

ABSTRAK

Green Human Resource Management merupakan salah satu pendekatan yang berperan dalam membentuk perilaku kerja ramah lingkungan dan meningkatkan kinerja karyawan. Penelitian ini bertujuan untuk mengetahui kondisi *Green Human Resource Management*, *Green Employee Behavior*, dan Kinerja Karyawan serta menganalisis pengaruh *Green Human Resource Management* terhadap *Green Employee Behavior* dan Kinerja Karyawan melalui *Green Employee Behavior* sebagai variabel mediasi pada PT Geo Dipa Energi (Persero) Unit Patuha. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan pendekatan kuantitatif. Populasi dalam penelitian ini berjumlah 85 karyawan dengan teknik pengambilan sampel menggunakan sampel jenuh. Data dikumpulkan melalui penyebaran kuesioner dan dianalisis menggunakan *Structural Equation Modeling–Partial Least Squares* (SEM-PLS). Hasil analisis deskriptif menunjukkan bahwa *Green Human Resource Management* memperoleh skor rata-rata sebesar 3,53, *Green Employee Behavior* sebesar 3,50, dan Kinerja Karyawan sebesar 3,90, yang seluruhnya berada dalam kategori baik. Hasil analisis verifikatif menunjukkan bahwa *Green Human Resource Management* berpengaruh positif dan signifikan terhadap *Green Employee Behavior* dan Kinerja Karyawan. Selain itu, *Green Employee Behavior* berpengaruh positif dan signifikan terhadap Kinerja Karyawan serta mampu memediasi pengaruh *Green Human Resource Management* terhadap Kinerja Karyawan. Nilai R-square menunjukkan bahwa *Green Human Resource Management* mampu menjelaskan variasi *Green Employee Behavior* sebesar 46,5%, sedangkan *Green Human Resource Management* dan *Green Employee Behavior* secara bersama-sama mampu menjelaskan variasi Kinerja Karyawan sebesar 59,6%. Hasil penelitian menunjukkan bahwa *Green Employee Behavior* berperan sebagai variabel mediasi dalam hubungan antara *Green Human Resource Management* dan Kinerja Karyawan.

Kata Kunci: *Green Human Resource Management*, *Green Employee Behavior*, Kinerja Karyawan.

ABSTRACT

Green Human Resource Management (GHRM) refers to a set of human resource management practices that integrate environmental objectives into organizational human resource functions to promote environmentally responsible employee behavior and enhance employee performance. This study aims to examine the implementation of Green Human Resource Management, Green Employee Behavior, and Employee Performance, as well as to analyze the effect of Green Human Resource Management on Green Employee Behavior and Employee Performance, with Green Employee Behavior acting as a mediating variable, at PT Geo Dipa Energi (Persero) Patuha Unit. This study employed a descriptive and explanatory research design using a quantitative approach. The study population consisted of 85 employees, all of whom were selected using a saturation sampling technique. Data were collected through questionnaires and analyzed using Structural Equation Modeling–Partial Least Squares (SEM-PLS). Descriptive analysis indicated that the mean scores for Green Human Resource Management, Green Employee Behavior, and Employee Performance were 3.53, 3.50, and 3.90, respectively, indicating that respondents perceived all three variables positively. The structural model results indicated that Green Human Resource Management positively and significantly affected both Green Employee Behavior and Employee Performance. In addition, Green Employee Behavior positively and significantly affected Employee Performance and significantly mediated the relationship between Green Human Resource Management and Employee Performance. The coefficient of determination (R^2) indicated that Green Human Resource Management explained 46.5% of the variance in Green Employee Behavior, while Green Human Resource Management and Green Employee Behavior jointly explained 59.6% of the variance in Employee Performance.

Keywords: *Green Human Resource Management, Green Employee Behavior, Employee Performance.*