

# Contents

<b>Index of appended papers .....</b>	<b>VI</b>
<b>Index of abbreviations .....</b>	<b>VII</b>
<b>Index of figures and tables .....</b>	<b>VIII</b>
<b>Framework text .....</b>	<b>1</b>
1    Introduction .....	1
2    Conceptual framework .....	4
2.1    Sustainability-Oriented Innovation (SOI) .....	5
2.2    Employee Green Behavior (EGB) .....	7
2.3    Innovative Work Behavior (IWB) .....	11
2.4    Employee Eco-Innovation (EEI) .....	13
3    Presentation of individual papers .....	15
3.1    Summaries of papers .....	15
3.2    Connections between papers .....	18
4    Contributions .....	21
4.1    Findings and implications.....	21
4.1.1    Groundwork: A conceptualization and operationalization of EEI .....	21
4.1.2    Employee resources encouraging EEI.....	22
4.1.3    Contextual factors encouraging EEI .....	23
4.1.4    Innovation methods encouraging EEI.....	26
4.2    Future research .....	29
5    Conclusion.....	31
6    References .....	32
<b>Appended papers .....</b>	<b>41</b>
[a] The More, the Merrier: Why and How Employee-Driven Eco-Innovation Enhances Environmental and Competitive Advantage .....	41
[b] Employee Eco-Innovation: An Integrated Model of the Effects of Individual Green Values and Contextual Factors.....	69
[c] Do It Yourself – A Lean Startup Toolbox for Employee-Driven Green Product Innovation.....	106
[d] Design Thinking for Sustainability: Why and how Design Thinking can foster Sustainability-Oriented Innovation Development.....	130