



Mansoura University
Faculty of Tourism and Hotels

HOW JOB INSECURITY AFFECTS EMPLOYEES' NON-GREEN BEHAVIOR IN THE HOSPITALITY AND TOURISM INDUSTRY? THE ROLE OF PSYCHOLOGICAL DISTRESS

By

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Abstract

In recent years, the hospitality industry has faced considerable upheaval, with job insecurity becoming a prominent issue due to economic fluctuations, increasing competition, and evolving consumer expectations. This instability not only threatens employees' financial security but also contributes to a range of psychological distress, manifesting as anxiety, depression, and burnout. Simultaneously, the hotel sector has seen a growing awareness of environmental sustainability, yet many establishments continue to engage in non-green behaviors, prioritizing short-term profits over long-term ecological impact. This juxtaposition of job insecurity and non-eco-friendly practices creates a challenging landscape for workers, who often find themselves navigating the stress of precarious employment while grappling with ethical concerns about their workplace's environmental practices. Understanding the interplay between these elements is essential for fostering a healthier, more sustainable work environment that supports employee well-being while promoting responsible operational practices within the hotel industry. This exploration will delve into the implications of job insecurity and non-green behaviors on psychological distress, ultimately highlighting the need for systemic changes that can benefit both workers and the organizations.

The current study investigates the impact of job insecurity (JIS) on employees' non-green behaviors within the Egyptian hospitality and tourism sector, drawing upon conservation of resources theory. Data were gathered from hotel and travel agencies (category-A) employees using online questionnaire. The research hypotheses were tested through structural equation modeling (SEM) using analysis of moment structure (AMOS 25). The study analyzed data from 296 respondents employed in category-A travel agencies and five-star hotels with in Greater Cairo. The findings showed that there was a significant effect of job insecurity on both employees' non green behavior and psychological distress. Furthermore, psychological distress was found to significantly and

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positively influence employees' non-green behaviors. Such finding was along with the conservation of resources theory (COR theory), saying that employees may resort to non-green behaviors when they feel unable to cope with the challenges posed by job insecurity. Crucially, the study confirms that psychological distress mediates the relationship between job insecurity and employees' non-green behaviors. Therefore, the management is that the leader must focus on developing security towards employees within the hotels and travel agencies organization by implementing strategies aimed at enhancing job security.

Key words: Job insecurity, non-green behaviors, psychological distress, hospitality and tourism industry.

كيف يؤثر انعدام الأمان الوظيفي على سلوكيات الموظفين غير الصديقة للبيئة في قطاع الضيافة والسياحة؟ دور الضغوط النفسية

في السنوات الأخيرة، شهدت صناعة الضيافة اضطرابات كبيرة، حيث أصبحت حالة انعدام الأمن الوظيفي قضية بارزة بسبب التقلبات الاقتصادية، وزيادة المنافسة، وتغير توقعات المستهلكين. لا تهدد هذه الحالة الغير مستقرة الأمن المالي للموظفين فحسب، بل تساهم أيضاً في مجموعة من الاضطرابات النفسية، مثل القلق والاكتئاب والتعب النفسي. في الوقت نفسه، شهد قطاع الفنادق زيادة في الوعي بالاستدامة البيئية، إلا أن العديد من المنشآت لا تزال تمارس سلوكيات غير صديقة للبيئة، حيث تعطي الأولوية للأرباح قصيرة الأجل على حساب التأثير البيئي طويل الأجل. إن هذه المفارقة بين انعدام الأمن الوظيفي والسلوكيات غير الصديقة للبيئة تخلق بيئة تحدي للعمال، الذين غالباً ما يجدون أنفسهم يتنقلون بين ضغوط العمالة غير المستقرة أثناء تعاملهم مع المخاوف الأخلاقية بشأن ممارسات منشآتهم البيئية. إن فهم التداخل بين هذه العناصر ضروري لخلق بيئة عمل أكثر صحة واستدامة تدعم رفاهية الموظفين وتعزيز في نفس الوقت الممارسات التشغيلية المسؤولة في صناعة الفنادق. ستتناول هذه الدراسة آثار انعدام الأمن الوظيفي والسلوكيات غير الصديقة للبيئة على الاضطرابات النفسية، مما يسلط الضوء في النهاية على الحاجة إلى تغييرات نظامية يمكن أن تفيد كل من العمال والمنظمات .

