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Titel der Arbeit: **Towards sustainable Universities: The effect of perceived self-determination and leadership on employee's pro-environmental behaviors at the University of Vienna**

Abstract der Arbeit:

We are facing an enormous increase of environmental challenges these days, thus (organizational) rethinking is required to reduce environmental problems. Especially higher educational institutions play a key role in transforming societies and are therefore an important actor in promoting pro-environmental behavior not only on employee level but through educating the educators and future decision-makers. This study contributes to the existing research corpus by proposing a new model integrating self-determination theory into a comprehensive framework by testing relations and mediating mechanisms of motivation by linking environmentally-specific transformational leadership (ETFL) to employees' pro-environmental behavior (PEB). A questionnaire was developed to indicate employee's perceptions of their immediate managers' environmental transformational leadership as well as perceived self-determination (autonomous motivation vs. controlled motivation). The structural equation analysis, including mediation-, and correlation analyses, (N=207, M = 36.60 years, SD = 13.13) finds that environmentally-specific transformational leadership and autonomous motivation are significantly positively related to pro-environmental behavior. Opposing to previous research, this study finds a positive relation between controlled motivation and PEB. Also contrary to previous findings, the results of the mediation analysis indicate autonomous motivation to fully mediate the relationship between environmentally-specific transformational leadership and pro-environmental behavior. Thus, it is argued that the motivational component of transformational leadership can act as decisive factor in promoting PEB.