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The Influence Of Environment-Oriented Servant Leadership On Green Service Behaviours: The Mediating Effect Of Green Knowledge Sharing

Syed Haider Khalil[1] , Syed Mohsin Ali Shah[2] , Muhammad Ibrahim Khan[3] , Fahad Sultan[4] , Wisal Ahmad[5] , Muhammad Jehangir[6] , Muhammad Tufail[7]

[1]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
haiderkhalil@awkum.edu.pk
[2]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
syedmohsinali@awkum.edu.pk
[3]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
ibrahimkhan@awkum.edu.pk
[4]*Assistant Professor at Institute of Business Studies and LeadershipAbdul Wali Khan University*
Fahadsultan@awkum.edu.pk
[5]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
wisalahmad@awkum.edu.pk
[6]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
jehangir@awkum.edu.pk
[7]*Assistant Professor at Institute of Business Studies and Leadership Abdul Wali Khan University*
tufail@awkum.edu.pk

Abstract

Purpose of the study: This study's objective is to examine, from the viewpoint of bank employees, the moderating effect of green information sharing on the relationship between environment-oriented servant leadership (EOSL) and green service behavior.

Methodology: A quantitative questionnaire survey was used to collect data from the respondents. Using partial least square analysis, a study examines the job satisfaction of 365 bank employees in Pakistan.

Main findings: The data indicate that EOSL directly and significantly impacts green in-role GSB, green extra-role GSB, and green knowledge-sharing. Green knowledge sharing mediates the relationship between EOSL and GSB to a great extent. Our findings suggest that EOSL may influence GSB in the workplace by disseminating environmental news.

Implications of the study: This study contributes to the existing literature on EOSL by focusing on the effects of EOSL on GSB as mediated by green knowledge sharing. The report provides businesses with recommendations for fostering GSB in their employees.

Novelty/Originality of the study: We argue that the EOSL style of an organization and the GSB of its employees are both factors in its environmental performance. Furthermore, EOSL, by facilitating the dissemination of environmentally friendly information, may have a ripple effect on employees' GSB. The mentality and education of workers and other stakeholders are crucial to EOSL's success. To ensure the success of EOSL, it is necessary to assess the perceptions and familiarity of workers with EOSL

Keywords: Environment-oriented servant leadership (EOSL), Green knowledge sharing, Green service behavior (GSB), Green banking

INTRODUCTION

Interest in integrating sustainability into business practices has never been higher, and it is quickly becoming a crucial organizational role (Alcaraz-Quiles,

2015). One of the most notable developments in sustainability is the increased awareness of environmental issues among businesses (Severo et al., 2017; Whitman, 2010). Businesses that invest in environmental management may benefit from first-mover advantage, which enables them to pursue unique differentiation strategies, build stronger brand identities as environmentally conscious companies, and increase market share (Wu et al., 2018). People who work for companies that prioritize sustainability tend to be happier and more productive (Su & Swanson, 2019). Organizations must offer financial rewards for successful outcomes to maximize the environmental benefits of employees' eco-friendly actions (Zibarras & Coan, 2015). This shows that ecologically friendly practices are becoming more critical. The description of job responsibilities for handling environmental issues (Yassin, 2007). According to Kim et al. (2019), organizations should look into how EOSL influences their workers' environmentally responsible behavior to ensure their overall environmental performance.

EOSL is a novel management technique that prioritizes and caters to environmental concerns. Environmentally concerned servant leaders encourage pro-environmental behavior among their employees by providing them with the knowledge, skills, and resources required to participate in environmental projects and practices (Eva et al., 2019; Alcaraz-Quiles, 2015). Recent research indicates that understanding of the impact of EOSL on GSB is still limited (Renwick et al., 2013), despite growing evidence of EOSL and green workplace behaviors (Yassin, 2017). Consequently, it is crucial to investigate these relationships (Saeed et al., 2019).