Introduction

The hospitality industry, characterized by significant water and energy consumption and substantial sewage generation (Karatepe et al., 2020), faces increasing pressure to adopt environmentally sustainable practices. This pressure stems from the deterioration of biodiversity and resource scarcity, prompting managers in hotel and tourism companies to seek solutions (Merli et al., 2019; Rezapouraghdam et al., 2019; Eladawi et al., 2024). Hotels actively pursue environmental sustainability through various initiatives, including responsible sourcing, waste reduction, carbon footprint mitigation, energy conservation, and water efficiency. The successful implementation of these initiatives and the achievement of environmental objectives critically depend on the active participation of employees (Karatepe et al., 2020). To achieve these goals, employees are expected to exhibit "green behaviors" – environmentally conscious actions taken within the workplace to protect and benefit the environment (Kim & Lee, 2022). Understanding these green behaviors is crucial for environmental protection. However, it is important to acknowledge the potential for "non-green behaviors" – actions that contradict environmental sustainability efforts, such as excessive water and energy consumption or environmentally irresponsible practices (Paillé et al., 2019). These non-green behaviors can be categorized as counterproductive work behaviors (Ones & Dilchert, 2012), hindering the organization's environmental sustainability goals.

The concept of "perceived powerlessness to maintain desired continuity in a threatened job situation" is used to describe job insecurity (Greenhalgh & Rosenblatt, 1984), in today's cutthroat market, it becomes a major stressor that can seriously impede employees' proactive green behaviours (Karatepe, 2022). This phenomenon is particularly prevalent within the hospitality and tourism industry (Abouelenien et al., 2024). In addition to having a negative effect on organizational results, job instability also prevents workers from engaging in environmentally friendly practices. When faced with job insecurity and the possibility of a worsening employment relationship, service workers may feel less happy, which lowers their willingness to do pro-environmental behaviours (Zientara & Zamojska, 2018; Karatepe et al., 2023). Job

insecurity, as a common stressor, is associated with increased psychological distress, including anxiety and depression (Baquero, 2022). This psychological distress, stemming from job instability, depletes emotional resources and can lead to decreased dedication and increased emotional exhaustion (Jiang et al., 2023). Hospitality and tourism employees, facing uncertainty about their future income, are particularly vulnerable to the negative impacts of job insecurity (Sun et al., 2022). This ambiguity is a major source of stress that exacerbates psychological distress. Emotionally troubled workers may react to this uncontrolled external circumstance by becoming defensive and engaging in avoidance behaviours, which would show opposition to any change initiatives, even those that promote environmental sustainability (Karatepe et al., 2020). Additionally, when job insecurity-related stress and anxiety levels exceed a person's ability to cope, it may result in unproductive work habits (Yikilmaz et al., 2023).

Despite the growing body of research on the impact of job insecurity on employee behaviors, the specific influence on non-green behaviors remains relatively unexplored. While a few studies have investigated this correlation in specific contexts, such as Turkey and China (e.g., Karatepe et al., 2020; Karatepe, 2022; Karatepe et al., 2023), these findings may not be directly applicable to the Egyptian context due to significant cultural differences. Moreover, a critical gap exists in the literature regarding the mediating role of psychological distress in this relationship. This study aims to address these gaps by investigating the impact of job insecurity on employees' non-green behaviors within the Egyptian hospitality and tourism industry. Specifically, it will examine the mediating role of psychological distress in this relationship. This research will contribute to a better understanding of the factors triggering non-green behaviors within the Egyptian workforce and provide valuable insights for organizations seeking to promote sustainability.

Literature review and hypotheses development

Conservation of resources (COR) theory

COR theory suggests that both real and imagined losses of resources are major sources of stress for people, which raises tension and causes psychological distress (Hobfoll et al., 2018). Job insecurity, a prevalent workplace stressor, has been shown to negatively impact employee well-being, manifesting in behavioral and psychosomatic issues (Sun et al., 2022) and potentially culminating in severe outcomes like depression and psychological distress (Hobfoll et al., 2018). The "COR theory" states that people use a variety of coping strategies to lessen stress and minimize resource losses. Notably, people may use counterproductive behaviors more especially, non-green behaviors as a maladaptive coping mechanism in reaction to job instability (Karatepe et al., 2023). It is possible to interpret this seemingly contradictory behaviour as an effort to restore control and lessen perceived resource losses. "COR theory" offers a strong framework for comprehending the intricate interactions among job insecurity, employee well-being, and the rise of non-green workplace practices by taking into account the mediating role of psychological distress.

