



ROLE OF TECHNOLOGY IN THE ENVIRONMENTAL PERFORMANCE OF THE BRAZILIAN CHEMICAL INDUSTRY

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ROLE OF TECHNOLOGY IN THE ENVIRONMENTAL PERFORMANCE OF THE BRAZILIAN CHEMICAL INDUSTRY

ABSTRACT

Purpose:

The objective of this study is to examine the mediating effects of technology on the relationship between green supply chain management and performance of the Brazilian chemical industry.

Originality / gap / relevance / implications:

The pressure for sustainable environment has emerged in companies, the incorporation of technologies as part of the manufacture of products. However, incorporating technologies into manufacturing does not always represent a reduction of the environmental burden. They can cause environmental externalities. The article makes it easier to understand the role of these technologies in the management of the green supply chain.

Key methodological aspects:

It was considered of descriptive nature of the quantitative type. The data were collected by semistructured questionnaire with a sample of 160 Brazilian chemical companies. Processed by structural equation modeling, it generated an empirical theoretical model composed of three main constructs: technology, green supply chain management and environmental performance.

Summary of key results:

The application of the theoretical empirical model revealed that the technology partially mediates the relationship between green supply chain management and the environmental performance of Brazilian chemical companies.

Key considerations / conclusions

It was concluded that there was evidence that technologies provided tangible competitive advantages, although several of them could only be achieved in the long term. The study suggested implications of theoretical nature, such as having an integrated managerial vision between company and environment; And of practical nature in which new ways of designing products can reduce environmental externalities, often without any technology being used to so.

KEYWORDS: Green supply chain management; chemical industry; externalities; technology

**O PAPEL DA TECNOLOGIA NO DESEMPENHO AMBIENTAL DA INDÚSTRIA
QUÍMICA BRASILEIRA**

RESUMO**Objetivo:**

Examinar o efeito mediador da tecnologia na relação entre gestão da cadeia de suprimentos verde e desempenho da indústria química brasileira.

Originalidade/lacuna/relevância/implicações:

A pressão por ambiente sustentável tem emergido nas empresas, a incorporação de tecnologias como parte para a fabricação de produtos. Todavia, incorporar tecnologias à fabricação nem sempre representa redução da carga ambiental. Elas podem causar externalidades ambientais. O artigo facilita compreender o papel dessas tecnologias na gestão da cadeia de suprimentos verde.

Principais aspectos metodológicos:

Foi considerada de natureza descritiva do tipo quantitativo. Os dados foram coletados dados, por meio de questionário semiestruturado junto a uma amostra de 160 empresas químicas brasileiras. Tratadas pela modelagem em equações estruturais, gerou um modelo teórico empírico composto de três constructos principais: tecnologia, gestão da cadeia de suprimentos verde e desempenho ambiental.

Síntese dos principais resultados:

A aplicação do modelo teórico empírico revelou que a tecnologia medeia, parcialmente, a relação entre gestão da cadeia de suprimentos verde e o desempenho ambiental das empresas químicas brasileiras.

Principais considerações/conclusões:

Concluiu-se existir evidências de que as tecnologias proporcionaram vantagens competitivas tangíveis, embora, várias delas, só poderiam ser realizadas em longo prazo. O estudo também sugeriu implicações, de natureza teórica, como se ter uma visão gerencial integrada entre empresa e meio ambiente; e de natureza prática, em que novas formas de projetar produtos podem reduzir externalidades ambientais, muitas vezes, sem que nenhuma tecnologia seja empregada para isso.

PALAVRAS-CHAVE: Gestão da cadeia de suprimentos verde; indústria química; externalidades; tecnologia

EL PAPEL DE LA TECNOLOGÍA EN EL DESEMPEÑO AMBIENTAL DE LA INDUSTRIA QUÍMICA BRASILEÑA

RESUMEM

Objetivo:

Examinar el efecto mediador de la tecnología en la relación entre gestión de la cadena de suministros verde y desempeño de la industria química brasileña.

Originalidad/laguna/relevância/implicaciones:

La presión por ambiente sostenible ha emergido en las empresas, la incorporación de tecnologías como parte para la fabricación de productos. Sin embargo, incorporar tecnologías a la fabricación no siempre representa reducción de la carga ambiental. Pueden causar externalidades ambientales. El artículo facilita comprender el papel de estas tecnologías en la gestión de la cadena de suministro verde.

Principales aspectos metodológicos:

Se consideró de naturaleza descriptiva del tipo cuantitativo. Los datos fueron recolectados datos, por medio de un cuestionario semies estructurado junto a una muestra de 160 empresas químicas brasileñas. Tratadas por el modelado en ecuaciones estructurales, generó un modelo teórico empírico compuesto de tres constructos principales: tecnología, gestión de la cadena de suministros verde y desempeño ambiental.

Síntesis de los principales resultado:

La aplicación del modelo teórico empírico reveló que la tecnología medía, parcialmente, la relación entre gestión de la cadena de suministros verde y el desempeño ambiental de las empresas químicas brasileñas.

Principales consideraciones/conclusiones:

Se concluyó que existían evidencias de que las tecnologías proporcionaron ventajas competitivas tangibles, aunque varias de ellas sólo podían realizarse a largo plazo. El estudio también sugirió implicaciones, de naturaleza teórica, como tener una visión gerencial integrada entre empresa y medio ambiente; Y de naturaleza práctica, en que nuevas formas de proyectar productos pueden reducir externalidades ambientales, muchas veces, sin que ninguna tecnología sea empleada para ello.

PALABRAS CLAVE: Gestión de la cadena de suministro verde; industria química; Las externalidades; Tecnología

1 INTRODUCTION

The global consensus that greenhouse gases emissions must be curtailed has prompted many production sectors to lighten or mitigate the environmental impacts of their activities: for example, agribusinesses are investing in cutting-edge technologies that analyze the spatial variability of plantations, in order to ensure more efficient use of input materials (Porter and Heppelmann, 2014); civil construction firms are investing in workyard mechanization technologies that slash project costs through higher output and less waste; in the chemical sector, companies are investing in safety, security, health, environment and quality assessment technologies that are steadily eliminating risks and lowering accident rates across the board during the distribution, handling and shipment of chemical products, as well as in storage terminals and cleaning stations (ABIQUIM, 2015).

As part of this drive to mitigate environmental impacts and fueled by keen competition, Green Supply Chain Management (GSCM) has emerged during the past few years as an extension of Supply Chain Management (SCM). As a result, information and process technologies now play leading roles for drawing up strategies in a context of fierce competition and pressing environmental demands. However, among companies in the chemical industry – already tagged as environmental polluters – linkages between technology and competitive performances are often not properly understood (Ritzman and Krajewski, 2002). For example, when a company acquires new equipment, it deploys technology in pursuit of a competitive advantage through stepping up the product value to the customer or cutting the costs of placing its goods on the market. This equipment may require a better-qualified workforce, thus upgrading job quality and the workplace. However, it may also be noisy, leak contaminants into the soil or have other undesirable effects. These aspects are tightly tied to the price that society will have to pay in order to resolve external environmental issues caused by companies (Coase, 1937).