We argue that the EOSL style of an organization and the GSB of its employees are both factors in its environmental performance. Furthermore, EOSL, by facilitating the dissemination of environmentally friendly information, may have a ripple effect on employees' GSB. The mentality and education of workers and other stakeholders are crucial to EOSL's success (Guerci et al., 2016). To ensure the success of EOSL, it is necessary to assess the perceptions and familiarity of workers with EOSL. It is crucial to comprehend how employees feel about EOSL and whether this leadership fosters a climate of knowledge regarding green behaviors and outcomes (Ahmad et al., 2021). Following this inquiry, we investigate how EOSL influences GSB via green knowledge sharing.

The EOSL canon will be augmented with vital new information from our study. How EOSL promotes GSB in the workplace requires additional study (Ahmad et al., 2021). In light of the shift in perspective regarding the role of EOSL as a facilitator of seeking workers' GSB, researchers can approach the topic of EOSL and employee outcomes from a new perspective. This study also emphasizes the importance of sharing green information as a mediator, which may be the mechanism underlying this association. According to research by Eva et al. (2019), leadership styles can influence employee behavior, such as knowledge sharing, which impacts employee outcomes (Serrano-Cinca, 2007). Due to this relationship, the present study's authors argue that EOSL may influence GSB among employees and serve as a mediator between these two factors. In addition, prior research has demonstrated various mediating effects of knowledge-sharing traits (Alcaraz-Quiles, 2015). Understanding how green knowledge sharing acts as a mediator between environmental, organizational social behavior (EOSL), and global social behavior is the focus of this paper (GSB).

Green banking is a growing movement that requires more attention. For green banking to occur, the bank's upper management must actively promote GSB among the institution's employees. The environment of open information exchange may also affect GSB employees. This paper aims to contribute to the leadership literature by investigating the relationship between EOSL and GSB in Pakistani financial institutions. We also analyze whether disseminating environmentally friendly information is a mediator of this indirect relationship.

Leaders' green orientations (i.e., EOSL) can encourage followers to adopt green practices to align with their identities. According to Tajfel and Turner (1979), SIT is predicated on the notion that group members strive to conform to the group's values and beliefs. Organizational studies frequently employ SIT to explain employee identity (Kim et al., 2019).

LITERATURE REVIEW

Environment-oriented servant leadership (EOSL)

Leaders who put the principle of "serving others" first serve the needs and interests of their employees. In addition, servant leaders demonstrate how to cultivate a devoted following by emulating qualities such as altruism, modesty, and commitment to the success of those they guide. Recent research has expanded the

definition of EOSL to include "green" principles and a "leadership style tailored to the environment." By emulating environmental principles and passionately advocating for green behaviours, EOSL is envisioned as a manifestation of servant leaders dedicated to serving and inspiring people to support an organization's green performance. EOSL may motivate and encourage employees to demonstrate commitment and stewardship toward green citizenship behaviours. Results demonstrated that EOSL substantially affected green work engagement, green craftsmanship, green performance, and green innovation in the hospitality industry.

Green service behavior (GSB)

According to Chou (2014), "green behaviour" is connected with prosocial behavior in the workplace. This behavior, whether demonstrated in or out of the office, contributes to the organization's success (Bin-Ghanem, 2016). According to Paille and Boiler (2013), organizational and business expectations determine in- and out-of-role conduct. Employees in various fields are increasingly required to engage in environmentally friendly practices. Several jobs, for instance, require the employee to ensure that poisonous products are used and handled by organizational and government standards or that discarded poisonous liquid does not contaminate nearby water. To be successful in these fields, one must care about the environment, as green practices are integral to how these businesses operate. Perhaps we should refer to these activities as "in-role GSB."