Job insecurity, employees' non-green behaviors, and psychological distress

Job insecurity, characterized by employees' perceived threats to their employment stability (Shoss, 2017), has serious harmful effects. Job uncertainty has been shown repeatedly to have negative effects, such as increased psychological distress and non-green behaviors (Karatepe et al., 2020; Chen & Eyoun, 2021; Jiang et al., 2023). Non-green behaviors, such as wasteful practices and disregard for environmental regulations, can be considered a form of counterproductive work behavior (Ones & Dilchert, 2012). The threat-rigidity thesis (Niesen et al., 2014) implies

that people who are threatened, such as those who are unemployed, may react rigidly and maladaptively, which may include acting in ways that are harmful to the environment. Furthermore, COR theory (Hobfoll et al., 2018) posits that individuals strive to maintain and acquire resources. Threats like job uncertainty can leave people feeling exhausted and unprepared to handle life's challenges. People that prioritize their personal survival and well-being over environmental concerns may exhibit "non-green behaviors" as a result of this resource depletion. Employees who are job insecure, for instance, would be less inclined to prioritize waste reduction or energy-saving measures (Karatepe et al., 2020). Job insecurity has serious organizational repercussions in addition to affecting employee well-being. It may result in a rise in absenteeism and non-green practices, which can cost the business money and harm the environment (Karatepe, 2022). Furthermore, job uncertainty may worsen problems like emotional tiredness and further encourage non-green behaviors in the hospitality industry, where employee well-being is vital, especially when paired with a lack of employment resources (Karatepe et al., 2023). Accordingly, the first hypothesis was proposed:

H1: job insecurity increases employees' non-green behaviors.

Job insecurity is a significant contributor to employee psychological distress (Baquero, 2022; Jiang et al., 2023; Wang et al., 2024). Psychological distress indicators can be broadly categorized into emotional, physical, behavioral, and cognitive symptoms (Kekesi & Agyemang, 2014). This distress can manifest in various ways, including fatigue, sleep problems, chronic tension, and even physical illnesses (Appannan et al., 2022). The loss of employment swiftly depletes critical resources, including financial stability, leading to increased psychological distress (Burgard & Seelye, 2017). COR theory further emphasizes the cyclical nature of resource loss and psychological distress. It posits that these two factors mutually influence each other, creating a negative feedback loop. Individuals experiencing distress may have diminished resources available for investment or may adopt more

defensive strategies in resource utilization, paradoxically leading to further resource depletion (De Cuyper et al., 2019). Liu et al. (2021) highlight that the fear of job loss can severely impact employee self-esteem, leading to significant mental instability. This is particularly pronounced among newly employed permanent staff who heavily rely on their jobs to fulfill their basic needs. Moreover, COR theory suggests that individuals experiencing job insecurity perceive situations as more threatening, consequently exacerbating their psychological distress and further impacting their overall well-being. Hence, the second hypothesis was suggested:

H2: job insecurity positively impacts psychological distress.

Psychological distress and employees' non-green behaviors

Employee green behaviors are crucial for both organizations and overall environmental protection. Recognizing the environmental commitment of an organization positively influences customer satisfaction and loyalty (Baquero, 2022). However, some employees exhibit counterproductive work behaviors, including non-green behaviors that harm the environment (Ones & Dilchert, 2012). Psychological distress, characterized by anxiety and depression arising from limited control over external stressors (Ibrahim et al., 2013), can serve as an antecedent for these behaviors. This distress, encompassing discomfort, fear of loss, and external threats to stability (Kekesi & Agyemang, 2014), can drive employees to engage in negative behaviors as a means of coping and regaining emotional and psychological control (Yikilmaz et al., 2023). Drawing upon COR, psychological distress can be attributed to resource depletion. Stressful work environments (i.e., job insecurity), inadequate social support, and work-life imbalance can deplete employees' resources, leading to anxiety, depression, and burnout (Zhang et al., 2020). When facing psychological distress, employees may prioritize self-preservation, leading them to engage in behaviors that alleviate their distress, even if these behaviors have detrimental environmental consequences (Farkash et al., 2022). Non-green behaviors, such as energy waste, littering, and excessive consumption, can act as coping mechanisms for distressed employees. These behaviors may provide

temporary relief or a sense of control, helping them manage their negative emotions (Karatepe et al., 2023).

Furthermore, job insecurity can contribute to the development of psychological distress. When confronted with job insecurity, individuals may employ various coping mechanisms (Liu et al., 2021). Work-related stressors, such as job insecurity, can induce negative psychological distress, leading to a decline in employee emotional and psychological resources, work disengagement, and counterproductive behaviors (Anasori et al., 2021). Based on COR theory, this study hypothesizes that psychological distress mediates the relationship between job insecurity and employees' non-green behaviors. As resource depletion resulting from job insecurity increases anxiety, depression, and overall psychological distress (Nella et al., 2015; Khudaykulov et al., 2024), employees may prioritize self-preservation. This shift in focus may lead them to engage in behaviors that alleviate their distress, even if these behaviors have negative environmental consequences. Therefore, the following hypotheses are proposed:

H3: psychological distress positively impacts employees' non-green behaviors.