In this context, technology *per se* is not always the best option, as it might not introduce a competitive advantage or be economically justifiable, not matching the desired social profile or failing to reach the required level of environmental sustainability. In order to better understand the role of technology in supply chains, the following question was posed for this research project: Does Technology Mediate Linkages between GSCM and Environmental Performance? The objective was to examine the importance of technology in GSCM in order

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4 to upgrade environmental performances from the standpoint of company managers in the
5 Brazilian chemical industry.
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7 This paper is structured as follows: after this Introduction, the Theoretical Framework is
8 outlined, together with the respective Hypotheses; next is a description of the methodological
9 procedures used during the field survey and the data analyses with their findings. Finally, the
10 Conclusions are presented, followed by suggestions for future research projects.
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14 15 16 17 **2 THEORETICAL FRAMEWORK** 18

19 20 21 **2.1 Green Supply Chain Management (GSCM) and Performance** 22

23 24 **Direct Effects** 25

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27 To an increasing extent, the issue of GSCM is drawing the attention of researchers and
28 other professionals, prompted by rising concern over the heavy environmental impacts of
29 industrial operations (Hashemi et al., 2015) and forcing organizations to develop innovative
30 management techniques that endow them with a keener competitive edge (Rao and Holt,
31 2005).
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35 Sweeping changes have altered specific types of environmental management structures,
36 operating within their functional boundaries that assign environmental accountability during
37 the product development stage, as well as operations, logistics and overseeing compliance
38 with environmental rules and regulations controlling solid wastes (Srivastava, 2007). The
39 quality revolution model that appeared in the 1980s and the advent of supply chains during
40 the subsequent decade clearly underscored that the best environmental management
41 integration practice is to keep pace with production operations. Along these lines, Bacallan
42 (2000) suggested that organizations could hone their competitive edges through upgrading
43 their environmental performances while at the same time complying with environmental
44 regulations and mitigating the environmental impacts of their services and production
45 activities.
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49 Rooted in environmental management and supply chain literature, GSCM resembles
50 SCM, whose functional boundaries depend on research objectives. The definition and scope
51 of GSCM encompass the origin or supply of environmentally sustainable goods (also known
52 as green supply) to manufacturers, extending through to consumers. A formal definition of
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4 GSCM is given by Srivastava (2007) as the *'integration of environmental issues into supply*
5 *chain management, including product design, selection and acquisition of input materials,*
6 *fabrication processes, deliveries of products to consumers, management of the useful life*
7 *cycles of these products and their return when no longer of use'*.
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11 Linton et al. (2007) argue that the convergence between SCM and environmental
12 sustainability is driven by upgrading local environmental factors for production chains,
13 including fabrication processes, consumption, customer services, and the storage, disposal and
14 elimination of solid wastes generated the products during the post-consumption phase.
15 Furthermore, they add that convergence is a critical and timely topic that reflects rising
16 concern over sustainability, whether underpinned by laws, the public interest or competitive
17 opportunities.
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21 In a comparative analysis of GSCM practices, Zhu et al. (2010) showed that major
22 Japanese manufacturers are more active and effective than their Chinese counterparts. The
23 key GSCM aspects studied were: green procurement; customer cooperation on environmental
24 issues; environmentally-friendly design; and payback on investments. However, during the
25 initial stage of implementing GSCM practices, Japanese manufacturers posted significantly
26 better environmental and financial performances, despite little improvement on the operations
27 side.
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31 Another study conducted by Pazirandeh and Jafari (2013) examining multinational
32 logistics and transportation companies headquartered in Northern Europe showed that their
33 environmental sustainability strategies were focused on 'greening' their carrier activities from
34 the procurement and operations standpoints, in order to upgrade their environmental
35 performances.
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39 This consequently indicates that:

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42 H₁: There is a direct link between GSCM and Performance
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44 45 46 47 **Indirect Effects: Technology Mediation**

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51 Technology is conceptualized from a plurality of standpoints which may be limited, such
52 as that defined by Woodward (1970) who views technology as *'[...] the process of producing*
53 *goods inherent to the equipment used in such production'* or broad-ranging, as outlined by
54 Burgelman et al. (2008), referring to technology as *'[...] the theoretical and practical*
55 *knowledge, skills and instruments that will be used to develop products and services, as well*
56 *as their production and distribution systems. They may be incorporated in people, materials,*
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4 *cognitive and physical processes, installations, facilities, equipment and tools. Their key*
5 *elements may be implicit, existing only in a deep-rooted manner, such as knowhow-based*
6 *business secrets, for example”.*
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9 An even broader-ranging view presented by Shrivastava (1995) includes technology
10 among environmental preservation requirements, defining it as production equipment,
11 methods and procedures, product designs and product delivery mechanisms that conserve
12 natural resources and energy while mitigating the environmental burden of human activities
13 and protecting the natural environment. This includes hardware such as pollution control
14 equipment, environmental metering instruments and cleaner production technologies, as well
15 as operating methods such as solid wastes management practices (recycling materials) and
16 work contracts slanted towards conservation (flexible working hours, carpooling), all
17 designed to conserve and enhance natural environments.
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20 According to Porter (1985), technology ranks among the key factors that set competition
21 rules, and for Burgelman et al. (2008), it is important for technology managers to know what
22 technology systems actually do, rather than how they do it. These managers do not need an
23 engineering background, but should rather invest significant efforts in understanding
24 technologies that are important for their businesses. In addition to pinpointing secure and
25 trustworthy sources of technical advice, they must also be able to address key strategic issues,
26 dealing capably with the costs, changes or scopes (Porter, 1985) of the adopted technologies.
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29 Together with flexible manufacturing systems, machines and equipment, modern
30 technologies demand massive capital investments by the chemical industry. As a result,
31 companies must carefully weigh the economic and environmental benefits of these future
32 acquisitions, together with internal and external factors, in terms of corporate technology
33 strategies. In order to remain competitive and avoid halts or downtime due to environmental
34 problems, investments are often channeled to technologies that lessen water, electricity and
35 raw material consumption, together with scrap retrieval and recycling programs for used
36 materials and depreciated equipment (Ninlawan et al., 2010; Zhu et al., 2010),
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39 Similar to paint factories, petrochemical plants and paper mills, the entire chemical
40 industry has long been subject to heavy social and environmental pressures prompted by
41 accidents resulting in environmental disasters that occur more frequently and at larger scales
42 than in other segments (Zhu et al., 2010). Furthermore, equipment working with special
43 technologies is also common throughout the chemical industry, whether location-specific or
44 dedicated. As many products are inflammable and thus hazardous to transport, logistics costs
45 are consequently high.
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4 It may thus be assumed that:

5 H_{1a}: There is an indirect link between GSCM and Performance
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8 9 **2.2 GSCM and Technology**

