

**A STUDY ON THE RELATIONSHIP BETWEEN PERCEIVED
ENVIRONMENTAL SUPPORT AND EMPLOYEE GREEN
BEHAVIOR**

**(WITH SPECIAL REFERENCE TO THE EMPLOYEES OF THE
COMMERCIAL BANKING SECTOR IN TRINCOMALEE)**

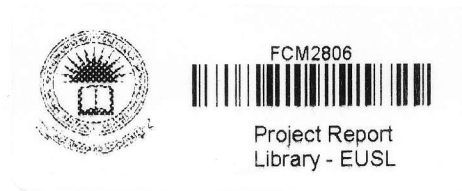


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ABSTRACT

The purpose of this research study is to explore the mediating role of perceived corporate hypocrisy in the relationship between perceived environmental support and employee green behavior of the commercial banking sector. This research examines the existing levels of perceived environmental support, perceived corporate hypocrisy and employee green behavior of employees, the relationships between perceived environmental supports, perceived corporate hypocrisy and employee green behavior of selected commercial banks and explores whether perceived corporate hypocrisy mediates the relationship between the perceived environmental support and employee green behavior. This research study relies on a data set derived its survey of 300 employees who are currently employed in the commercial banking sector.

The findings of this research study show that perceived organizational environmental support, perceived supervisory environmental support, perceived corporate hypocrisy, and employee green behavior had very high level. There are strong positive relationships between perceived organizational environmental support, perceived supervisory environmental support, perceived corporate hypocrisy and employee green behavior. Perceived organizational environmental support significantly impact on employee green behavior and perceived corporate hypocrisy mediates the impact between perceived organizational environmental support and employee green behavior and also perceived supervisory environmental support significantly impact on employee green behavior and perceived corporate hypocrisy mediates the impact between perceived supervisory environmental support and employee green behavior within the employees of selected commercial banks. Finally, it is concluded that that employee green behavior plays a mediating role in the impact between perceived organizational environmental support and employee green behavior as well as perceived supervisory environmental support and employee green behavior of the employees of the commercial banks.

Keywords: Perceived Organizational Environmental Support, Perceived Supervisory Environmental Support, Perceived Corporate Hypocrisy, Employee Green Behavior.

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