung and Alicia S. M. Leung</i>	148
9	Dare to care in environmental sustainability context: how managers can encourage employee pro-environmental behaviour <i>Pascal Paillé</i>	168
10	Leadership and employee pro-environmental behaviours <i>Bilal Afsar, Asad Shahjehan and Imad Shah</i>	185
11	A virtuous cycle: how green companies grow green employees (and vice versa) <i>Thomas A. Norton, Stacey L. Parker, Matthew C. Davis, Sally V. Russell and Neal M. Ashkanasy</i>	210
12	Organisational and employee symbolic environmental behaviours: an integrated multi-level framework <i>Lei Yang, Danae Manika and Frances Bowen</i>	229
PART III EMPLOYEE ENVIRONMENTAL BEHAVIOUR, INTERVENTIONS, CAMPAIGNS AND MARKETING		
13	Motivation towards “green” behaviour at the workplace: facilitating employee pro-environmental behaviour through participatory interventions <i>Paul C. Endrejat and Simone Kauffeld</i>	267
14	A socio-motivational perspective on energy conservation in the workplace: the potential of motivational interviewing <i>Amelie V. Güntner, Florian E. Klonek and Simone Kauffeld</i>	287
15	Enabling employees and breaking down barriers: behavioural infrastructure for pro-environmental behaviour <i>Simon Lockrey, Linda Brennan, Karli Verghese, Warren Staples and Wayne Binney</i>	313
PART IV EMPLOYEE ENVIRONMENTAL BEHAVIOUR, FEEDBACK AND TECHNOLOGY		
16	Workplace energy use feedback in context <i>Niamh Murtagh, Birgitta Gatersleben and David Uzzell</i>	349

- 17 The role of social norms in incentivising energy reduction in organisations 369
Peter Bradley, Shane Fudge and Matthew Leach

**PART V EMPLOYEE ENVIRONMENTAL BEHAVIOUR IN
CONTEXT**

- 18 Embedding pro-environmental behaviour change in large organisations: perspectives on the complexity of the challenge 413
Terry Tudor and Cleber Dutra
- 19 Measuring and tracking pro-environmental behaviour amongst university employees 430
John Callewaert and Robert W. Marans

**PART VI OTHER PERSPECTIVES ON PRO-
ENVIRONMENTAL EMPLOYEE BEHAVIOUR**

- 20 Spillover of pro-environmental behaviour 455
Caroline Verfuert and Diana Gregory-Smith

- Index* 485