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12 Green Supply Chain Management is part of a global drive towards environmentally
13 sustainable development (Larson et al., 2000), with pressures from a wide assortment of
14 economic and social groups prompting companies linked into supply chains to implement
15 similar environmental and social practices. Krause et al. (2009) noted that no company,
16 standing alone, can be more environmentally sustainable than its supply chain. In other
17 words, the suppliers selected to join this chain are more environmentally sustainable than the
18 hub company. The direct implication of this is that functions extending beyond
19 organizational boundaries – such as procurement and logistics – play key roles in
20 underpinning the quest for sustainable development.
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24 This is where GSCM may directly influence manufacturing technologies (Srivastava,
25 2007) and integration activities (Vachon and Klassen, 2006). Due to easy availability and
26 rapidly-changing technologies, managers must take decisions that are seamlessly aligned with
27 corporate and operating strategies in order to ensure competitive advantages that are also
28 environmentally stable. Decisions on technology focused only on a single department or
29 function may impact only part of an organization.
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33 Introducing technology lessens the possibility of human error, thus upgrading product
34 quality while shortening delivery periods, and may also mitigate environmental damages
35 through implementing systems that reduce pollutive noise and gas emissions or cut back on
36 solid wastes, for example. Obviously, there is also a downside to technology: costs may be
37 prohibitive, particularly for complex and expensive projects requiring new premises or
38 complete refits of current facilities, and these investments may also be high-risk due to
39 uncertain demands. This is why management must weigh the benefits of technology and its
40 associated costs (Hall, 2002). Along these lines, Zhu and Sarkis (2004) noted that
41 investments in technology may be extremely expensive, with environmental performances
42 that are not always assured. This underscores the need for a better understanding of GSCM
43 practices.
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47 For Srivastava (2007), manufacturing and remanufacturing technologies are crucial
48 GSCM areas for ensuring minimal use of energy, resources and new feedstock. Soaring costs
49 are pumped up by environmental liabilities and environmental aspects can balloon into
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4 increasingly complex and uncertain issues requiring close attention, especially for foreign
5 corporations whose environmental performances differ from those of their Brazilian
6 counterparts (Jaikumar et al., 2013). Multinational corporations must often decide between
7 following their own global corporate directives or complying with local requirements, thus
8 forced to tailor their global environmental standards to a wide variety of local government
9 regulations.

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14 Moreover, Epstein and Roy (1998) add that the equipment and plant age affect corporate
15 environmental performances. Multinational corporations working to global environmental
16 standards and explicitly defined environmental performance targets may opt for international
17 systems such as the ISO 14001 standard, or may adapt them to local environmental strategies.

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20 This consequently leads to the assumption that:

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22 H₂: There is a direct link between GSCM and Technology
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25 26 **2.3 Technology and Performance** 27

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29 As an important factor for building up comparative advantages, technology must be
30 managed like any other aspect of production processes (Ritzman and Krajewski, 2002). It
31 may create completely new products, drastically reshape markets and fuel a far greater lead
32 over the competition (Porter, 1985). Comparative advantages are built up not only by new
33 technologies, but also through the deployment and integration of facilities that are already in
34 place. Modifying processes while creating new products and services, technology advances
35 in many different ways, starting out from ideas, expertise and experience that are then woven
36 into new and better ways of doing things.

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39 According to Gavronski et al (2011), investments in technology related to environmental
40 management, process pollution, product recovery and prevention and mitigation projects are
41 capital allocations designed to upgrade the environmental performances of industrial plants.
42 These investments underwrite the development of complex competences (Lucas, 2010). A
43 study by Klassen (2000) showed that environmental investments are positively linked to
44 investments in manufacturing, provided that they are planned in organizational budgets with
45 management agendas that embody external factors in environmental performances (Bansal,
46 2005).

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49 In transaction cost theory approach (Coase, 1937), external factors are based on the
50 assumption that companies operate on imperfect markets, engaging in multidimensional
51 complex transactions (Vachon and Klassen, 2006). A manufacturing company may generate
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4 a negative external factor by emitting toxic gases that adversely affect the health of its
5 neighbors; in compensation, the polluter generates a positive external factor by encouraging
6 new businesses to open nearby. Similarly, Zhu and Sarkis (2004) used the institutional theory
7 concept (normative, coercive and mimetic) based on the assumption that companies are able
8 to influence the adoption of GSCM initiatives. This means that a manufacturer posts positive
9 economic performances (defined as benefits obtained through GSCM) in parallel to negative
10 economic performances (defined as heavier investments and higher costs). A study of GSCM
11 practices conducted in a sample of 186 Chinese manufacturers during 2004 concluded that
12 GSCM practices are linked positively to both positive and negative environmental
13 performances.
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21 Nevertheless, in order to mitigate negative external factors, the company will be subject
22 to new rules or directives supplementing current environmental legislation. Consequently, for
23 Lamming and Hampson (1996), compliance with environmental legislation may pump up
24 corporate costs. Companies with good environmental performances can cut costs through
25 eliminating waste, which may be hard to measure, resulting in bottom lines that reflect uneven
26 corporate results. However, Nehrt (1996) has shown that investments in environmental
27 technologies have positive impacts on financial performances. A study conducted by
28 Rothenberg et al. (2001) of 31 auto-assemblers in the USA and Japan showed that lean
29 production or JIT manufacturing schemes stepped up emissions of volatile organic
30 compounds on the one hand, while leading to more efficient use of materials such as paints
31 and solvents on the other, reaching the conclusion that three lean management aspects (lean
32 inventories, trim work systems and effective human resource management) were linked to
33 environmental management practices and performances.
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42 Along these lines, Saridogan (2012) argued that several reasons could explain GSCM in
43 lean production schemes, such as mitigating in-house supply chain impacts on the
44 environment and upgrading environmental performances through leaner inventories, less
45 wasted materials and fewer hazardous wastes.
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49 This consequently leads to the assumption that:

50 H₃: There is a direct link between Technology and Performance
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4 This descriptive quantitative research project addresses a population consisting of
5 companies in the Brazilian chemical industry in order to draw inferences from the
6 characteristics of the phenomena under analysis. An easy-access sample was taken from this
7 total, where data were collected from managers engaged in activities related to the
8 procurement, engineering, environment, logistics and production areas.

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11 A semi-structured questionnaire was used to collect data, divided into six sections. The
12 first and second sections sought information on the company and the respondents, while the
13 third, fourth and fifth sections respectively gathered data on the GSCM, Technology and
14 Performance constructs. These final three sections consisted of statements with reply options
15 that varied between Disagree Totally (DT = 1) and Agree Totally (AT = 6), where the
16 respondents marked (with an X) the level of importance of each statement as they saw it,
17 ranked from the company standpoint.

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19 Before this questionnaire was forwarded to the respondents, it was pre-tested by seven
20 GSCM, operations and logistics specialists in order to upgrade and refine this research tool.
21 Although basically selected for ease of access, these specialists were also required to
22 demonstrate a critical comprehension of the concepts to be explored, living and working in
23 different parts of Brazil in order to avoid regional distortions.

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25 The final version of this questionnaire consisted of thirty statements, distributed as
26 follows: ten statements on GSCM constructs; five on Technology; and fifteen on
27 Environmental Performance, subdivided into Economic Performance, Positive External
28 Factors and Negative External Factors, each with five statements

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30 The questionnaire was emailed to chemical companies in Brazil, followed up by
31 telephone calls and a second email message stressing the importance of completing and
32 returning the questionnaire. In some cases, a researcher travelled to meet a respondent.