Outside of one's primary GSB role, green behaviour is more nuanced. It could be as simple as suggesting that people turn off the lights when they leave a room and share this information with their co-workers (Paille & Boiler, 2013). Despite not being directly related to their jobs, Norton et al. (2014) contend that such actions demonstrate workers' pro-social or voluntary participation in environmental conservation. There is broad consensus that both actions are essential for businesses to achieve their environmental objectives. Consequently, EOSL may be essential to achieving these objectives (Sukirno, 2011).

Green knowledge sharing

Knowledge management is crucial to businesses, and experts know it (Bin-Ghanem, 2016). The impact of knowledge management on businesses has received less attention (Park, 2012). Improving client interactions, service quality, and originality are just a few of the many performance outcomes aided by knowledge management (Tseng, 2016). Sharing information is crucial to effective knowledge management (Bhatti et al., 2020). The organizational and individual levels are explored in the literature on this topic (Ferraris et al., 2017; Ferraris, 2017; Vrontis, 2019). As stated by (Bhatti et al., 2020). When one employee freely shares their expertise with another, both workers benefit, and the company's "collaborative" information stock grows (Teh & Yong, 2011). Both implicit knowledge, which exists in every person but is difficult to prove, and explicit knowledge, which exists only in official papers, belong here (Guo, 2016). It's often understood that companies can't keep their competitive edge unless they educate and inform their staff (Gope et al., 2018). According to Lin and Chen (2017), knowledge workers are increasingly talking to one another about going green. Therefore, it is logical to conclude that an organization's success in attaining its sustainability goals is directly attributable to its efforts to disseminate green knowledge among its staff. This means that better green knowledge management results from an organization's members having a stronger knowledge infrastructure and the ability to effectively transmit information regarding environmental challenges (Lin & Chen, 2017).

EOSL and GSB

Multiple studies have demonstrated that an individual's outlook and actions can affect the success of an organization (Guo, 2016). The Equal Opportunity at Work Act (EOSL) may influence employee behaviour. The Environmentally Preferred Service Level (EOSL) encourages many practices that are likely to increase environmental awareness and, consequently, environmentally preferable workplace behaviour, such as providing information about the company's environmental goals and enhancing employees' environmental values through staffing procedures (Luu, 2019). It is essential to link employees' work tasks to environmental commitments because green training methods can increase employees' knowledge, skills, and capacity to promote adherence to green performances

(El-Diftar, 2017). Employees may be more motivated to achieve environmental objectives if their contributions are evaluated and their performance is rewarded with raises and promotions (Ashurst, 2012). How and why such practices influence employee conduct depend on how and why the workforce perceives its leadership (Eva et al., 2019). A similarly structured and adaptable set of EOSL practices conveys to employees the organization's commitment to sustainability and is intended to motivate them to adhere to the company's green policies. Research indicates that EOSL may assist service industry employees in achieving in- and out-of-role green behaviours. This leads us to the following hypotheses:

H1. EOSL will be positively related to in-role GSB.

H2. EOSL will be positively related to extra-role GSB.

EOSL and green knowledge sharing

Given that leadership theory places a premium on developing workers' potential, it allows them to make significant contributions by creatively reusing their acquired skills and knowledge. Therefore, leadership is essential in determining the level of employee communication. The literature investigates the effect of various types of leadership on the dissemination of information. For example, Eva et al., (2019) demonstrate a significant positive correlation between leadership and employee behaviour regarding information sharing. Consequently, workers are more likely to volunteer information about environmental issues if they have a favourable opinion of EOSL. In light of these considerations, we propose the following hypotheses:

H3. EOSL will be positively related to GKS.

Green knowledge sharing and GSB

As described by Carmeli et al. (2013), knowledge sharing is the acquisition or transfer of beneficial information, knowledge, and skills relevant to professional activities. Coordination of who knows what within a group is fundamental to knowledge sharing, which involves all forms of communication and consultation relating to creating, disseminating, and using information and expertise inside an organization (McAdam et al., 2012).

