

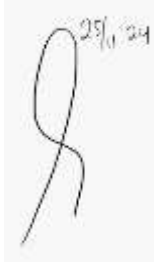
PENGARUH *EMPLOYEE GREEN BEHAVIOR* DAN *GREEN HUMAN RESOURCE MANAGEMENT* TERHADAP *SUSTAINABLE PERFORMANCE* PADA KARYAWAN INDUSTRI KAYU LAPIS DI MAGELANG

Safira Citra Darmanti

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *employee green behavior* dan *green human resource management* terhadap *sustainable performance* pada karyawan industri kayu lapis di Magelang. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik *accidental sampling* dengan jumlah responden sebanyak 101 responden. Pengumpulan data primer dilakukan dengan metode kuesioner yang telah diuji validitas dan reliabilitasnya. Analisis data dalam penelitian ini menggunakan uji analisis statistik deskriptif, uji asumsi klasik yang meliputi uji multikolinieritas, uji heteroskedastisitas, uji normalitas, uji linieritas, analisis regresi linier berganda, dan uji hipotesis yang meliputi uji parsial (t), uji simultan (F), dan uji koefisien determinasi (R^2), dengan bantuan program *IBM SPSS Statistic* versi 26. Hasil analisis data menunjukkan bahwa *employee green behavior* berpengaruh negatif dan tidak signifikan terhadap *sustainable performance*, *green human resource management* berpengaruh positif dan signifikan terhadap *sustainable performance*, serta *employee green behavior* dan *green human resource management* secara bersama-sama berpengaruh positif signifikan terhadap *sustainable performance*.

Kata Kunci: *Employee Green Behavior, Green Human Resource Management, Sustainable Performance.*

A handwritten signature in black ink, appearing to be 'Safira Citra Darmanti', with the date '25/1/24' written above it.

***THE INFLUENCE OF EMPLOYEE GREEN BEHAVIOR AND GREEN
HUMAN RESOURCE MANAGEMENT ON SUSTAINABLE
PERFORMANCE OF EMPLOYEES IN THE PLYWOOD INDUSTRY IN
MAGELANG***

Safira Citra Darmanti

Abstract

This research aimed to analyze the influence of employee green behavior and green human resource management on employees' sustainable performance in the Magelang plywood industry. The sampling technique used in this research was Accidental Sampling, with 101 employees as respondents. Primary data were collected using a questionnaire tested for validity and reliability. Data analysis in this research used descriptive statistical analysis tests, classical assumption tests including multicollinearity tests, heteroscedasticity tests, normality tests, linearity tests, multiple linear regression analysis, and hypothesis tests including partial tests (t), simultaneous tests (F), and coefficient of determination tests (R^2), conducted using IBM SPSS Statistics version 26. The results of this research indicated that employee green behavior had a negative and insignificant effect on sustainable performance, green human resource management had a positive and significant effect on sustainable performance, and both employee green behavior and green human resource management combined had a positive and significant effect on sustainable performance.

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