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34 Once collected, the data were initially treated through descriptive statistics, in order to
35 examine the characteristics of the respondents, the companies and the replies to the
36 statements. Questionnaires that were incomplete, with unanswered items or atypical
37 information were excluded.

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39 The distribution format of the collected data was checked from the univariate (mean,
40 standard deviation, format) and bivariate (correlation) standpoints, followed by exploratory
41 and confirmatory factor analysis in order to refine and define the underlying structure. Hair et
42 al. (1998) recommend that the factor loading exceed 0.7 for the factor to explain at least 50%
43 of the variance.

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4 With the measurement model debugged, the unidimensionality and the composite,
5 convergent and discriminant reliability values of the model construct measurements
6 established, unidimensionality was assessed through the internal consistency of the factor
7 loadings for each construct, given by Cronbach's Alpha and taking 0.7 as the threshold
8 acceptability value.
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12 As the internal consistency measurement assumes unidimensionality but does not
13 guarantee that it exists, composite reliability was also assessed, as this is a more reliable
14 construct measurement. The acceptable reference value for both the unidimensionality and
15 composite reliability measurements was 0.7, acceptable at below 0.7 for exploratory surveys
16 (Hair et al., 1998).
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20 Convergent validity was assessed by Factor Loadings and Average Variance Extracted
21 (AVE). Both the Factor Loadings and the Average Variance Extracted (AVE) have reference
22 values of more than 0.50 (Hair et al., 1998). Discriminant validity was assessed by the
23 Fornell-Larcker (1981) criterion, considered adequate when the square root of the Average
24 Variance Extracted (AVE) exceeds the construct correlation shared with others in the
25 measurement model.
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30 In order to examine the statistical significances and forces among the model constructs,
31 structural equation modelling was used through Partial Least Squares – Path Modeling (PLS-
32 PM), due to the following characteristics: i) PLS-PM is based on partial least squares; ii) it
33 can work with small samples (Smith and Langfield-Smith, 2004); iii) it allows the absence of
34 probability distribution properties such as normality, for example and allows the use of Likert
35 scales (Jöreskog and Sörbom, 1993); iv) relative forces among variables may be inferred from
36 the factor loadings (Fornell and Larcker, 1981); v) it allows bootstrapping to assess the
37 statistical significance of the coefficients; vi) allows the construction of a second-order
38 construct. In this case, as recommended by Wetzels et al. (2009), the measurements of the
39 first-order constructs are repeated in the second order construct, whose factorial loads
40 obtained, are used to determine the Composite Reliability (CR) and the Average Variance
41 Extracted (AVE) and; vii) the adjustment of the measurement model can be obtained by the
42 coefficient of determination (R^2), relevance, predictive validity or indicator of Stone-Geisser
43 (Q^2) and by size effect or indicator of Cohen (f^2). As parameter to decision taken for (R^2),
44 according to Cohen (1988), (R^2) equal to 0.02 can be classified as a small effect, (R^2) equal to
45 0.13 as a medium effect, and (R^2) equal to 0.26 as a large effect. For the (Q^2), the values must
46 be positive; and for (f^2) values equal to 0.02; 0.15 and 0.35 for model adjustment considered:
47 small, medium and large, respectively.
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To test the mediation of the Technology between GSCM and Performance was used the approach of Hair et al. (2014) by means of the test of Variance Accounted For (VAF) given by: $[VAF = \frac{\beta_{12} \times \beta_{23}}{(\beta_{12} \times \beta_{23}) + \beta_{13}}]$ → Equation [1], where β_{12} , β_{23} e β_{13} are the structural coefficients captured by relationships between the constructs [GSCM and Technology], [Technology and Environmental Performance] and [GSCM and Environmental Performance], respectively. For VAF value > 80% means full mediation, VAF < 20% there is no mediation, and $20\% \leq VAF \leq 80\%$ the mediation is partial.

Limitations of the method: The main limitations of this research method were: a) use of a non-random sample of Brazilian companies that might possibly skew the replies of the research subjects; b) sample size. Despite using the PLS-PM technique that does not require data normality, the level of five respondents per variable was not attained (Hair et al., 1998); and c) the interdisciplinary nature of this research project, with blurred boundaries demarcating correlated areas of expertise such as production, marketing, operations, logistics, supply chain and environment, making this analysis harder and more complex. These findings must consequently be construed with caution.

4 DATA ANALYSIS AND FINDINGS

Collected between August 2015 and January 2016, data were collected from 1,107 emailed questionnaires, of which 14.4% were completed and returned, resulting in 160 valid questionnaires.

4.1 Company Sample Profile

a) With regard to the positions of the respondents, 16 (10%) were company officers or directors; 36 (22%) were managers; 28 (18%) were coordinators and 80 (50%) were employed in supervisory positions. Among them, 31 (20%) had not completed university; 58 (36%) were university graduates; and 71 (44%) held graduate degrees. With regard to the length of time in their jobs, 20% reported less than two years, 29% between two and five years and 51% more than five years. Finally, for length of service with the company, 12% reported less than two years, 18% between two and five years and 70% more than five years.

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6 b) With regard to the companies, 129 (80%) were located in the Southeast; 14 (9%) in the
7 South; and 13 (11%) elsewhere in Brazil. Among them, 29% reported annual revenues of
8 more than R\$ 60 million, with the rest reporting annual revenues of less than R\$ 60 million;
9 82% held ISO 9001 certification and 29% were certified under the ISO 14001 standards. In
10 terms of products, 46% produced industrial chemicals; 5% soaps and detergents; and the rest
11 worked with pharmaceuticals, paints, dyes, varnishes, toiletries, pesticides, manures and
12 fertilizers. Overall, 60% of these companies declared that they were partially integrated with
13 GSCM and 35% were fully integrated with GSCM.
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20 21 **4.2 Validation of Construct Scales and Measurements**

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24 The SmartPLS 2.0 factor analysis software was used to validate the scales and
25 measurements of the data collected from 160 respondents. After several runs and
26 interventions, a basic structure was obtained consisting of 21 statements with factor loadings
27 of more than 0.72, with a recommended value of 0.7, divided into five constructs: GSCM,
28 with six statements, Technology, with four statements, Economic Performance, with four
29 statements, Positive External Factor, with three statements and Negative External Factor, with
30 four statements. Out of the original total of thirty statements, 21 (70%) remained. This 30%
31 cut in the total number of statements may be justified by inadequate sample size, lack of
32 clarity or poor understanding of statements. Suggestions on minimizing statement discards
33 are presented at the end of this paper.
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40 The factor loadings for each of the statements are presented on Table 1, cleaned up in
41 their respective constructs.
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Table 1: The factor loading for each statement

