

## SUMMARY

Both green competences and green behaviours are multidimensional and complex constructs. This is confirmed by the multitude of definitions of these terms functioning in the literature on the subject. Researchers also point to many elements that make up the construct of green competences, as well as numerous factors that may condition the undertaking of green behaviour by employees.

Green behaviour of employees is, generally speaking, activities carried out in the workplace, aimed at protecting the environment and promoting the sustainable development of the organization. They are crucial in every organization from the point of view of implementing and promoting the green development of the company. Undertaking green behaviour by employees is possible thanks to their green competences. These competencies are created by a bundle of specific attributes that employees have, i.e. their green knowledge and awareness, green attitudes and green skills.

The main purpose of the doctoral dissertation is to assess the level of undertaking green behaviours and the level of assimilation of green competences by employees of chemical industry companies operating in Poland and to determine the role of green competences in the field of undertaking and implementing green behaviours in the workplace.

Four research questions were posed in the work:

Q1: How do chemical industry companies perceive the role of green competences and green behaviours and do they see the need to develop these competences and behaviours among their employees?

Q2: What is the level of acquisition of green competences by employees of chemical industry enterprises?

Q3: What is the level of green behaviour among employees in the chemical industry?

Q4: Is there a relationship between the extent to which employees acquire green competences and the implementation of green behaviours?

Representatives of chemical industry enterprises that took part in the qualitative study stated, in the course of individual in-depth interviews, that both green competences and green behaviour of employees should be developed in chemical industry enterprises. The most frequently cited reasons for the need to develop green 216 competences were: (i) the requirement to adapt to existing or future regulations, (ii) stakeholder pressure, (iii) savings that may be additionally generated by the development of green competences, and (iv) adopted by organization strategy in the area of sustainable development. Green behaviours should be developed due to the fact that they are an important factor conducive to the implementation of the assumed environmental strategies, and also significantly affect the building of the so-called green corporate image.

The results of the survey conducted on a sample of 408 respondents, who were employees of chemical industry companies operating in Poland, and the statistical analysis of these results indicated that the level of acquisition of green knowledge and awareness and green skills by employees of the surveyed enterprises is satisfactory or high, while the level of green behaviour can be assessed generally satisfactory. This study also confirmed that there are positive correlations between green behaviours and green knowledge and awareness, and between green behaviours and green skills. These correlations vary in strength. There is a stronger relationship between green skills and green behaviours. It is worth emphasizing, however, that the possession of green skills is associated with the possession of specific knowledge and awareness in this area, i.e. these components are an important

element of the whole that creates competences. Chemical industry companies should therefore develop both the green knowledge and awareness of their employees, as well as their green skills, so that they are more willing to undertake green behaviour.

It should also be noted that the conducted analysis of the reliability of the questionnaire indicated that the measurement scale for green attitudes proposed in the literature on the subject turned out to be inappropriate from the point of view of the surveyed entities or the conditions in which they operate. Therefore, the element of green competences related to green attitudes could not be taken into account in further interpretations of the obtained results.