H4: psychological distress mediates the relationship between job insecurity and employees' non-green behaviors.

Study model

As depicted in Figure 1, this study posits a model where job insecurity, acting as a significant work stressor, exacerbates employees' psychological distress, subsequently increasing their engagement in non-green behaviors. The model hypothesizes that psychological distress mediates the relationship between job insecurity and employees' non-green behaviors within the hospitality and tourism sector.

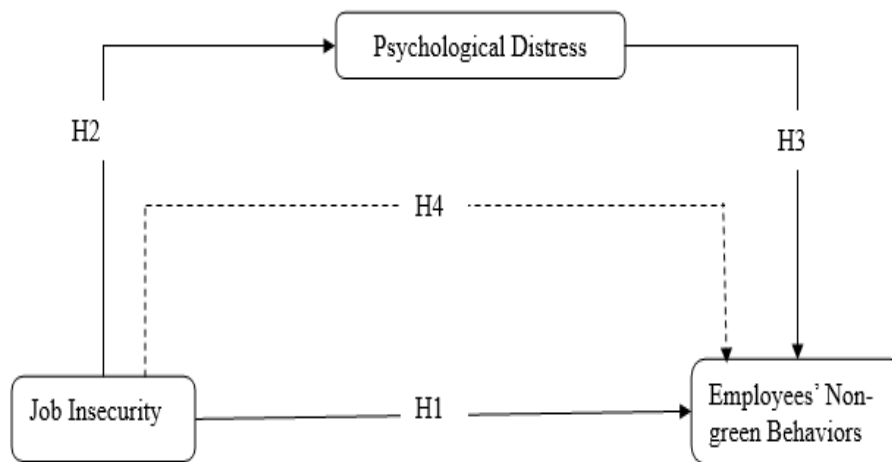


Figure 1. Study model

Research methodology

The Research Instrument

This study employed a questionnaire as the primary tool for data collection, comprising four key sections. The first section focused on the demographic profiles of the respondents. The second section included items related to job insecurity (JIS), while the third section addressed Non-green behaviors. The final section assessed psychological distress. JIS was evaluated using the scale developed by Sun et al. (2007), which consisted of four items. Recently, reverse-scored items from this scale

have been utilized to measure JIS in various studies (e.g., Etehad and Karatepe, 2019). Participants responded on a scale from "5 = strongly agree" to "1 = strongly disagree," with the internal reliability of this scale recorded as 0.90. To operationalize Non-green behaviors, five items from Paillé et al. (2019), a newly developed and validated scale, were selected. Participants rated items on a similar 1–5 scale ("5 = strongly agree" to "1 = strongly disagree"), with the reliability for this scale noted as 0.86. Psychological distress was measured using Kessler et al.'s (2002) six-item scale, which utilized a five-point Likert scale ranging from "1 = never" to "5 = always." The reliability of this scale was reported as 0.78.

Research Population and Sampling Technique

This study focused on investigating the effects of job insecurity on Non-green behaviors and psychological distress of employees working in hotels and travel agencies. For the purpose of data collection, a survey questionnaire was administered to employees from these sectors. The primary population targeted in this study included employees from five-star hotels and category-A travel agencies located in Greater Cairo. To access this group, convenience sampling was employed. While this sampling method presents certain shortcomings regarding the ability to generalize findings, it was chosen for two main reasons. Firstly, it is simple, cost-effective, and not overly time-consuming (Stratton, 2021). Secondly, convenience sampling has been commonly applied in hospitality research (e.g., Aboramadan et al., 2021; Albashiti et al., 2021). To mitigate biases inherent in this sampling technique, we adhered to Stratton's (2021) recommendations to enhance the reliability of our approach. This included avoiding ambiguous and complicated research objectives and utilizing a validated questionnaire along with dependable measurement tools. Furthermore, to reduce Non-response bias, we implemented a strategy aimed at increasing participant engagement: we designed the questionnaire to be concise, easy to read, and user-friendly, thereby encouraging higher participation rates (Churchill & Iacobucci, 2002).

Prior to the distribution of the survey, the top management of the hotels and travel agencies provided their approval for staff participation in the study. The questionnaires, which were translated into Arabic and initially piloted with 27 participants, were distributed to the employees during the

summer of 2024. As a result, no modifications to the scale items were necessary. An online format was utilized for the questionnaire. The distribution phase lasted approximately two months, from July to September 2024. A total of 296 valid responses were collected from the 350 distributed questionnaires, yielding an impressive response rate of 84.5% among the employees. This response rate is significantly higher than the 52.7% rate reported by Baruch & Holtom (2008).