CONSTRUCT / STATEMENTS	GSCM	Tecno logy	Performance		
			Economic	Externality	
				Positive	Negative
GSCM – Green Supply Chain Management					
GV1 - Commitment of senior management	0.764	0.341	0.262	0.250	0.460
GV2 - Support for managers and supervisors	0.793	0.431	0.147	0.291	0.482
GV3 - Active environmental management	0.792	0.369	0.257	0.352	0.557
GV4 - Employees assign high priority to environmental issues	0.828	0.391	0.211	0.374	0.580
GV5 - Managers devote time to environmental issues	0.894	0.502	0.243	0.357	0.526
GV6 – Management assigns priority to environmental issues	0.896	0.382	0.272	0.305	0.576
Technology. [Invests in ...]					
TE1 - Equipment reducing electricity consumption	0.416	0.811	0.193	0.352	0.317
TE2 - Equipment reducing water consumption	0.312	0.816	0.158	0.419	0.279
TE3 - Equipment reducing pollutant emissions	0.443	0.849	0.150	0.403	0.461
TE4 – Raw material that is less environmentally harmful	0.430	0.847	0.215	0.494	0.405
Economic Performance ... [during the past two years.]					
DE1 - Higher operating costs ...	0.206	0.146	0.856	0.280	0.233
DE2 - Higher training costs ...	0.319	0.176	0.880	0.265	0.253
DE3 - Higher raw material costs ...	0.178	0.141	0.872	0.256	0.233
DE4 - Higher outlays on training/awareness-heightening ...	0.244	0.270	0.785	0.320	0.285
Positive External Factors					
DP1 – Products that lower material consumption	0.367	0.494	0.270	0.836	0.337
DP2 - Implementation of recycling with customers	0.257	0.420	0.325	0.777	0.323
DP3 - Reverse logistics and product designs	0.294	0.247	0.168	0.737	0.293
Negative External Factors					
DN1 - Compliance with environmental legislation	0.491	0.367	0.267	0.357	0.834
DN2 – Minimizing environmental liabilities	0.574	0.487	0.218	0.353	0.845
DN3 - More stringent environmental legislation	0.511	0.216	0.233	0.312	0.816
DN4 - Same standards as its competitors	0.489	0.373	0.237	0.2833	0.722

Note 1: The statements were measured on a Disagree / Agree scale with six scores ranging from Disagree Totally (DT = 1) to Agree Totally (AT = 6)

All statements were statistically significant for ($\alpha \leq 0.01$).

Source: Research data

The construct structures obtained through factor analysis were validated for: a) unidimensionality, given by the Cronbach's Alpha coefficient; and composite reliability, with both measurements above the recommended threshold value of 0.70; b) convergent validity, assessed through factor loading and Average Variance Extracted (AVE), also above the respective recommended threshold values of 0.7 and 0.5; and c) discriminant validity given by

the shared variances and obtained through the square root of the Average Variance Extracted for each construct, which were higher than the correlations between the constructs, as shown in Table 2 (shown in italics on the matrix diagonal).

Descriptive statistical data such as the mean and standard deviation of the constructs, the bivariate correlation, the quantities of original statements and statements after cleaning up, the Cronbach's Alpha measurement, the Average Variance Extracted (AVE) and the Composite Reliability (CR) are shown in Table 2.

Table 2: Validation and Bivariate Correlation Measurements for the Constructs

VARIABLES	Mean	Standard Deviation	1	2	3 ⁽¹⁾	3 _a	3 _b	3 _c
1. GSCM	4.68	0.99	<i>0.83</i>					
2. Technology	4.80	1.08	0.49**	<i>0.83</i>				
3. Environmental Performance ⁽¹⁾	4.23	0.86	0.60**	0.51**	<i>0.61</i>			
3 _a Economic Performance	3.42	1.37	0.28**	0.22**	0.73**	<i>0.85</i>		
3 _b Positive External Factors	5.29	0.81	0.39**	0.50**	0.71**	0.33**	<i>0.78</i>	
3 _c Negative External Factors	3.90	1.26	0.64**	0.45**	0.80**	0.30**	0.41**	<i>0.81</i>
Original Measurements			15	5	15	5	5	5
Final Measurements →			6	4	11	4	3	4
Unidimensionality (Cronbach's Alpha) →			0.91	0.85	0.83	0.87	0.69	0.82
Average Variance Extracted (AVE) →			0.73	0.69	0.56	0.72	0.62	0.65
Composite Reliability (CR) →			0.91	0.90	0.79	0.91	0.83	0.88

Note 1: The diagonal values of the matrix are the square root of the Average Variance Extracted (AVE). As these values are greater than the values outside the diagonal (correlation) indicates that there is discriminant validity between the constructs (Fornell and Larcker, 1981).

⁽¹⁾ Second order construct

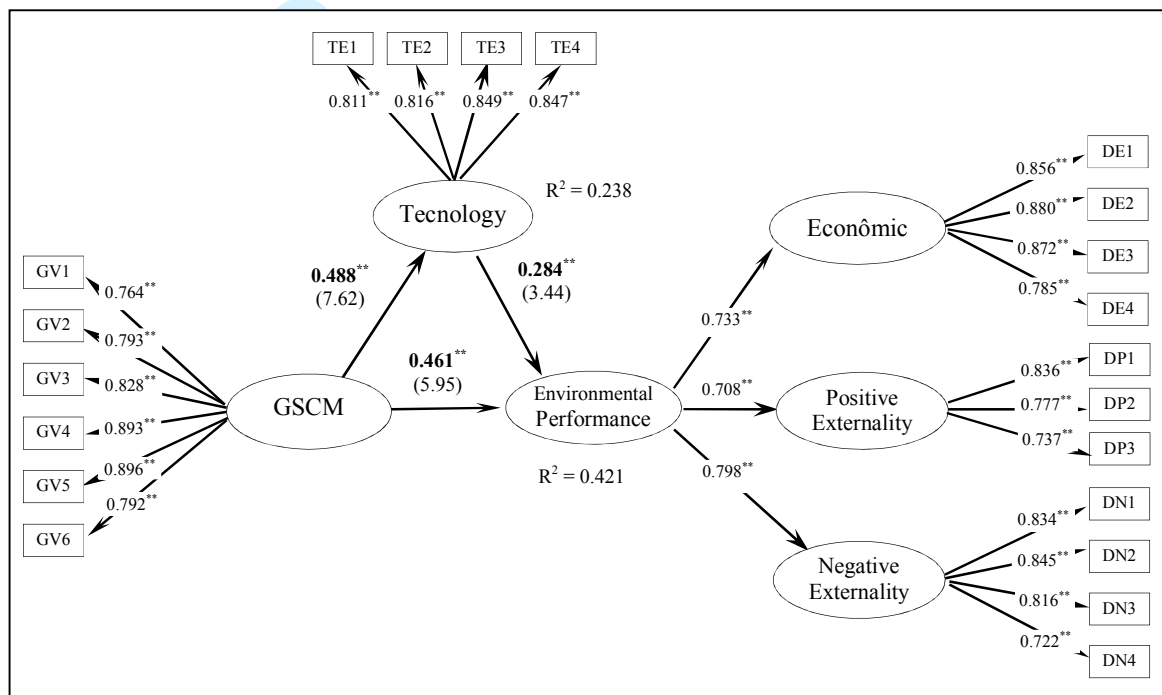
** Indicates that the statement coefficient is significant at 1%.

