Online Appendix for:

Promoting Pro-Environmental Employee Behavior: Examining the Impact of Multi-Stage Decision-Making Processes

Online Appendix - Experiment

The following online appendix includes a complete outline of the online experiment. The page numbers refer to Figure 2 shown in the manuscript.

1. Welcome Page

Welcome to the experiment!

We want to inform you that all data collected in the study is anonymous and will be used exclusively for academic research purposes.

Please note that this study contains questions to test your attention. If you fail an attention test, you will be directly excluded from the study and receive no payment. Your data will not be used in this case.



2. Scenario Description

Business Trip Situation

Thank you for participating in this study! Our goal is to understand how people make decisions when presented with different business trip options.

Imagine you work for a consulting company based in **Munich**. For an important client meeting this month, you need to travel to **Hamburg** and book a business trip option for that purpose.

Only options that comply with your company's business trip policy are displayed, and your company covers all business trip costs because you are using your company's booking system.

All business trip options are within the same distance from your company's headquarters, and the client's office is equally accessible in all options. Your task is to **choose the business trip option that best suits your needs**.

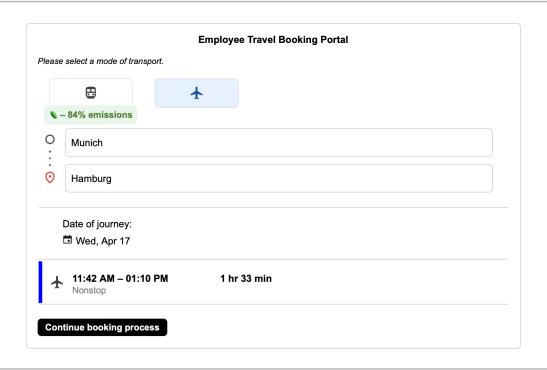
Please read all of the information provided during the experiment carefully and try to immerse yourself in the situation as much as possible.



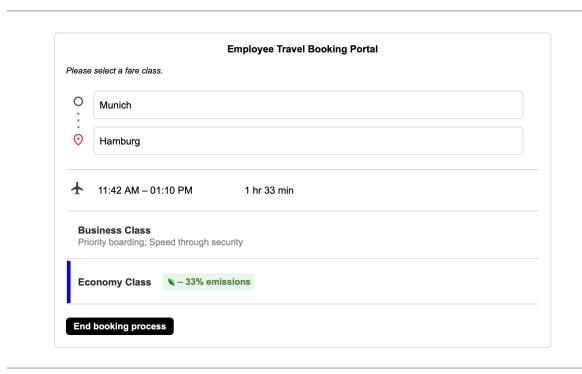
3. Route Selection



4. Mode of Transport Decision (Decision Stage 1)



5. Fare Class Decision (Decision Stage 2)



6. Reasoning Decision Stages 1 and 2

	do not refer to the experiment situation to you and your personal experience.
Bridging Page	
	N
Other	
Safety	
Comfort Personal preference	
Sustainability	
Time	
Vhy did you choose this fare class? Multiple selection is possible)	
chosen fare class: Economy Class	
Other	
Safety	
Comfort Personal preference	
Time Sustainability	
fultiple selection is possible)	

8. Environmental Attitude

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agre
t is important for me to respect nature.	\circ		\circ	\circ	\circ
t is important for me to protect the environment.	\circ	\circ	\circ	\circ	\circ
t is important for me to be in unity with nature.	\circ	\circ	\circ	\circ	\circ
t is important for me to prevent environmental pollution.	0	0	0	0	0
					Nex
Awareness of Consequences ow strongly do you agree with the following statements?	strongly disagree	disagree	neither agree nor disagree	agree	strongly agre
<u> </u>		disagree		agree	
ow strongly do you agree with the following statements? am aware that my transportation habits influence the change	disagree	-	nor disagree	-	strongly agre
ow strongly do you agree with the following statements? am aware that my transportation habits influence the change of climate caused by the greenhouse effect.	disagree	0	nor disagree	0	strongly agre
ow strongly do you agree with the following statements? am aware that my transportation habits influence the change of climate caused by the greenhouse effect. Please select "agree". believe that my frequent use of public transport is a	disagree	0	nor disagree	0	strongly agre

10. Behavioral Intention to Use Sustainable Transportation

	strongly disagree	disagree	neither agree nor disagree	agree	strongly agree
am going to avoid modes of transportation that produce a lot of carbon dioxide (e.g., plane), even if the alternatives take onger time.	0	0	0	0	0
am going to use public transportation instead of planes for my business trips next time.	0	0	0	0	0
am going to avoid modes of transportation that produce a lot f carbon dioxide (e.g., plane).	0	0	0	0	0
am going to use sustainable modes of transportation in the ext situation where they are available as an alternative to ying.	0	0	0	0	0
					Next
. Fear of Flying, Plane Experience &	Train E	xperier	ice		Next
. Fear of Flying, Plane Experience & low strongly do you agree with the following statements?	Train E	xperier	ıce		Next
	Train E	xperier	neither agree	agree	
	strongly		neither agree	agree	strongly agree
low strongly do you agree with the following statements?	strongly disagree	disagree	neither agree nor disagree	_	strongly agree

12. Transportation Usage & Business Trip Experience

What modes of transportation do you frequently use?	
(Multiple selection is possible)	
Plane	
☐ Train	
Car	
Taxi / Ride-hailing	
Bus	
Others	
None	
None	
■ None Do you regularly take business trips currently?	
Do you regularly take business trips currently?	
Do you regularly take business trips currently? Never	
Do you regularly take business trips currently? Never Weekly	
Do you regularly take business trips currently? Never Weekly Monthly	
Do you regularly take business trips currently? Never Weekly Monthly Quarterly	
Do you regularly take business trips currently? Never Weekly Monthly Quarterly Annually	
Do you regularly take business trips currently? Never Weekly Monthly Quarterly Annually	
Do you regularly take business trips currently? Never Weekly Monthly Quarterly Annually	Next

13. Travel Experience

How many plane trips have you made in the past?	
I have never traveled by plane.	
1 − 10	
○ 21 − 30	
31 – 40	
>50	
How many train trips have you made in the past?	
I have never traveled by train.	
○ 21 − 30	
31 – 40	
>50	
	Next