Data Analysis

Data analysis was performed using the Statistical Package for Social Sciences (SPSS version 25). A descriptive analysis was undertaken to depict the demographics of the respondents. Moreover, the research data underwent sc

reening, and the research hypotheses were tested utilizing Structural Equation Modeling (SEM) with AMOS version 25. Additionally, validity, reliability assessments, and confirmatory factor analysis (CFA) were conducted to finalize the structural model of the research.

Results

The Profile of Respondents

The profile data of the respondents (as shown in table 1) included their gender, age, marital status, educational level as well as organizational tenure. Table 1 shows that 66.8% of the respondents were males compared to only 33.1% were females. These results support the findings of Sobaih (2015), who reported that Egyptian hotels employed limited proportions of women. Furthermore, the respondents in the age between 25 to 35 years with a percentage of 38.5%; followed by the respondents who are under 25 years old represents a percentage of 31.4%. Additionally, 22.2% of the respondents were between 36 to 50 years old and only 7.7% of the respondents were over 50 years old reflecting the dominance of young employees in the hospitality industry. It is noteworthy that 53.3% of the respondents held a university or higher institute degree. Meanwhile, 29.3% of them were holders of secondary certificates. post-graduate degrees (Masters or PhD). Furthermore, 8.1%

of the respondents were post-graduate degrees (Masters or PhD). These findings indicate that most of the employees in the hotels are well-educated.

Table 1: Respondents' Profile		Freq.	%
Gender	Male	198	66.8%
	Female	98	33.1%
Age	Less than 25	93	31.4%
	25 up to 35	114	38.5%
	36 up to 50	66	22.2%
	More than 50	23	7.7%
Marital status	Single or divorced	97	32.7%
	Married	199	67.2%
Educational level	Secondary School	87	29.3%
	University or Higher Institute Degree	185	53.3%
	Postgraduate Degrees (Masters or PhD)	24	8.1%
Organizational tenure	Less than a year	68	22.9%
	From 1 to less than 5 years	106	35.8%
	From 5 to less than 10 years	93	31.4%
	10 years or more	29	9.7%

Factorial Results

The confirmatory factor analysis (CFA) results provided evidence supporting the convergent validity of the measures used. Specifically, the standardized loadings ranged from 0.73 to 0.92, with a statistically significant p-value of 0.001, exceeding the recommended threshold of 0.50 according to Hair (2014). To further evaluate the measurement's reliability, we calculated the composite reliability (CR) and assessed the average variance extracted (AVE). The findings presented in Table 2 indicate that all CR values surpassed the 0.70 benchmark, while all AVE values were greater than 0.50, confirming the convergent validity of the constructs (see Table 2).

Table 2: Internal Consistency Estimates of Parcels				
Construct	SL	CR	AVE	A
Job Insecurity		.89	.60	.90
JIS 1	0.79			
JIS 2	0.85			
JIS 3	0.86			
JIS 4	0.73			
Non Green Behavior		.91	.70	.92
Non GB1	0.89			
Non GB2	0.92			
Non GB3	0.87			
Non GB4	0.83			
Non GB5	0.81			
Psychological distress		.87	.62	.89
Psy distress1	0.79			
Psy distress2	0.77			
Psy distress3	0.84			
Psy distress4	0.86			
Psy distress5	0.84			
Psy distress6	0.73			

Note: SL = standardized factor loading, CR > 0.7, AVE > 0.5, α = Cronbach's alpha

Table 3 provides the findings from the analysis of discriminant validity, as proposed by Fornell & Larcker (1981). This approach assesses the extent to which different components of the measurement model are

distinct from one another. The results indicate that the correlations between any two constructs (represented by off-diagonal elements) are lower than the square root of the Average Variance Extracted (AVE) for each construct (diagonal elements). This outcome evidences the model's capacity to differentiate among various constructs, as the variance associated with each construct exhibits a more substantial correlation with its respective measures compared to that of other constructs.

Table 3: Discriminant validity			
Constructs	JIS	Non GB	Psy Distress
1. Jo insecurity (JIS)	0.80		
2. Non green behavior (Non GB)	0.78	0.86	
3. Psychological Distress (Psy Distress)	0.76	0.73	0.78

Note: All correlations are significant at $p < .001$.

Structural Equation Modeling Results

We utilized a confirmatory approach in this study by creating a theoretical model grounded in the literature review and subsequently gathering data to assess this model through a pretested questionnaire. The results of the structural model confirm that the model has a good fit to the data CMIN/DF (2.725), CFI (0.942) CFI values close to 1 indicate a very good fit., and TLI (0.952) TLI values close to 1 indicate a very good fit., RMSEA (0.068).