Source: Research data

Having validated the construct structures with their measurements and scales, the structural linkages of the measurement model were then assessed.

4.3 Measurement Model Structural Linkages Assessment

The results obtained through the SmartPLS 2.0 software and the PLS-PM technique are illustrated in Figure 1.



(**) Indicates that the statement coefficient is significant at 1%

Figure 1: Measurement Model

Source: Research data

Figure 1 presents the statistical significances of the GSCM, Technology and Environmental performance constructs, indicating a statistical significance of ($\alpha \leq 0.05$), as addressed in the arguments of authors such as Srivastava (2007), Linton et al. (2007) and Zhu et al. (2010). Green Supply Chain Management has a direct effect on environmental performance with a structural coefficient of 0.461 and a t-statistic of 5.95, supporting Hypothesis H₁. GSCM impacted Technology with a structural coefficient of 0.488 and a t-

statistic of 7.62, supporting Hypothesis H₂. Technology, in turn, influenced environmental performance with a structural coefficient of 0.284 and t-statistic of 3.44, supporting Hypothesis H₃.

Table 3 presents the structural coefficients, the standard errors and the t-statistic values for the estimation model relations.

Table 3: Structural Coefficients, Standard Errors and t-Statistic Values

STRUCTURAL LINKAGES	Structural Coefficients	Standard Errors	t-Statistic Value	Hypotheses	Decision $\alpha \leq 0.05$
GSCM → Environmental performance (β_{13})	0.461	0.077	5.95	H ₁	Supports
GSCM → Technology (β_{12})	0.488	0.064	7.62	H ₂	Supports
Technology → Environmental performance (β_{23})	0.284	0.083	3.44	H ₃	Supports
- Performance → Economic	0.733	0.053	13.71		
- Performance → Positive Externality Factors	0.708	0.051	13.92		
- Performance → Negative Externality Factors	0.798	0.045	17.63		

Source: Research data

The GSCM effect on performance, under influence of the Technology was of 0.461, i. e, the indirect effect, via Technology, was of 0.139 [$0.488 \times 0.284 = 0.139$]. The total effect was of 0.600 [$0.461 + 0.488 \times 0.284 = 0.600$]. The proportion of mediation of the technology in the variance of the environmental performance explained, directly and indirectly, by GSCM was of 23.2% [$(0.488 \times 0.284) / [(0.488 \times 0.284) + 0.461] = 0.232$]. In Table 4 are showed the direct, indirects and total effects.

Table 4: Direct, Indirect and Total Effects of the Measurement Model Constructs

	Performance		
	Direct Effect	Indirect Effect	Total Effect
GSCM	0.461	0.139	0.600
Technology	0.284		0.284

Source: Research data

Therefore, with the insertion of the Technology, the total effect of 0.600 reduced to 0.461, denoting the mediator effect of the variable Technology in the relationship between GSCM and Performance. To verify the tipology of mediator effect, if total or partial, was applied the test of Variance Accounted for (VAF), showed in [Equation 1], whose parameters were extracted of the Table 3, with values to $\beta_{12} = 0.488$; $\beta_{23} = 0.284$ e $\beta_{13} = 0.461$, was obtained:

$$VAF = \frac{0.488 \times 0.284}{(0.488 \times 0.284) + 0.461} = 0.23.$$
 The value 0.23, according to the approach of Hair et al. (2014) is between the interval $0.20 \leq VAF \leq 0.80$, therefore, the effect of the mediation was considered partial. Consequently, hypothesis H_{1a} was partially supported using the evaluation of the Variance Accounted For (VAF) proposed by Hair et al. (2014).

Analysis of fit quality measures using Stone-Geisser's indicators, of relevance or predictive validity (Q^2), and the Cohen's indicators or size effect (f^2), were obtained the results shown in Table 5.

Table 5: Values of the indicators of predictive validity (Q^2) and size effect (f^2)

CONSTRUCTS	CV RED (Q^2)	CV COM (f^2)
Green Supply Chain Management (GSCM)	0.561	0.561
Technology	0.149	0.469
Environmental Performance	0.140	0.253
Economic Performance	0.406	0.524
Positive Externality Factors	0.302	0.240
Negative Externality Factors	0.435	0.410
Reference Values	$Q^2 > 0$	0.02 – Small effect 0.15 – Medium effect 0.35 – Large effect

Source: Research data

Table 5 shows that the indicator (Q^2) presented positive values, evidencing that the model reflects reality, that is, without errors. Regarding the size effect indicator (f^2), the constructs showed values greater than 0.15 and less than 0.35, denoting that the model had average adjustment quality.

Another measure of adjustment of the measurement model, given by the coefficient of determination (R^2), was obtained the mean value of 0.330 $[(0.238 + 0.421) / 2 = 0.330]$, which according to Cohen (1988) can be classified as large effect.

Therefore, it can be considered that there was evidence that the data collected had a good fit for the measurement model developed.

5 CONCLUSIONS, DISCUSSIONS AND SUGGESTIONS FOR FURTHER RESEARCH PROJECTS

This study found that Technology partially mediates the linkages between GSCM and environmental performance, leading to the conclusion that chemical companies should opt for Green Supply Chain Management techniques, looking beyond merely economic benefits, as social and environmental issues must also rank high among their concerns. These companies

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4 will still encounter hurdles when dealing with environmental matters, with such challenges
5 shaping circumstances favorable to their businesses as they progress along this rocky path.
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7 The implications of these findings are described below, together with the theoretical and
8 practical conclusions reached through this study.
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10 11 12 13 14 15 16 a) Theoretical Implications 17