Collaboration and information sharing are significant indicators of workplace productivity. Knowledge sharing is associated with improved individual and team performance, as demonstrated by Kuzu and Ozilhan (2014). A strong correlation exists between worker knowledge-sharing and inventiveness (El-Diftar, 2017). According to Kwahk and Park (2016), knowledge sharing with a focus on actual knowledge significantly impacts worker productivity. Knowledge sharing involves giving and receiving assistance in pursuit of common goals. Hence, it stands to reason that employees would be motivated to pool their expertise to advance the company's green reputation through concerted teamwork. Similarly, we regard employees willing to share their knowledge as a valuable asset in the development of GSB. In light of these considerations, we propose the following hypotheses:

H4. In-role GSB positively regresses on green knowledge sharing.

H5. Extra-role GSB regresses on green knowledge sharing.

THE MEDIATING ROLE OF GREEN KNOWLEDGE SHARING

The transfer of green information could serve as a link connecting EOSL and GSB. In an EOSL environment, knowledge exchange in the green sphere is an organic byproduct of management and staff working together. Multiple leadership-related relationships, such as those between organizational trust and virtual team effectiveness (Pangil & Moi Chan, 2014), job satisfaction, workplace friendships, service innovation, servant leadership, and team performance, and team performance (Kuo et al., 2014), have identified knowledge sharing as a crucial mediator. These findings lead us to postulate the sixth hypothesis of our inquiry:

H6. EOSL and GSB relationship is mediated by green knowledge sharing.

METHODOLOGY

SAMPLE AND DATA COLLECTION

This investigation's sample population consisted of Pakistani commercial bank employees. To test the hypotheses, 365 bank employees from 30 branches in Islamabad, Pakistan, were surveyed. The customer service practices of a bank's employees may help the institution gain and maintain a competitive advantage. Therefore, selecting bank employees as the study's samples is appropriate.

In this paper, we employed a non-probability sampling method known as "judgement sampling." Since there was no employee roster, a random selection of respondents was impossible. In non-probability

sampling techniques, such as judgmental sampling, researchers select samples based on how well they meet specific criteria (Serrano-Cinca, 2007). The sampling criteria ensured that (a) all respondents were full-time employees who had previously worked in banks in Islamabad and (b) they had all been with their current employer for at least one year. For this reason, we considered hiring full-time employees. Conway and Briner (2002) support the notion that differences in attitude between full-time and part-time workers may be influenced by the psychological contract and work status. For a more reliable and objective evaluation, we restricted our analysis to full-time employees with at least one year of service. Employees who have been with the company for a minimum of one year will have witnessed the effects of EOSL on knowledge sharing and GSB.

With the assistance of each bank's human resources department, we formally contacted twenty-one institutions for research purposes. The packet included a cover letter, a questionnaire, and a summary of the objectives and methods of the study. This study received participation from only 14 financial institutions. Data were collected during this timeframe from October 2019 to November 2019. We periodically checked in with the HR department to improve the response rate.

Only 392 out of 750 questionnaires were returned, and only 365 were deemed usable. Our usable response rate was 48.6%, comparable to or slightly higher than response rates in recent studies. The largest age group, at 39.1%, consisted of individuals between the ages of 31 and 40. The majority of respondents (74%) were men. 41.3 percent of respondents had served for six to ten years, and 80.7 percent held a master's degree or higher.

Table 1. Reliability and Validity

Constructs	Item	Loading	AVE	CR
EOSL	ESOL1	0.733	0.575	0.859
	EOSL2	0.743		
	ESOL3	0.812		
	EOSL4	0.719		
	ESOL5	0.755		
	EOSL6	0.657		
	ESOL7	0.745		
Green knowledge sharing	GKS1	0.845	0.586	0.876
	GKS2	0.780		
	GKS3	0.757		
	GKS4	0.723		
	GKS5	0.716		
In-role GSB	IGSB1	0.790	0.732	0.891
	IGSB2	0.910		
	ISGB3	0.863		
Extra-role GSB	EIGSB1	0.920	0.771	0.909
	EIGSB2	0.799		
	EIGSB3	0.889		

