

# Pengaruh Green Human Resource Management Terhadap Kinerja Berkelanjutan di Perusahaan Manufaktur = The Effect of Green Human Resource Management Performance on Sustainability in Manufacturing Companies

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## Abstrak

Seiring berkembangnya zaman, teknologi yang digunakan pada industri manufaktur juga semakin meningkat. Hal ini memberikan dampak positif bagi industri maupun perusahaan dari berbagai sisi. Namun seiring meningkatnya proses produksi industri manufaktur, memberikan dampak terhadap negatif terhadap lingkungan, seperti peningkatan gas rumah kaca, kadar karbon monoksida di udara, hingga meningkatnya limbah buangan. Hal ini menimbulkan perhatian dari berbagai pihak, baik masyarakat, praktisi, edukasi, hingga pemerintah. Salah satu cara untuk menghadapi hal ini, adalah dengan mengimplementasikan Green HRM dalam pengelolaan perusahaan. Penelitian ini dilakukan untuk mengukur dampak dari implementasi Green / Sustainable HRM pada tahap Rekrutmen, Pelatihan, Penilaian Kinerja dan Reward & Benefit, terhadap faktor Triple Bottom Line (People, Profit, & Planet) di perusahaan Industri Manufaktur yang berada di Tangerang, Indonesia. Menggunakan metode survey pada 57 orang karyawan yang berada pada berbagai level jabatan, dan menggunakan teknik Spearman's Correlation Coefficient untuk menganalisa keterhubungan, didapatkan hasil bahwa tahap Rekrutmen, Pelatihan, Penilaian Kinerja dan Reward & Benefit memiliki keterhubungan kuat dengan faktor Planet (Lingkungan). Sedangkan tahap Rekrutmen, Pelatihan, Penilaian Kinerja dan Reward & Benefit memiliki hubungan menengah dengan faktor People (Sosial) dan Profit (Keuangan).

..... Along with the development of the times, the technology used in the manufacturing industry is also increasing. This has a positive impact on the industry and companies from various sides. However, as the production process of the manufacturing industry increases, it has negative impacts on the environment, such as increasing greenhouse gases, carbon monoxide levels in the air, and increasing waste disposal. This raises the attention of various parties, both the community, practitioners, education, and the government. One way to deal with this, is to implement Green HRM in company management. This research was conducted to measure the impact of the implementation of Green / Sustainable HRM at the Recruitment, Training, Performance Appraisal and Reward & Benefit stages, on the Triple Bottom Line factor (People, Profit, & Planet) in a Manufacturing Industry company located in Tangerang, Indonesia. Using a survey method on 57 employees at various position levels, and using the Spearman's Correlation Coefficient technique to analyze the relationship, it was found that the Recruitment, Training, Performance Appraisal and Reward & Benefit stages have a strong relationship with the Planet factor. While the Recruitment, Training, Performance Appraisal and Reward & Benefit stages have a medium relationship with the People and Profit factors.