Individual Values and Organizational Decision Making

FSU | FLORIDA STATE UNIVERSITY

Background

Despite the growing importance of sustainability in public procurement, little is known about how individual values influence public sector employees' engagement in green purchasing practices.

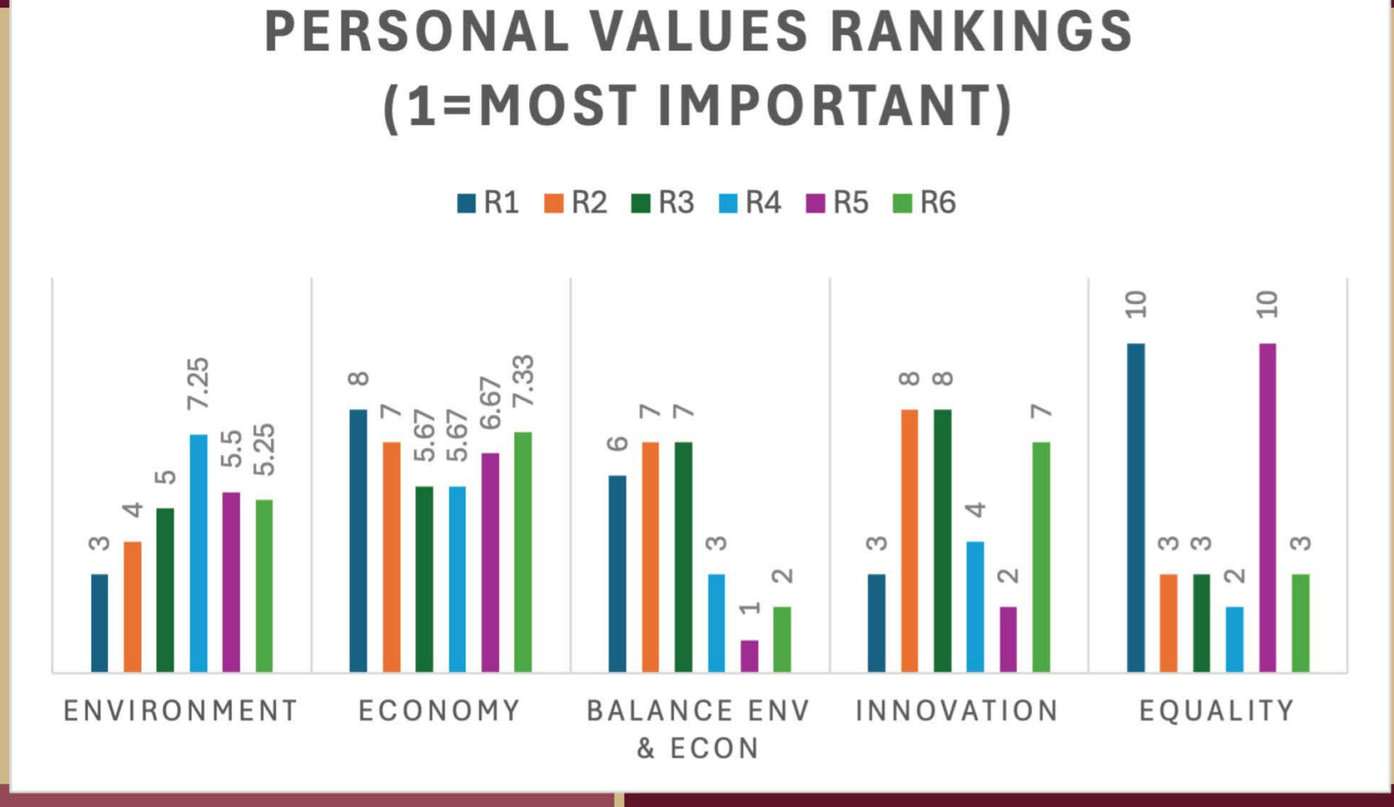
Research Questions:

1. What are local government officials' values toward environmental sustainability?
2 . How do local government officials' personal values influence their decision-making processes related to green public procurement?

Methodology

- Qualitative Research
- Unit of analysis: public sector employees involved in procurement
- Exploratory qualitative case study design
- Two case studies, local governments in Florida (North and South)
- Data collected through semi-structured interviews
- Sample: six professionals in senior procurement and environmental roles, evenly split by gender
- Thematic analysis

Results



RQ1: Participants support sustainability and modest personal or financial contributions, but resist major sacrifices or higher

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RQ2.. While some respondents see values as essential to promoting sustainability, others emphasize that procurement is primarily governed by institutional rules, hierarchy, and organizational priorities.

Personal values play a role in public procurement decision-making, but their influence varies by role and context.

They can inform and support decisions but are often secondary to formal processes and regulations.

Future Research

Future research on sustainability in procurement:

The role of "client" department

The role of interdepartmental collaboration

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