Measures

We adopted 17 items from previously established scales to help us distinguish between exogenous, endogenous, and mediating factors. We used seven items from Liden et al. (2014) to evaluate EOSL. Three in-role and three out-of-role GSB items were consulted from (Bissing-Olson et al., 2013). We developed five criteria to assess the dissemination of eco-friendly information based on the work of Wong (2013). All items were found to be within acceptable boundaries when compared to a 0.7 criterion, with the range of scale validity for these adopted dimensions falling between 0.657 and 0.910. Several researchers have documented this this (Hair et al., 2016).

ANALYSIS

Measurement model

The reliability, consistency, and separateness of the factors were all assessed by confirmatory factor analysis. For indicators to be considered convergently valid, they must have factor loadings of at least 0.708% and an AVE score of at least 0.50. The study was conducted by a group of researchers (Hair et al., 2016). After factor analysis, one EOSL item loading of only 0.300 was eliminated. Composite reliability (CR) was also utilized as a measure of internal consistency evaluation, which ranks indicators in order of dependability and requires a CR value of more than 0.708 for approval. Values for this statistic are also between 0 and 1, like Cronbach's alpha. Loads, mean velocities, and rebounds are all listed in Table 1.

Discriminant reliability was calculated using the heterograft/monotrait (HTMT) ratio. Compared to the more common Fornell-Larcker criterion, research has found that the HTMT ratio is a more accurate indicator of discriminant validity due to its two separate interpretative cut-off values of 0.85 and 0.90. Each value was below our 0.85 thresholds for discriminant validity. It followed that the measurement model had convergent enough, reliable, and discriminant validity.

Table 2: Discriminant Validity

	Mean	SD	ERGB	EOSL	GKS	IRGB
1. Extra-role GSB	4.702	1.212				
2. EOSL	3.591	0.639	0.401			
3. Green Knowledge sharing	3.592	0.819	0.450	0.539		
4. In-role GSB	4.811	1.001	0.689	0.365	0.451	

Direct effects

The coefficient of determination (R2) is only one part of a structural model's evaluation. Other metrics, such as the path coefficient b, effect size (f 2), and cross-validated redundancy (Q2), must also be determined (Hair et al., 2016). As Cohen (1988) suggested, R2 values between 0.02 and 0.12 indicate a moderate degree of correlation, 0.13 to 0.25 indicate a large degree of correlation, and 0.26 and above indicate a very substantial degree of correlation. Many academics question the generalizability of R2 as a performance statistic across studies with different applications, degrees of freedom, and measurement errors (Hair et al., 2016).

Table 3: Direct effects

	beta	Std. error	t-value	p value	f2	Decision
EOSL -> In-role GSB	0.139	0.06	2.43**	0.015	0.019	Supported
EOSL -> Extra-role GSB	0.204	0.058	3.28**	0.001	0.035	Supported
EOSL -> Green knowledge-sharing	0.452	0.034	13.78**	0.000	0.270	Supported
Green knowledge sharing -> In-role GSB	0.301	0.049	6.41**	0.000	0.100	Supported

Green knowledge-sharing -> Extra-role GSB	0.331	0.049	6.29**	0.000	0.087	Supported

A structural model was developed to account for EOSL as an exogenous variable influencing intraorganizational green knowledge sharing (see Table 4 and Figure 2). The variance in EOSL was accounted for by 21.4% of green knowledge exchange. EOSL (16.8%) and green KS (18.8%) provided some explanatory ability for both intra- and inter-organizational GSB. In accordance with Cohen's (1988) recommendations, the level of R2 was deemed to be moderate. Table 3 demonstrates that EOSL had a positive impact on both in-role and out-of-role GSB (=0.139, p 0.01) and green knowledge sharing (=0.452, p 0.01). Again, a positive correlation was observed between green knowledge sharing and both in- and out-of-role GSB (=0.301, p0.01) and GSB (=0.331, p0.01). Consequently, all of the testable hypotheses in this study were confirmed.

