Table 1

Confirmatory factor analysis results

model	χ^2	df	χ^2/df	RMSEA	NFI	NNFI	CFI	IFI
One-factor	2871.71	665	4.31	0.113	0.95	0.96	0.96	0.96
Two-factor	2836.16	664	4.27	0.112	0.95	0.96	0.96	0.96
Three-factor	2816.30	662	4.25	0.112	0.95	0.96	0.96	0.97
Four-factor	2737.54	659	4.15	0.110	0.95	0.96	0.97	0.97
Five-factor	1669.03	655	2.54	0.077	0.96	0.98	0.98	0.98

Note. N=261. RMESE=root mean square error of approximation, NFI=normed fit index, NNFI=non-normed fit index; CFI=comparative fit index; IFI=incremental fit index

One-factor: CSR+GHRM+RL+GB+EP; two-factor: CSR+GHRM+RL,GB+EP; three-factor: CSR+GHRM+RL,GB,EP; four-factor: CSR+GHRM,RL,GB,EP; five-factor: CSR,GHRM,RL,GB,EP.

Table 2
Descriptive statistics and correlations for key variables

Variables	Mean	SD	1	2	3	4
CSR	3.85	0.57				
Green HR	3.46	0.90	0.73**			
Responsible leadership	3.85	0.58	0.76**	0.68**		
Green behavior	3.86	0.55	0.79**	0.74**	0.74**	
Task performance	3.78	0.59	0.70**	0.68**	0.64**	0.74**

Note. Reliability coefficients are shown in parentheses on the diagonal. $^*p < 0.05$, $^{**}p < .001$, $^{***}p < 0.001$, two tailed.

Table 3
Interactive effects of green HRM, responsible leadership, CSR and green behavior

Variables	Green behavior			
	M1	M2	M3	M4
Age	0.054	-0.059	-0.059	-0.054
Gender	0.065	0.036	0.040	0.042
Tenure	0.359	0.109	0.118	0.110
Education	-0.018	0.001	0.000	-0.002
Position	0.056	0.021	0.022	0.042
Ownership	-0.072	-0.034	-0.033	-0.030
Size	0.250	-0.011	-0.008	-0.006
GHRM		0.271^{***}	0.285^{**}	0.264^{***}
RL		0.232^{***}	0.226^{***}	0.185^{***}
CSR		0.391^{***}	0.367^{***}	0.347^{***}
CSR*GHRM			-0.003	-0.008
CSR*RL			-0.105	-0.046
GHRM*RL			0.086	0.061
CSR*GHRM* RL				$\mathbf{0.107^{*}}$
R^2	0.262	0.709	0.712	0.717
$\triangle R^2$	0.242	0.697	0.697	0.701
F	12.840^{***}	60.950^{***}	47.063^{***}	44.471^{***}

Note. $^{*}p < 0.05$, $^{**}p < 0.01$, $^{***}p < 0.001$, two tailed.

GHRM: green human resource management; RL: responsible leadership

Table 4
Mediation effect of employee green behavior

Variables	Performance					
	M5	M6	M7	M8	M9	M10
Age	0.154	0.118	0.057	.066	.074	.091
Gender	-0.064	-0.107	-0.094	-.086	-.083	-.096
Tenure	0.229	-0.010	0.014	.029	.018	-.017
Education	0.026	0.038	0.048	.044	.041	.041
Position	0.074	0.036	0.041	.044	.073	.061
Ownership	-0.056	-0.008	-0.021	-.017	-.012	-.002
Size	0.201	0.035	-0.034	-.033	-.030	-.028
CSR			0.374***	0.356***	0.328***	0.220***
GHRM			0.299***	0.327***	0.297***	0.217***
RL			0.099	0.061	.003	-.053
CSR*HRM				0.107	.100	.102
CSR*RL				-0.200*	-.118	-.099
GHRM*RL				0.056	.021	.000
CSR*GHRM*RL					**0.152****	0.115
Organizational identity						-0.027
Green behavior		**0.660****				**0.337****

R^2	0.249	0.576	0.587	0.598	0.607	0.638
$\triangle R^2$	0.229	0.562	0.571	0.577	0.585	0.615
F	12.015^{***}	42.707^{***}	35.575^{***}	28.322^{***}	27.167^{***}	26.920^{***}
Bootstrap						$(0.123\ 0.529)^{*}$

Note. $^{*}p < 0.05,\ ^{**}p < 0.01,\ ^{***}p < 0.001$, two tailed.

GHRM: green human resource management; RL: responsible leadership