

ABSTRAK

PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT* TERHADAP KINERJA LINGKUNGAN YANG DIMEDIASI OLEH *ORGANIZATIONAL CITIZENSHIP BEHAVIOUR* DI PT HAKAASTON RUAS BAKAUHENI – TERBANGGI BESAR

OLEH

Suandireza Rholanjiba

Penelitian ini bertujuan untuk menganalisis pengaruh *Green Human Resource Management* (GHRM) terhadap kinerja lingkungan serta peran mediasi *Organizational Citizenship Behavior* (OCB) pada PT Hakaaston Ruas Bakauheni–Terbanggi Besar. Penelitian ini menggunakan pendekatan kuantitatif dengan metode *Structural Equation Modeling* (SEM) menggunakan software AMOS versi 25. Penelitian melibatkan 151 responden melalui metode *slovin*. Penelitian ini menggunakan desain penelitian deskriptif dengan teknik pengumpulan data kuisioner. Hasil penelitian mendukung hipotesis yang diajukan bahwa GHRM berpengaruh positif dan signifikan terhadap kinerja lingkungan. Hasil Uji Sobel mengindikasikan bahwa OCB secara signifikan memediasi pengaruh positif GHRM terhadap kinerja lingkungan. perusahaan perlu menawarkan dan melakukan pelatihan manajemen lingkungan untuk meningkatkan kesadaran, keterampilan, dan pengetahuan karyawan tentang pentingnya aspek dan manajemen lingkungan yang dapat diterapkan di perusahaan. dikembangkan dan disosialisasikan program – program yang dapat meningkatkan kesadaran dan inisiatif karyawan terhadap lingkungan. Perusahaan dapat melakukan sosialisasi terkait program – program manajemen lingkungan seperti 5R (ringkas, rapih, resik, rawat, rajin), ESG (*Environmental, Social, and Governance*), dan Manajemen Lingkungan dapat digalakan Kembali serta dilakukan sosialisasi agar program – program lingkungan dapat diterapkan secara menyeluruh. Temuan ini mengindikasikan bahwa praktik GHRM tidak hanya meningkatkan kinerja lingkungan secara langsung, tetapi juga melalui peningkatan perilaku sukarela karyawan terhadap lingkungan.

Kata kunci: *Green Human Resource Management, Organizational Citizenship Behavior, Kinerja Lingkungan.*

ABSTRACT

THE EFFECT OF GREEN HUMAN RESOURCE MANAGEMENT ON ENVIRONMENTAL PERFORMANCE MEDIATEDBY ORGANIZATIONAL CITIZENSHIP BEHAVIOR AT PT HAKAASTON, BAKAUHENI – TERBANGGI BESAR SECTION

BY

Suandireza Rholanjiba

This study aims to analyze the effect of Green Human Resource Management (GHRM) on environmental performance and the mediating role of Organizational Citizenship Behavior (OCB) at PT Hakaaston Ruas Bakauheni–Terbanggi Besar. The research employed a quantitative approach using the Structural Equation Modeling (SEM) method with AMOS version 25 software. A total of 151 respondents were involved, determined through the Slovin formula. This study adopted a descriptive research design with data collected through questionnaires. The findings support the proposed hypotheses, showing that GHRM has a positive and significant effect on environmental performance. The Sobel test results indicate that OCB significantly mediates the positive effect of GHRM on environmental performance. The company needs to provide and conduct environmental management training to enhance employees' awareness, skills, and knowledge about the importance of environmental aspects and management practices that can be applied within the organization. Programs should be developed and disseminated to foster employees' environmental awareness and initiatives. The company can also socialize environmental management programs such as 5R (Seiri, Seiton, Seiso, Seiketsu, Shitsuke), ESG (Environmental, Social, and Governance), and Environmental Management, which should be revitalized and widely promoted so that these initiatives can be implemented comprehensively. These findings indicate that GHRM practices not only directly improve environmental performance but also do so through enhancing employees' voluntary behaviors toward the environment.

Keywords: Green Human Resource Management, Organizational Citizenship Behavior, Environmental Performance.