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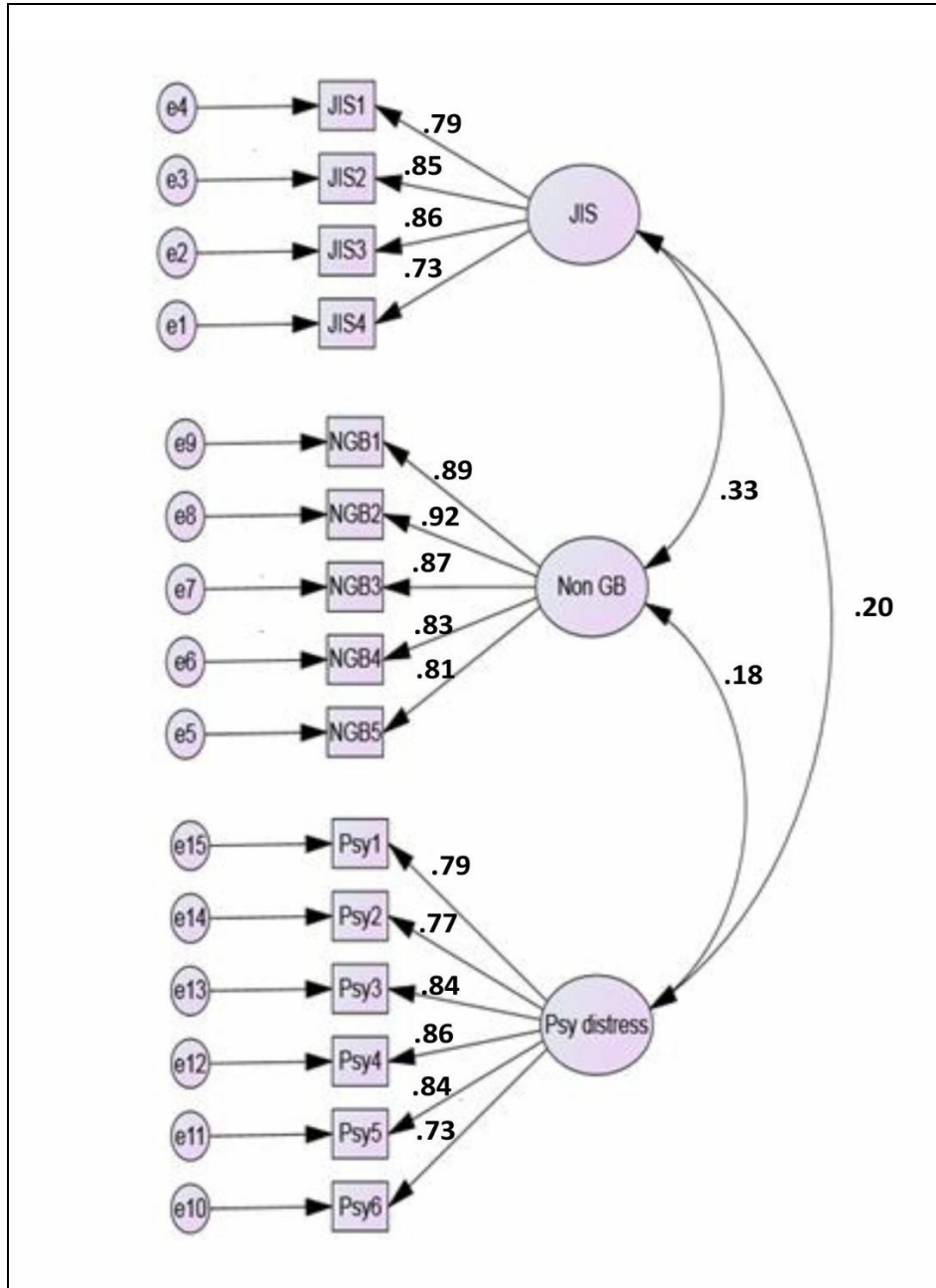


