Survey Questionnaire

This Questionnaire seeks responses for the completion of an academic research with the title "Green Transformational Leadership, GHRM, and Proenvironmental Behavior: An Effectual Drive to the Environmental Performance of Small- and Medium-Sized Enterprises." Thank you for taking time to be part of this research. It is requested that you please respond to the questions frankly and honestly, as your responses are highly valuable. Your responses will be kept strictly confidential and will be used only for academic purposes.

A. Gender: □ Male □ Female **B.** Marital Status: □ Single □ Married □ Divorced □ Widow	**C.** Age (Years): _____ **D.** Qualification : _____ **E.** Experience: _____

Please indicate the extent of agreement with each of the following statements. (Please tick only one number)
1 = strongly disagree 2 = disagree 3 = neutral 4 = agree 5 = strongly agree

Green Transformational Leadership (GTL)					
1. I inspire subordinates with an environmental plan.	1	2	3	4	5
2. I provide subordinates with a clear environmental vision.	1	2	3	4	5
3. I encourage subordinates to work on environmental plans.	1	2	3	4	5
4. I encourage employees to attain environmental goals.	1	2	3	4	5
5. I consider the environmental beliefs of my subordinates.	1	2	3	4	5
6. I stimulate subordinates to think and share their green ideas.	1	2	3	4	5
Green Human Resource Management (GHRM)					
7. My company sets green goals for its employees.	1	2	3	4	5
8. My company provides employees with green training to promote green values.	1	2	3	4	5
9. My company provides employees with green training to develop employees' knowledge and skills required for green management.	1	2	3	4	5
10. My company considers employees' workplace green behavior in performance appraisals.	1	2	3	4	5
11. My company relates employees' workplace green behaviors to rewards and compensation.	1	2	3	4	5
12. My company considers employees' workplace green behaviors in promotion.	1	2	3	4	5
Environmental Performance (EP).					
13. Environmental management within our enterprise has reduced waste.	1	2	3	4	5
14. Environmental management within our enterprise has conserved water usage.	1	2	3	4	5
15. Environmental management within our enterprise has conserved energy usage.	1	2	3	4	5

16. Environmental management has reduced purchases of nonrenewable materials, chemicals, and components.	1	2	3	4	5
17. Environmental management has reduced overall costs.	1	2	3	4	5
18. Environmental management has reduced waste and improved our enterprise's position in the marketplace.	1	2	3	4	5
19. Environmental management has helped enhance the reputation of our enterprise.	1	2	3	4	5
Proenvironmental Behavior (PEB).					
20. Employees are involved in becoming environmentally friendly	1	2	3	4	5
21. Employees use teamwork in resolving environmental issues.	1	2	3	4	5
22. Employees discuss environmental issues in team meetings.	1	2	3	4	5