

Pengaruh green human resources management terhadap employees' green behavior: Peran mediasi corporate social responsibility, green commitment, dan green psychological climate pada perusahaan di Indonesia = The Effect of green human resources management on employees' green behavior: The Mediating role of corporate social responsibility, green commitment, and green psychological climate in Indonesia companies

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Abstrak

Green human resources management memiliki peran dan dianggap sebagai alat dalam meningkatkan employee green behavior guna mencapai keberlanjutan pada suatu organisasi. Penelitian ini bertujuan untuk menguji pengaruh green human resources management terhadap employee green behavior melalui peran mediasi corporate social responsibility, green commitment, dan green physiological climate. Penelitian ini menggunakan metode kuantitatif dengan menggunakan survei yang melibatkan 233 karyawan pada perusahaan di Indonesia. Pengolahan data dilakukan menggunakan Structural Equation Modeling (SEM) dengan software Lisrel 8.80 dan ditemukan bahwa green human resources management memiliki pengaruh signifikan terhadap corporate social responsibility, green commitment, dan green physiological climate. Namun, dari tiga mediasi yang digunakan, hanya satu yang berpengaruh signifikan, yaitu green physiological climate. Hasil penelitian ini mengkonfirmasi peran manajemen sumber daya manusia yang ramah lingkungan dalam memengaruhi perilaku ramah lingkungan karyawan dengan dorongan secara langsung dan tidak langsung melalui peran mediasi green physiological climate. Temuan penelitian mendorong praktik-praktik manajemen sumber daya manusia yang berkelanjutan dalam mendorong perilaku ramah lingkungan karyawan pada perusahaan di Indonesia.

.....Green human resources management has a role and is considered as a tool in increasing employee green behavior in order to achieve sustainability in an organization. This study aims to examine the effect of green human resources management on employee green behavior through the mediating role of corporate social responsibility, green commitment, and green psychological climate. This study uses a quantitative method using a survey involving 233 employees in Indonesia. Data processing was carried out using Structural Equation Modeling (SEM) with Lisrel 8.80 software and found that green human resources management has a significant influence on corporate social responsibility, green commitment, and green psychological climate. However, of the three mediations used, only one has a significant effect, namely green physiological climate. The results of this study confirm the role of green human resource management in influencing employees' green behavior with direct and indirect encouragement through the mediating role of green psychological climate. The research findings encourage sustainable human resource management practices in encouraging employees' green behavior in Indonesia companies.