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19 The impact of technology on GSCM is under close examination in many fields of
20 industry, including electronics (Zhu et al., 2010), manufacturing (Rothenberg et al., 2001) and
21 chemicals (Brockhoff and Chakrabarti, 1999). According to Coase (1937), companies whose
22 activities are pollutive – like chemical plants – are consequently subject to outside
23 consequences or the side-effects of producing goods or services with impacts on the
24 environment and people who are not directly involved with these activities. External factors
25 arising from market flaws may be reduced through internalizing their costs or indirectly
26 through government interventions such as production quotas, pollution taxes or clean-up fees.
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28
29 In Japanese quality management concepts pursuing zero defects, sustainability remains a
30 moving target, always pushed further ahead whenever a company draws close to reaching its
31 goals, thus ensuring ongoing process upgrades and less industrial waste. Institutions whose
32 production process handbooks include ‘green’ procurement criteria, environmental
33 certification standards such as the ISO 14000 and wasted water and pollutant gas emission
34 monitoring systems have significant effects on building up greener supply chains (Hashemi,
35 et al., 2015).
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37
38 In the civil construction segment, greater consumer awareness has triggered a demand for
39 Leadership in Environmental Energy (LEED) certification and its Brazilian High
40 Environmental Quality counterpart: AQUA (*Alta Qualidade Ambiental*). These
41 environmental certificates ensure that an enterprise is sustainable from the drawing-board
42 onwards. Another initiative for a sustainable planet is prompting companies and
43 conglomerates to adopt the Dow Jones Sustainability Index – World as a global financial
44 performance indicator. Companies listed on this index, which is administered by the New
45 York Stock Exchange, are ranked as the most likely to create value for their shareholders over
46 the long term through effectively managing the risks associated with economic,
47 environmental and social factors.
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4 Even without defining specific sustainable criteria, many new plants or public works will
5 use renewable energy, fitted with equipment that avoids wasting water, hiring local workers
6 and repurposing solid wastes. All this will occur because increasingly large numbers of
7 enterprises must set and meet their own targets in response to market demands. Launched late
8 in the 1980s by the United Nations Environment Programme (UNEP, 2016), cleaner
9 production practices in manufacturing plants – eliminating or storing liquid and solid wastes
10 (pollution) for subsequent treatment and proper disposal – will be used more widely,
11 generating less waste while saving water and energy.
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17 Clean production processes that adopt a holistic view of manufacturing systems (cradle
18 to grave or cradle to rebirth); self-sustainable natural resources; lower consumption of raw
19 materials, water and energy, waste control at source and use during product life-cycle
20 assessments must all surmount the massive challenge of embodying ecological principles in
21 current economic and industrial models, replacing the end-of-pipeline standpoint by an
22 approach grounded on waste generation control at source.
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27 This will be a major step forward for global society, as production system attitudes are
28 forced to deal with their environmental consequences. In this context, practices steered by
29 ecology and sustainability will be needed in order to administer new concepts, proposals,
30 strategies and trends, such as clean production, GSCM, eco-friendly management and
31 environmental accountability.
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36 There is consequently a huge theoretical space for exploring the convergence of GSCM
37 and clean production techniques in support of environmental sustainability.
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40 b) Practical Implications

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44 With environmental sustainability, a matter of deep concern for societies, governments
45 and businesses today, GSCM is now acknowledged as a key factor for fostering
46 organizational sustainability (Hsu et al., 2013). Consequently, sustainable operations
47 ensuring that there is enough for everyone demand constant shifts in technology with public
48 policy flexibility, in parallel to enhanced awareness among consumers. It is thus necessary to
49 look beyond merely cutting back on consumption as: ‘it is not a matter of curtailing
50 consumption but rather consuming differently’. Companies must seek out radically new
51 products and services that stress local sourcing, sharing, durability, healthiness and full
52 lifetime use. Good practices do not mean pruning profits, although these two aspects can
53 progress in parallel only through effective management.
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4 Technology – especially information and communication technologies (ICT) – has
5 focused on studies of administrative and organizational practices, together with computer-
6 based production techniques (process technologies). In a study of management practices and
7 production techniques, Hall (2002) mentions that technological innovations in production
8 techniques were introduced at a faster pace than innovations related to management practices.
9 At the same time, adopting an innovative management technology tends to trigger the
10 introduction of innovative production technologies more quickly than the other way around.

11
12 According to Porter and Heppelmann (2014), information technology turns products into
13 complex systems blending hardware, sensors, data storage, microprocessors, software and
14 countless types of connectivity. Consisting only of electrical and mechanical parts, smart
15 sensors and connected machines boost processing power and drive device miniaturization,
16 underpinned by the benefits of omnipresent wireless networks, ushering in a new era of
17 competition called the Industrial Era 4.0. A good example of these new times is smart urban
18 wastes management, with finely-tuned garbage collection operations and effective input for
19 public policies controlling solid wastes pick-up and disposal procedures (PNRS, 2012).

20
21 Fostering sustainable development is today a crucial activity for organizations, keeping
22 their bottom lines firmly in the black while upgrading the quality of life for modern society.
23 In the very near future, there will be no room on the market for companies whose activities
24 are not sustainable; laggards will encounter tough times as competitors provide better and
25 cheaper products that are also reliable and well accepted by consumers. Diagnoses must be
26 drawn up and strategies defined, sizing resources and planning their deployment, solving
27 problems, pursuing innovation and ceaselessly seeking a keener competitive edge.

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29 New ways of designing products may mean that huge resource savings are actually less
30 costly than borderline or even no savings at all. And quite often new technology is not even
31 needed to do so.

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33 As its contribution, this study bequeaths the empirical theoretical model to GSCM,
34 associated with the respective constructs and first level measurements validated at a
35 statistically significant level ($\alpha \leq 0.05$).

36
37 **Delimitations of this study.** The main constraints were: a) the scope of this study was
38 limited to companies in the Brazilian chemical industry posting net revenues of US\$ 112.4
39 billion in 2015, with the fourth largest stake in Brazil's Gross Domestic Product and ranking
40 sixth worldwide (ABIQUIM, 2015) and employing two million people; and b) this research
41 project was conducted through a cross-section, thus examining only a single period.

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6 c) Future Research Projects
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9 In order to extend this study, new constructs could be inserted in the model; competitive
10 models could be developed and sample size increased; other research universes could be
11 explored, such as the processing, healthcare or logistics sectors.
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14 In a vast nation such as Brazil, with equally pressing social and political problems, that is
15 still trying to achieve fair and favorable economic growth for its population, requiring
16 companies to worry about environmental aspects as well might well seem an aspiration well
17 beyond its grasp.
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20 However, running a business that is not compliant with environmental legislation may be
21 financially more burdensome than striving to preserve the environment. Economic growth is
22 a strategic factor for companies and their survival on competitive markets, as consumers are
23 already opting for goods whose manufacturers are firmly engaged in social and environmental
24 responsibility programs.
25

26 Finally, chemical companies must strengthen their links with their suppliers and
27 customers, consolidating GSCM in order to draw up environmental strategies that will reduce
28 waste and preserve the environment, to the benefit of their employees and neighboring
29 communities. Quite clearly, research opportunities are abundant.
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ROLE OF TECHNOLOGY IN THE ENVIRONMENTAL PERFORMANCE OF THE BRAZILIAN CHEMICAL INDUSTRY