Mediation effect

Following Preacher's and Hayes's suggestions, we investigated whether or not in- and out-of-role GSB may be influenced by EOSL through green knowledge exchange (2008). If the 95% confidence interval does not contain the value zero, then mediation does not occur, as proposed by these authors. Mediating the relationship between EOSL and in-role GSB (=0.160, p = 0.01) and EOSL and extra-role GSB (=0.141, p = 0.01) was shown to be green knowledge sharing. Results were confirmed by the fact that after accounting for bias, the 95% confidence intervals did not contain any straddling intervals that started at 0.

Table 4: Indirect effects

	beta	Std. error	t-value	P value	CI LL	CI UL
EOSL -> Green knowledge sharing -> Extra-role GSB	0.141	0.026	5.72**	0.000	0.096	0.186
EOSL -> Green knowledge sharing > In-role GSB	0.160	0.023	5.54**	0.000	0.096	0.202

Using the blind test, the accuracy of the model's predictions was evaluated. If Q2 > 0, the model is predictively relevant for the specified endogenous constructs (Hair et al., 2016). Q2 for Green KS was 0.108, in-role GSB was 0.106, and out-of-role GSB was 0.125; all of these values were greater than 0, indicating acceptable predictive relevance.

DISCUSSION

This report's writers investigate recent difficulties employees encounter in achieving the organization's long-term objectives. This study contributes to the increasing body of literature on EOSL by examining how this practice influences workers' commitment to their professions and their propensity to give outstanding customer service. The study's inclusion of private bankers in Pakistan expands the existing corpus of research on EOSL, green knowledge-sharing, and GSB in the context of a developing economy. The connection between EOSL and GSB and green knowledge sharing is poorly understood. This study contributes to our understanding of the world by illuminating a previously unexplored topic.

As icing on the cake, we discovered that all six of our hypotheses were corroborated by the information we gathered. It was determined that EOSL accurately predicted both in-role and extra-role GSB among Pakistani bank employees. The current study found a substantial relationship between the two, consistent with earlier studies that identified a link between EOSL and GSB (Luu, 2019) and between EOSL and green organizational goals via employee participation (Luu, 2019). The respondent's eco-friendly habits and reactions to EOSL might explain this unexpected result. Based on these findings, it appears that EOSL similarly impacts mandatory and discretionary green responsibilities among financial sector employees. Each

study lends credence to the concept that EOSL affects worker reactions and output.

EOSL can be implemented to increase green communication within a company. As a barometer of the company's commitment to environmental issues and a forum for the exchange of green-living expertise, EOSL is a valuable resource. The findings also lend credence to the notion that a company's environmental responsibility can be displayed EOSL-style, leading to the dissemination of information on greening the business and the cultivation of green awareness among the company's personnel.

The findings indicate that GSB is associated with an organization's internal propensity to disseminate green-related information. These findings are consistent Ritala et al. (2015) that argues about the favourable association between information sharing and productivity. Furthermore, the current study discovered that green knowledge sharing considerably mitigated the unfavourable correlation between EOSL and GSB among employees. In line with previous research, this result demonstrates the essential moderating function of information sharing in several settings (Carmeli et al., 2013). Therefore, the evidence agrees with all of the predictions.