Figure 2: CFA of Measurements Scales

The results pertaining to the evaluation of research hypotheses are presented in Table 4. The empirical findings provide support for Hypotheses 1 and 2, indicating that Job Insecurity (JIS) has a positive association with psychological distress ($\beta = 0.30$, $t = 3.40$) and employees' non-green behaviors ($\beta = 0.45$, $t = 5.63$). These findings suggest that when employees grappling with job insecurity may overlook critical practices related to mindful resource consumption, waste management, and environmental protection and perceived a high level of anxiety and stress (Jiang & Lavaysse, 2018; Liu et al., 2021). Similarly, there was a positive association between psychological distress and employees' non-green behaviors ($\beta = 0.28$, $t = 2.63$). This finding thus supported hypotheses 3. This supports that when employees experiencing psychological distress are more likely to exhibit non-green behaviors, such as excessive waste generation and disregard for sustainable practices. This can be attributed to the cognitive overload that accompanies psychological distress, which diminishes employees' capacity to engage in environmentally friendly actions (Paillé et al., 2019). To investigate the mediating role of psychological distress in the relationship between job insecurity and employees' non-green behaviors, we employed a methodological framework based on the works of Byrne (2013) and Zhao et al. (2010), which consists of three distinct stages. In the first stage, we examined the relationship between the independent variable (job insecurity) and the dependent variable (employees' non-green behaviors). The second stage focused on assessing the relationship between the independent variable and the mediating variable (psychological distress). Finally, the third stage involved analyzing the relationship between the mediating variable and the dependent variable. If all three relationships are found to be statistically significant, this indicates a partial mediation effect; however, if the direct relationship between the independent and dependent variables is not significant while the other relationships are confirmed, full mediation is indicated. Our mediation analysis, conducted using a bootstrapping method with 5000 resamples, provided support for all proposed mediation hypotheses. Specifically, we identified a partial mediation effect of psychological distress in the relationship between job insecurity and employees' non-green behaviors, evidenced by a standardized coefficient (β) of 0.36 and a t-value of 7.516.

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Table 4: Hypotheses Test Results of direct relationships				
Hypotheses	Statement	β	T-Value	Result
H1 JIS \rightarrow Non GB	JIS has a positive impact on employees' non GB	0.45	5.63	Supported
H2 JIS \rightarrow Psydistress	JIS has a positive impact on employees' psychological distress	0.30	3.40	Supported
H3 Psydistress \rightarrow Non GB	psychological distress has a positive impact on employees' non GB	0.28	2.63	Supported

Note: β = Standardized path; *Absolute t -value > 1.96 , $p < 0.05$;

**Absolute t -value > 3.29 , $p < 0.001$.

Discussion

To address the limited empirical research on employee non-green behaviors and job insecurity, this study developed and tested a research model based on the conservation of resource theory. The model investigated the interrelationships among job insecurity, psychological distress, and non-green behaviors within the Egyptian hospitality and tourism industry. The findings provided support for all the hypothesized relationships as follows.

The findings indicate a positive relationship between job insecurity and both employee non-green behaviors and psychological distress. This suggests that when employees feel threatened by job loss, they are more likely to engage in environmentally harmful behaviors. This could manifest in various ways, such as wasting energy, littering, or neglecting environmental regulations. Hence, hypothesis 1 was supported. These findings align with COR theory and previous research (Karatepe et al., 2020; Baquero, 2022; Karatepe, 2022; Karatepe et al., 2023; Jiang et al., 2023; Wang et al., 2024). Consistent with COR theory (Hobfoll et al., 2018), employees experiencing inadequate resources and/or excessive demands within their role domain may exhibit dysfunctional attitudinal and

behavioral outcomes. Employees facing job insecurity and limited job resources are more likely to exhibit undesirable outcomes, such as increased non-green behaviors and psychological distress. Karatepe et al. (2020) found that job insecurity exacerbates employee non-green behaviors. As a hindrance stressor, job insecurity obstructs employee learning efforts and hinders their growth and development, leading to decreased work engagement. Furthermore, Karatepe (2022) observed that job insecurity not only erodes employee work outcomes like job embeddedness but also hinders their harmonious passion for environmental sustainability and green work outcomes. Employees facing heightened job insecurity may exhibit rigid behavior and display habitual responses to threatening circumstances, including non-green behaviors. Similarly, Karatepe et al. (2023) found that employees experiencing job insecurity and struggling to cope with its associated challenges are less likely to contribute to the hotel's environmental sustainability efforts through proactive green behaviors.

The findings demonstrate a positive association between job insecurity and psychological distress. Where job insecurity significantly contributes to increased levels of anxiety, depression, and other forms of psychological distress among employees. This distress arises from the constant worry and uncertainty associated with potential job loss. Hence, hypothesis 2 was supported. This result aligns with previous research. For example, Baquero (2022) found that job insecurity exerts a significant influence on employee psychological distress. While employment generally provides mental stability, Baquero observed that employed individuals are highly susceptible to developing distress due to the fear of job loss. Similarly, Jiang et al. (2023) found that employees with high levels of job insecurity are more likely to experience increased psychological distress. Moreover, job insecurity can have a detrimental impact on employee psychological well-being, potentially affecting their physical and mental development. The perceived lack of control over work conditions can induce anxiety and uncertainty, negatively impacting individual performance and confidence. As job security diminishes, psychological stress becomes more prevalent. The fear of job loss can exacerbate employee psychological stress, leading to reduced psychosomatic health and increased psychological distress, ultimately impacting their daily work (Wang et al., 2024).

