

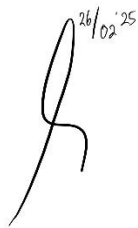
PENGARUH *ORGANIZATIONAL CULTURE* TERHADAP *TURNOVER INTENTION* DENGAN *GREEN HUMAN RESOURCE MANAGEMENT* SEBAGAI VARIABEL INTERVENING PADA KARYAWAN GENERASI Z DI KABUPATEN SLEMAN

Silma Luthfiatul Kholidi

Abstrak

Penelitian ini bertujuan untuk menguji pengaruh *organizational culture* terhadap *turnover intention* dengan *green human resource management* sebagai variabel intervening. Populasi dalam penelitian ini yaitu karyawan Generasi Z di Kabupaten Sleman. Metode yang digunakan dalam pengambilan sampel adalah teknik *purposive sampling* sebanyak 100 responden yang memenuhi kriteria tertentu, yaitu karyawan Generasi Z di Kabupaten Sleman yang berusia 18-28 tahun. Data primer dikumpulkan melalui kuesioner yang telah teruji validitas dan reliabilitasnya. Hasil data pada penelitian ini terdapat pengaruh langsung dan tidak langsung. Analisis data yang digunakan pada penelitian ini adalah uji asumsi klasik, analisis jalur, dan uji hipotesis. Hasil analisis data menunjukkan bahwa: (1) *Organizational culture* berpengaruh positif dan signifikan terhadap *green human resource management*, (2) *Green human resource management* berpengaruh negative dan signifikan terhadap *turnover intention*, (3) *Organizational culture* berpengaruh negatif dan signifikan terhadap *turnover intention*, (4) Tidak terdapat peran mediasi dari *green human resource management* pada hubungan *organizational culture* terhadap *turnover intention*.

Kata Kunci: *Organizational Culture, Green Human Resource Management, Turnover Intention*

26/02'25


***THE INFLUENCE OF ORGANIZATIONAL CULTURE ON TURNOVER
INTENTION WITH GREEN HUMAN RESOURCE MANAGEMENT AS
INTERVENING VARIABLE ON GENERATION Z EMPLOYEES IN
SLEMAN REGENCY***

Silma Luthfiatul Kholidi

Abstract

This research analyzed organizational culture's influence on turnover intention, with green human resource management as an intervening variable. This study's population was comprised of Generation Z employees at Sleman Regency. The researchers employed purposive sampling, which resulted in a sample of 100 respondents who met specific criteria, namely Generation Z employees in Sleman Regency aged 18-28 years. Primary data were collected through questionnaires that had been tested for validity and reliability. The data analysis in this study revealed both direct and indirect effects. The data analysis methods employed in this research included classical assumption tests, path analysis, and hypothesis testing. The data analysis results indicated that organizational culture exerts a positive and significant influence on green human resource management. Secondly, green human resource management demonstrates a negative and significant effect on turnover intention. Thirdly, organizational culture exhibits a negative and significant impact on turnover intention. Finally, the mediating role of green human resource management in the relationship between organizational culture and turnover intention is non-existent.

Keywords: *Organizational Culture, Green Human Resource Management, Turnover Intention*

