



How organizational climate promotes waste separation at work: the role of supervisor support and TPB variables

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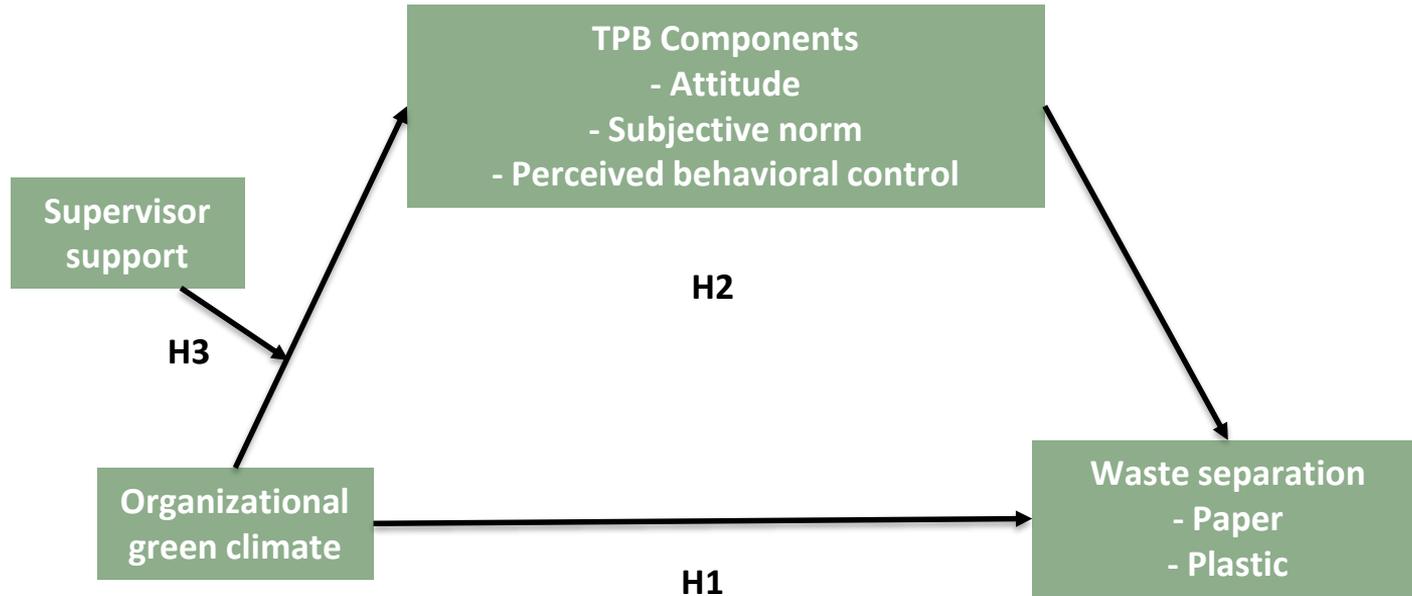
Research Context and Questions

The present study responds to a **request by a tertiary sector organization** to help increase the levels of waste separation (paper and plastic) in its main building.

- Does **organisational green climate** contribute for **individual factors** (*Theory of Planned Behavior components*) to determine Pro-Environmental Behaviors?
- Is this mediation **moderated** by the level of perceived **supervisor support** for environmental sustainability?