THEORETICAL IMPLICATIONS

Several novel understandings have emerged as a direct result of our paper. Our model explains how EOSL affects workers' identities and how that, in turn, affects their reactions to GSB. Results from this study are consistent with SIT, the guiding theory. Prior research used SIT to probe how people felt about their place in a team or organization (Kim et al., 2019). This research shows that EOSL actively promotes the dissemination of environmental expertise to influence green policies and procedures inside the company. With the help of EOSL, employees can make meaningful connections between their daily work and the company's stated environmental goals. A stronger sense of company loyalty could emerge due to this link. We stress the importance of including status hierarchy attributes when conducting social classification analysis. If you believe in SIT, being a part of a high-status group differs from being a part of a low-status group. We extend this idea by considering people at the bottom of the banking food chain. Our purpose in writing this paper is to present a fuller picture of the employees' part in this social classification and to emphasize the value of the SIT viewpoint on the status hierarchy. Our findings also show that employees are more likely to participate in GSB and gain from knowledge sharing when they believe EOSL is aligned with the organization's green policies and objectives.

PRACTICAL IMPLICATIONS

In environmental management issues and organizational sustainability, the green perspective adopted here is critical for distinguishing and strengthening the concept of leadership and helping the company see the necessity of an EOSL policy for its future success. With its emphasis on environmental management, EOSL has the potential to challenge HR's dominant position in the workplace and attract the attention of researchers. Thus, EOSL can have a positive social and economic impact on businesses and their employees. Additionally, we verify the mediational function of green knowledge sharing in improving employer-employee GSB relationships. Our findings have several real-world applications for corporate leaders. With the backing of eco-conscious management, EOSL is better able to develop the in-house knowledge and skills necessary to improve environmental performance (Singh et al., 2020). Human resources must be engaged in sustainability efforts if workers are going green. Employees will know what to expect from each other regarding how they should work together, leading to higher recognition and improved output at the GSB.

Since businesses are the ones who must ensure sustainability (Lopes et al., 2017), it stands to reason that these establishments will need the help of environmentally aware workers to accomplish their environmental management goals. Companies that hire people who care about the environment and are willing to take on green responsibilities have the edge over competitors that do not. This exemplifies why GSB is so beneficial in the business world. It is well-established that EOSL practices improve environmental performance because they encourage workers to adopt more eco-friendly mindsets and behaviours. According to our findings, EOSL will help workers become more responsible, create a stronger sense of personal affiliation with environmentally friendly patterns of information exchange and service provision, and boost productivity. Everyone on the team, from management on down, needs to be on board with the new direction. Companies must realize the significance of listening to and addressing employee environmental concerns. This

means that EOSL should provide incentives for both management buy-in and environmental responsibility. The study suggests that leaders can increase GSB by implementing EOSL and exchanging information more effectively.

LIMITATIONS AND STUDY FORWARD

It is important to remember that this method of applied study has the same limitations as any other. To begin, panel or pooled data may be more useful in the future than cross-sectional data for determining causality. The second limitation is that we examined communication between parties from a single perspective. Therefore, more study is required to expand it into a multidimensional framework. Cultural differences may influence this inquiry. While these findings corroborate those of other empirical studies of the leadership-behaviour relationship, they cannot be generalized beyond the banking sector in Pakistan. Researchers could address the current study's limitations by collecting more empirical evidence of the effect of EOSL on workers' GSB. Researchers may categorize EOSL according to strategies for enhancing skills, attitudes, and access to opportunities to understand its effect on GSB better. Green attitudes, environmental commitment, and a supportive green psychological climate are all potential mediators. Also, our model can be used by competing service providers to verify their findings.

CONFLICT OF INTEREST AND ETHICAL STANDARDS

The authors have no conflict of interest.

AUTHORS CONTRIBUTIONS

All authors contributed equally to the research study. Conceptualization, S.H.K; Methodology, S.M.A.S; Validation, S.H.K, and F.S; Formal Analysis, S.H.K, M.J, and S.M.A.S; Investigation, M.T, and M.J; Data Curation, W.A, and M.I.K; Writing and original draft preparation, S.H.K, S.M.A.S; Writing-review and editing, M.T., Visualization, M.J, M.T; supervision, S.M.A.S., and M.I.K. All authors have read and agreed to the published version of the manuscript.

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