PENGARUH *GREEN HUMAN RESOURCES MANAGEMENT* TERHADAP *SUSTAINABILITY PERFORMANCE* DENGAN *GREEN TRANSFORMATIONAL LEADERSHIP* SEBAGAI VARIABEL MODERASI PADA PERUSAHAAN MANUFAKTUR TEKSTIL DI WILAYAH BATANG

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk menganalisis pengaruh *green human resources management* terhadap *sustainability performance* dengan *green transformational leadership* sebagai variabel moderasi pada perusahaan manufaktur tekstil di Wilayah Batang. Teknik pengambilan sampel yang digunakan adalah *simple random sampling* dengan jumlah sampel 110 responden. Pengambilan data primer dilakukan dengan melalui kuesioner secara langsung yang telah diuji validitas dan reliabilitas. Uji yang digunakan dalam penelitian ini adalah analisis deskriptif, uji instrument (uji validitas dan reliabilitas), uji asumsi klasik (uji normalitas, linearitas dan heteroskedastisitas), koefisien determinasi dan uji hipotesis (uji t dan *Moderated Regression Analysis*). Hasil penelitian yang dilakukan menunjukkan bahwa *green human resources management* memberikan pengaruh positif dan signifikan terhadap *sustainability performance* dan *green transformational leadership* memperkuat pengaruh *green human resources management* terhadap *sustainability performance.* Hal ini dibuktikan dengan uji t yang menunjukkan nilai t hitung 8,955 > t tabel 0.1562 dan nilai signifikan 0,00 < 0,05 pada H1. Nilai R Square regresi kedua 0,623 > dari nilai R Square regresi pertama yaitu 0,426 pada H2.

Kata Kunci: *Green Human Resources Management, Sustainability Performance. Green Transformational Leadership*

THE EFFECT OF GREEN HUMAN RESOURCES MANAGEMENT ON SUSTAINABILITY PERFORMANCE WITH GREEN TRANSFORMATIONAL LEADERSHIP AS A MODERATING VARIABLE IN TEXTILE MANUFACTURING COMPANIES IN BATANG

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Abstract

This study is a quantitative study that aims to analyze the effect of green human resources management on sustainability performance with green transformational leadership as moderate variable in textile manufacturing companies in Batang. The sampling technique was simple random sampling with total of 110 respondents. Primary data was collected true questionnaire that has been tested for validity and reliability. The tests used in this study were descriptive analysis, instrument test (validity and reliability tests), classic assumption tests (normality test, linearity test, and heteroscedasticity tests), coefficient of determination, and hypothesis testing (t-test and Moderated Regression Analysis). The results show that green human resources management has positive and significant effect on sustainability performance, and green transformational leadership moderated between green human resources management and sustainability performance and give positive effect. Hypothesis testing confirmed this result with t-value of 8.955 > t-table of 0.1562 and significance value of 0.00 < 0.05 for H1. The R Square value of the second regression was 0.623, which was more than the R Square value of the first regression at 0.426 for H2.

Keywords: *Green Human Resources Management, Sustainability Performance, Green Transformational Leadership*