

Moderating Effect of Abusive Supervision on the Impact of Green Attitude on Green Work Behavior: Evidence from Employees in Sri Lankan Licensed Commercial Banks

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Go green is the current thought of every organization, since the concern has increased towards greening the world. However, there is still a puzzle that to what extent green attitudes leads to green behavior of employees. Thus, the present study investigates the impact of green attitude on green working behavior among the employees from Sri-Lankan licensed Commercial bank with the integration of Conservation of Resource Theory. In fact, environmentally sustainable green behaviors of employees have become crucial in the organizations to achieve a competitive advantage. On the other hand, having employees who have environmental concern in their attitude is much expected by employers. Further, having green working behaviors in the workplace is more vital to preserve the nature. Since the little attention was paid on green working behavior, this study sheds the new light in Sri Lankan context with the moderating effect of abusive supervision. A survey strategy was used for this study and data were collected from conveniently chosen 444 bankers working in licensed commercial banks. Smart PLS 3.0 was utilized to analyze the data. The results unveil that individuals with a high green attitude are more likely to have high green working behaviors. This is the first study to incorporate abusive supervision into green variables especially in the banking sector where abusive supervision weaken the impact of green attitudes on green working behavior. The theoretical and practical implications have discoursed at the end of the paper.

Keywords: *Abusive supervision, Bankers, Green attitudes and Green working behaviors*

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