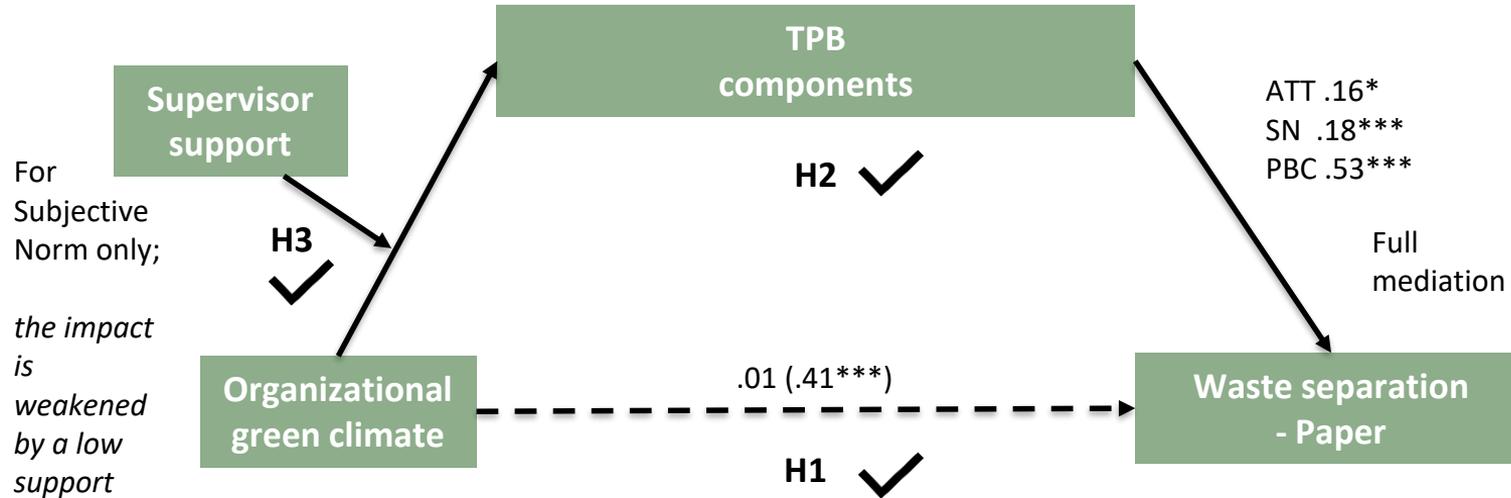


Research Model



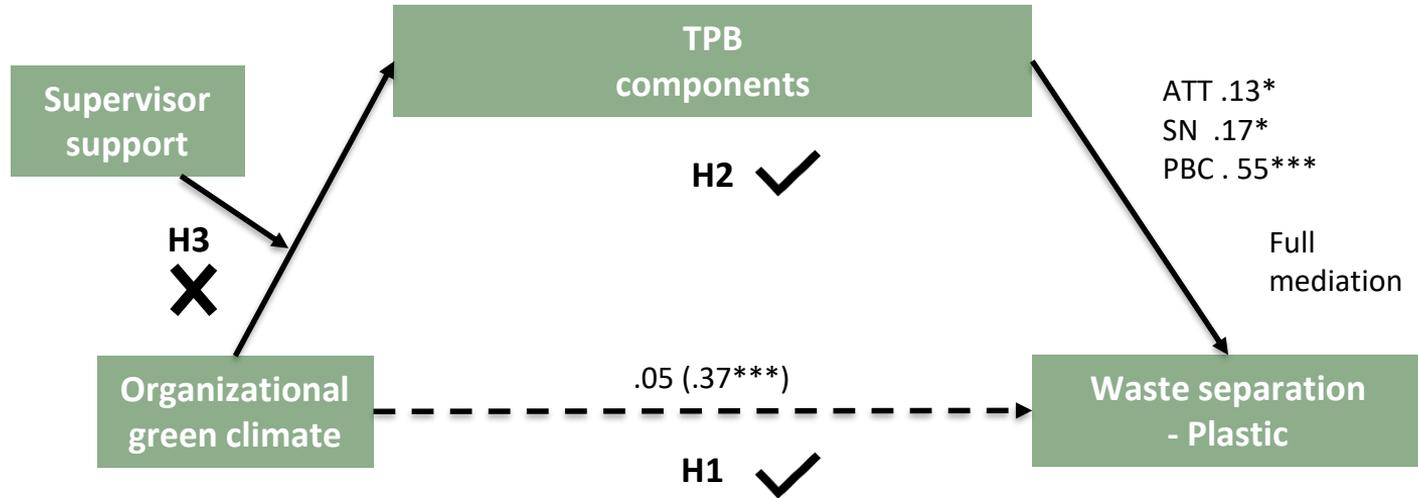
Cross-sectional study, on-line survey distributed through institutional email; **n=311 workers**

Results – for paper separation



Adj.R² = .32 (F_(5, 305) = 29.25, p < .001)

Results – for plastic separation



Adj.R² = .28 (F_(5, 305) = 23.15, p < .001)

Final considerations

- **Organizational green climate** contributes to waste separation at work through pro-environmental attitudes, subjective norms and **perceived behavioral control** - for both paper and plastic waste
 - **Supervisor support can weaken the role of organizational green climate** – supervisors may contribute to social pressure for environmental behaviors, particularly in contexts where organizational green climate is not well established

- **Practical implications**

- The organization needed to invest in communicating its environmental policies and initiatives;
- TPB useful for identifying barriers to PEB's at work;
- Supervisors' support can be a proximal 'green climate' role model.





Thank you!

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