Organizational Citizenship Behaviour for the Environment（OCBE）环保组织公民行为

Boiral, O., & Paillé, P. (2012)

环保组织公民行为指的是，“通过降低个人和组织的资源消耗，来实现企业组织的可持续发展”，其目的在于“帮助改善环境和节约资源”。Boiral & Paillé (2012)通过两个研究（研究1，N=228；研究2，N=651）开发了一个包含有Eco-initiatives 、Eco-civic engagement 和Eco-helping三个维度的环保组织公民行为量表，内部一致性分别为0.92、0.90和0.81。

**初始条目：**

OCBE 1 = I spontaneously give my time to help my colleagues take the environment into account in everything they do at work

OCBE 2 = I encourage my colleagues to adopt more environmentally conscious behavior

OCBE 3 = I encourage my colleagues to express their ideas and opinions on environmental issues

OCBE 4 = I spontaneously speak to my colleagues to help them better understand environmental problems

OCBE 5 = Even when I am busy, I am willing to take time to share information on environmental issues with new colleagues

OCBE 6 = I actively participate in environmental events organized in and/or by my company

OCBE 7 = I undertake environmental actions that contribute positively to the image of my organization

OCBE 8 = I volunteer for projects, endeavors or events that address environmental issues in my organization

OCBE 9 = In my work, I weigh the consequences of my actions before doing something that could affect the environment

OCBE 10 = I voluntarily carry out environmental actions and initiatives in my daily work activities

OCBE 11 = I make suggestions to my colleagues about ways to protect the environment more effectively, even when it is not my direct responsibility

OCBE 12 = I suggest new practices that could improve the environmental performance of my organization

OCBE 13 = I stay informed of my company’s environmental initiatives

Eco-initiatives: Discretionary behaviour and suggestions to improve

environmental practices or performance 9、10、11

Eco-civic engagement: Voluntary participation in an organization’s environmental

programmes and activities 6、7、8、13

Eco-helping: Voluntarily helping colleagues to better integrate environmental concerns in the workplace 1、2、3

**量表来源**

Boiral, O., & Paillé, P. (2012). Organizational citizenship behaviour for the environment: measurement and validation. *Journal of Business Ethics,* *109*(4), 431-445.