

## ABSTRAK

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### **PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT PRACTICE* TERHADAP *SUSTAINABLE PERFORMANCE* YANG DIMEDIASI OLEH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR FOR THE ENVIRONMENT* DAN *ENVIRONMENTAL MANAGEMENT SYSTEM* (STUDI KASUS PADA PT SINAR SUKSES GROUP)**

Penelitian ini dilakukan dengan tujuan untuk mengetahui pengaruh dari *green human resource management practice* terhadap *sustainable performance*, *organizational citizenship behavior for the environment*, *environmental management system*, pengaruh dari *organizational citizenship behavior for the environment* terhadap *sustainable performance*, pengaruh *environmental management system* terhadap *sustainable performance*, dan *green human resource management practice* terhadap *sustainable performance* melalui *organizational citizenship behavior for the environment* dan *environmental management system*. PT Sinar Sukses Group merupakan perusahaan yang bergerak di bidang manufaktur bahan besi dan baja yang sedang mengalami masalah berupa tidak tercapainya target penjualan tahunan serta banyaknya keluhan mengenai limbah bekas produksi yang mencemari lingkungan sekitarnya. Jenis penelitian yang digunakan didalam penelitian ini adalah kuantitatif. Pengambilan sampel menggunakan teknik non-probability sampling dengan metode purposive sampling dan didapatkan 200 responden. Teknik pengumpulan data menggunakan kuesioner digital yang kemudian diolah dan dianalisis dengan teknik PLS-SEM menggunakan aplikasi SmartPLS. Berdasarkan hasil analisis data ditemukan bahwa *green human resource management practice* memiliki pengaruh yang signifikan dan positif terhadap *sustainable performance*, *organizational citizenship behavior for the environment*, dan *environmental management system*, *organizational citizenship behavior for the environment* memiliki pengaruh yang signifikan dan positif terhadap *sustainable performance*, *environmental management system* memiliki pengaruh yang signifikan dan positif terhadap *sustainable performance*, dan *green human resource management practice* memiliki pengaruh yang signifikan dan positif terhadap *sustainable performance* melalui mediasi dari *organizational citizenship behavior for the environment* dan *environmental management system*. Penelitian ini membantu PT Sinar Sukses Group dalam merumuskan kebijakan yang dapat mengintegrasikan *green human resource management practice* didalam kegiatan operasi perusahaan dengan baik agar tercapai keberhasilan dalam penerapan *organizational citizenship behavior for the environment* dan *environmental management system*, yang pada akhirnya memungkinkan perusahaan dalam mencapai *sustainable performance*.

**Kata kunci:** *Green Human Resource Managemant Practices, Organizational Citizenship Behavior for the Environment, Environmental Management System, Sustainable Performance*

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**PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT PRACTICE* TERHADAP *SUSTAINABLE PERFORMANCE* YANG DIMEDIASI OLEH *ORGANIZATIONAL CITIZENSHIP BEHAVIOR FOR THE ENVIRONMENT* DAN *ENVIRONMENTAL MANAGEMENT SYSTEM* (STUDI KASUS PADA PT SINAR SUKSES GROUP)**

This study was conducted with the aim of knowing the effect of green human resource management practice on sustainable performance, organizational citizenship behavior for the environment, environmental management system, the effect of organizational citizenship behavior for the environment on sustainable performance, the effect of environmental management system on sustainable performance, and green human resource management practice on sustainable performance through organizational citizenship behavior for the environment and environmental management system. PT Sinar Sukses Group is a company engaged in the manufacture of iron and steel materials which is experiencing problems in the form of not achieving its annual sales targets and the number of complaints about ex-production waste that pollutes the surrounding environment. The type of research used in this research is quantitative. Sampling using non-probability sampling technique with purposive sampling method and obtained 200 respondents. The data collection technique used a digital questionnaire which was then processed and analyzed using the PLS-SEM technique using the SmartPLS application. Based on the results of data analysis, it was found that green human resource management practice has a significant and positive influence on sustainable performance, organizational citizenship behavior for the environment, and environmental management system, organizational citizenship behavior for the environment has a significant and positive influence on sustainable performance, environmental management system has a significant and positive effect on sustainable performance, and green human resource management practice has a significant and positive influence on sustainable performance through mediation of organizational citizenship behavior for the environment and environmental management system. This research helps PT Sinar Sukses Group in formulating policies that can integrate green human resource management practices in the company's operations properly in order to achieve success in implementing organizational citizenship behavior for the environment and environmental management system, which in turn enables the company to achieve sustainable performance.

**Keyword:** *Green Human Resource Management Practices, Organizational Citizenship Behavior for the Environment, Environmental Management System, Sustainable Performance*