Finally, the study found that psychological distress significantly increases employee non-green behaviors and mediates the relationship between job insecurity and employee non-green behaviors, supporting Hypotheses 3 and 4.

This finding aligns with COR theory and previous research. According to COR, psychological distress arises from resource depletion. Job insecurity, as a significant workplace stressor, can deplete employee resources, leading to a range of negative psychological outcomes, including anxiety, depression, and burnout (Zhang et al., 2020). When experiencing psychological distress, employees may favor self-preservation, leading them to engage in behaviors that offer immediate relief or a sense of control, even if these behaviors have detrimental environmental consequences (Farkash et al., 2022). In this context, non-green behaviors can serve as coping mechanisms, temporarily relieving psychological distress (Karatepe et al., 2020). Moreover, job insecurity can indirectly contribute to non-green behaviors by inducing psychological distress, leading to a decline in employee emotional and psychological resources and subsequently increasing their engagement in non-green behaviors (Karatepe et al., 2023).

Theoretical and practical implications

Research on JIS has predominantly focused on its adverse effects on outcomes unrelated to employees' ecologically sustainable behaviors. This is apparent in the meta-analytic study by Jiang & Lavaysse (2018) and in subsequent research (e.g., Etehad & Karatepe, 2019). This study evaluates the impact of Job Insecurity (JIS) on hotels and travel agencies employees' non-green behaviors and the mediating role of psychological distress in this relation, utilising Conservation of Resources (COR) theory (Hobfoll et al., 2018) as its theoretical framework.

The findings yield has several significant implications for business practices. Firstly, Job Insecurity (JIS) is prevalent in the competitive landscape of the hospitality and tourism sectors, particularly within Egyptian hotels and travel agencies. To achieve the social, economic, and environmental dimensions of sustainable business practices, often referred to as the triple bottom line, management in these sectors should integrate the perspectives of both internal and external stakeholders during decision-making processes. Notably, job security, which constitutes a social aspect of business sustainability, should be offered to employees who perform their tasks in alignment with organizational expectations. Enhancing job security is likely to mitigate employees' non-green behaviors, which relates to the environmental dimension of sustainability.

Secondly, it is crucial to implement continuous programs that emphasize the costs linked to non-green behaviors. Employees must understand that their actions, which are not aligned with green practices, incur additional expenses related to water, energy, and other limited resources. Furthermore, these employees should recognize that their intentions to be absent from work can lead to significant costs for the organization, impede productivity, and negatively impact the morale of their colleagues. The results of training initiatives designed to educate, inspire, and motivate employees to adopt environmentally sustainable behaviors are essential for fostering a culture of environmental responsibility.

Limitations and Future Studies

The study has some limitations; it explained the impact of JIS on employees' non green behavior and psychological distress in five-star hotels and category –A travel agencies in Greater Cairo. Further research could be focused on other sectors and governorates to check for differences between these sectors. Furthermore, the study investigated the impact of JIS on employee Non GB. Future studies can investigate other employees' attitudes and behaviors such as green employee involvement and environmental performance into the research model.

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**How Job Insecurity Affects Employees' Non-Green Behavior
in the Hospitality and Tourism Industry? The Role of
Psychological Distress**

Appendix (A): measurement scale items

Variables	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
1- Job Insecurity	1	2	3	4	5
Employees in this job can expect to stay in the organization for as long as they wish	1	2	3	4	5
It is very difficult to dismiss an employee in this organization	1	2	3	4	5
Job security is almost guaranteed to employees in this organization	1	2	3	4	5
If this company were facing economic problems, employees in this job would be the last to get cut	1	2	3	4	5
2- Non green behavior					
In the workplace, this employee does not care about the consumption of water or electricity	1	2	3	4	5
At work, this employee lets others worry about environmental protection	1	2	3	4	5
In his or her work, this employee asks his or her colleagues to prioritize productivity and not the environment	1	2	3	4	5
Whenever this employee has the chance, he or she tells his or her coworkers that environmental performance is a waste of time	1	2	3	4	5
This employee does not apply environmental standards that could slow his or her pace of work	1	2	3	4	5
3- Psychological distress	Never	Almost never	Sometimes	fairly often	very often
About how often did you feel nervous?	1	2	3	4	5
About how often did you feel hopeless?	1	2	3	4	5
About how often did you feel restless or fidgety?	1	2	3	4	5
About how often did you feel so depressed that nothing could cheer you up?	1	2	3	4	5
About how often did you feel that everything was an effort?	1	2	3	4	5
About how often did you feel worthless?	1	2	3	4	5