

**Título:** UNDERSTANDING THE DRIVERS OF EMPLOYEES' VOLUNTARY PRO-ENVIRONMENTAL BEHAVIOR AT WORK: AN ANALYSIS OF ORGANIZATIONAL AND INDIVIDUAL FACTORS IN THE BANKING SECTOR

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**Resumen:** This research is aimed at understanding possible antecedents of employees' voluntary pro-environmental behavior at work for better comprehension of the concept. It also contributes to answer some theoretical questions raised by prior literature such as developing definition of the construct of employees' voluntary pro-environmental behavior and marking the importance of the service organizations and, in particular, banking sector in achievement of global sustainability.

The proposed antecedents are grouped into organizational context-induced and individual factors composing two research models. The data was collected through questionnaire distributed among employees of banking sector of Kazakhstan and Ecuador. In accordance with theoretical formulations all the hypotheses described for both models were supported.