Table 1: The factor loading for each statement

CONSTRUCT / STATEMENTS	GSCM	Tecno logy	Performance		
			Economic	Externality	
				Positive	Negative
GSCM – Green Supply Chain Management					
GV1 - Commitment of senior management	0.764	0.341	0.262	0.250	0.460
GV2 - Support for managers and supervisors	0.793	0.431	0.147	0.291	0.482
GV3 - Active environmental management	0.792	0.369	0.257	0.352	0.557
GV4 - Employees assign high priority to environmental issues	0.828	0.391	0.211	0.374	0.580
GV5 - Managers devote time to environmental issues	0.894	0.502	0.243	0.357	0.526
GV6 - Management assigns priority to environmental issues	0.896	0.382	0.272	0.305	0.576
Technology. [Invests in ...]					
TE1 - Equipment reducing electricity consumption	0.416	0.811	0.193	0.352	0.317
TE2 - Equipment reducing water consumption	0.312	0.816	0.158	0.419	0.279
TE3 - Equipment reducing pollutant emissions	0.443	0.849	0.150	0.403	0.461
TE4 - Raw material that is less environmentally harmful	0.430	0.847	0.215	0.494	0.405
Economic Performance ... [during the past two years.]					
DE1 - Higher operating costs ...	0.206	0.146	0.856	0.280	0.233
DE2 - Higher training costs ...	0.319	0.176	0.880	0.265	0.253
DE3 - Higher raw material costs ...	0.178	0.141	0.872	0.256	0.233
DE4 - Higher outlays on training/awareness-heightening ...	0.244	0.270	0.785	0.320	0.285
Positive External Factors					
DP1 - Products that lower material consumption	0.367	0.494	0.270	0.836	0.337
DP2 - Implementation of recycling with customers	0.257	0.420	0.325	0.777	0.323
DP3 - Reverse logistics and product designs	0.294	0.247	0.168	0.737	0.293
Negative External Factors					
DN1 - Compliance with environmental legislation	0.491	0.367	0.267	0.357	0.834
DN2 - Minimizing environmental liabilities	0.574	0.487	0.218	0.353	0.845
DN3 - More stringent environmental legislation	0.511	0.216	0.233	0.312	0.816
DN4 - Same standards as its competitors	0.489	0.373	0.237	0.2833	0.722

Note 1: The statements were measured on a Disagree / Agree scale with six scores ranging from Disagree Totally (DT = 1) to Agree Totally (AT = 6)

All statements were statistically significant for ($\alpha \leq 0.01$).

Source: Research data

Table 2: Validation and Bivariate Correlation Measurements for the Constructs

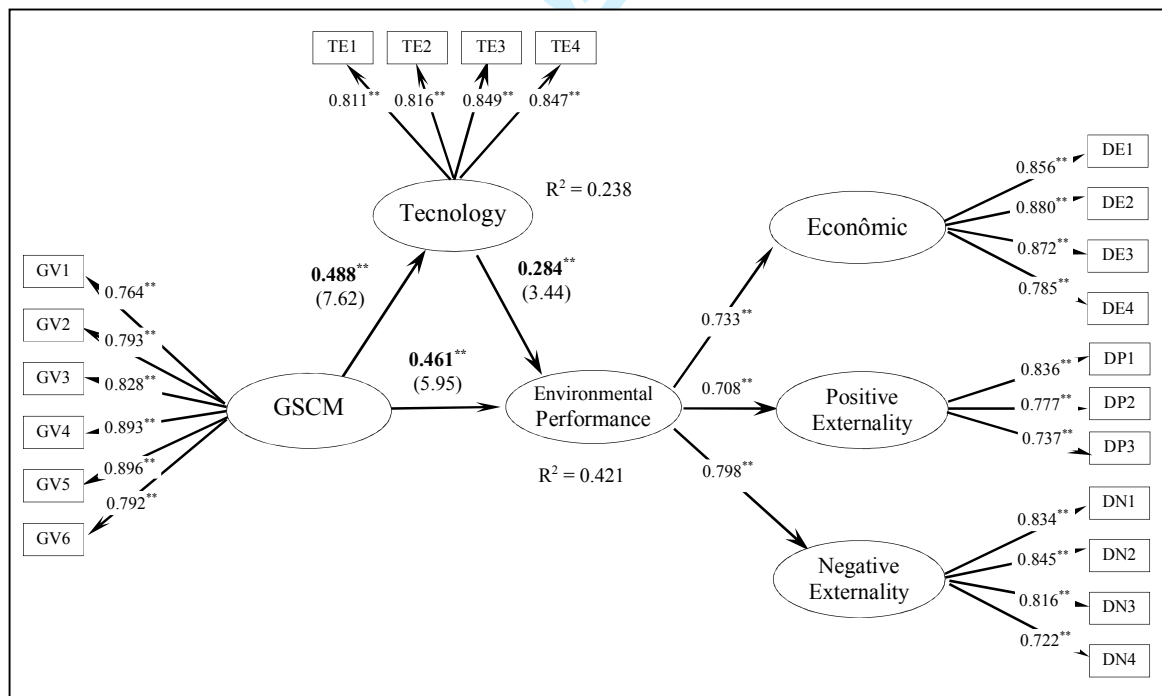
VARIABLES	Mean	Standard Deviation	1	2	3 ⁽¹⁾	3 _a	3 _b	3 _c
1. GSCM	4.68	0.99	0.83					
2. Technology	4.80	1.08	0.49**	0.83				
3. Environmental Performance ⁽¹⁾	4.23	0.86	0.60**	0.51**	0.61			
3 _a Economic Performance	3.42	1.37	0.28**	0.22**	0.73**	0.85		
3 _b Positive External Factors	5.29	0.81	0.39**	0.50**	0.71**	0.33**	0.78	
3 _c Negative External Factors	3.90	1.26	0.64**	0.45**	0.80**	0.30**	0.41**	0.81
Original Measurements			15	5	15	5	5	5
Final Measurements →			6	4	11	4	3	4
Unidimensionality (Cronbach's Alpha) →			0.91	0.85	0.83	0.87	0.69	0.82
Average Variance Extracted (AVE) →			0.73	0.69	0.56	0.72	0.62	0.65
Composite Reliability (CR) →			0.91	0.90	0.79	0.91	0.83	0.88

Note 1: The diagonal values of the matrix are the square root of the Average Variance Extracted (AVE). As these values are greater than the values outside the diagonal (correlation) indicates that there is discriminant validity between the constructs (Fornell and Larcker, 1981).

⁽¹⁾ Second order construct

** Indicates that the statement coefficient is significant at 1%.

Source: Research data



(**) Indicates that the statement coefficient is significant at 1%

Figure 1: Measurement Model

Source: Research data

Table 3: Structural Coefficients, Standard Errors and t-Statistic Values

STRUCTURAL LINKAGES	Structural Coefficients	Standard Errors	t-Statistic Value	Hypotheses	Decision $\alpha \leq 0.05$
GSCM → Environmental performance (β_{13})	0.461	0.077	5.95	H ₁	Supports
GSCM → Technology (β_{12})	0.488	0.064	7.62	H ₂	Supports
Technology → Environmental performance (β_{23})	0.284	0.083	3.44	H ₃	Supports
- Performance → Economic	0.733	0.053	13.71		
- Performance → Positive Externality Factors	0.708	0.051	13.92		
- Performance → Negative Externality Factors	0.798	0.045	17.63		

Source: Research data

Table 4: Direct, Indirect and Total Effects of the Measurement Model Constructs

	Performance		
	Direct Effect	Indirect Effect	Total Effect
GSCM	0.461	0.139	0.600
Technology	0.284		0.284

Source: Research data

Table 5: Values of the indicators of predictive validity (Q^2) and size effect (f^2)

CONSTRUCTS	CV RED (Q^2)	CV COM (f^2)
Green Supply Chain Management (GSCM)	0.561	0.561
Technology	0.149	0.469
Environmental Performance	0.140	0.253
Economic Performance	0.406	0.524
Positive Externality Factors	0.302	0.240
Negative Externality Factors	0.435	0.410
Reference Values	$Q^2 > 0$	0.02 – Small effect 0.15 – Medium effect 0.35 – Large effect

Source: Research data