

PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT*, BUDAYA ORGANISASI, DAN LINGKUNGAN KERJA TERHADAP KEPUASAN KERJA KARYAWAN PERUSAHAAN MANUFAKTUR DI KABUPATEN SLEMAN

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Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *green human resource management*, budaya organisasi, dan lingkungan kerja terhadap kepuasan kerja pada karyawan di perusahaan manufaktur Kabupaten Sleman. Penelitian ini menggunakan teknik *purposive sampling* dengan responden sebanyak 100 karyawan manufaktur di Kabupaten Sleman. Data primer dikumpulkan dengan metode penyebaran kuesioner secara langsung melalui *google forms* yang telah diuji validitas dan reliabilitasnya. Analisis data dalam penelitian ini adalah analisis deskriptif, pengujian instrumen meliputi uji validitas dan reliabilitas, uji asumsi klasik meliputi linearitas, normalitas, multikolinearitas, dan heteroskedastisitas. Pengujian hipotesis dalam penelitian ini adalah uji t dan uji F. Koefisien determinasi digunakan untuk mengukur seberapa besar variabel bebas mempengaruhi variabel terikat. Teknik analisis data yang digunakan adalah regresi linier berganda dengan menggunakan *software IBM SPSS Statistic* versi 24. Hasil penelitian menunjukkan bahwa *green human resource management* berpengaruh positif terhadap kepuasan kerja karyawan manufaktur. Budaya organisasi berpengaruh positif terhadap kepuasan kerja karyawan manufaktur. Lingkungan kerja berpengaruh positif terhadap kepuasan kerja karyawan manufaktur. Selanjutnya *green human resource management*, budaya organisasi, dan lingkungan kerja secara bersama-sama berpengaruh positif terhadap kepuasan kerja karyawan manufaktur.

Kata Kunci: *Green Human Resource Management, Budaya Organisasi, Lingkungan Kerja, Kepuasan Kerja*



***THE INFLUENCE OF GREEN HUMAN RESOURCE MANAGEMENT,
ORGANIZATIONAL CULTURE, AND WORK ENVIRONMENT ON
EMPLOYEE SATISFACTION OF MANUFACTURING COMPANIES IN
SLEMAN REGENCY***

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Abstract

This study aims to analyze the influence of green human resource management, organizational culture, and work environment on job satisfaction among employees in manufacturing companies located in Sleman Regency. The research employs purposive sampling techniques, with a total of 100 manufacturing employees from Sleman Regency serving as respondents. Primary data is collected through the distribution of questionnaires via Google Forms, which have been tested for validity and reliability. The data analysis in this study includes descriptive analysis, instrument testing (which encompasses validity and reliability tests), and classical assumption tests, including linearity, normality, multicollinearity, and heteroscedasticity. The hypothesis tests employed in this study are the t-test and the F-test. The data analysis technique utilized is multiple linear regression, conducted using IBM SPSS Statistics software version 24. The results indicate that green human resource management has a positive influence on the job satisfaction of manufacturing employees. Additionally, organizational culture also has a positive effect on the job satisfaction of these employees. The work environment similarly contributes positively to their job satisfaction. Furthermore, green human resource management, organizational culture, and the work environment collectively have a positive impact on the job satisfaction of manufacturing employees.

Keywords: *Green Human Resource Management, Organizational Culture, Work Environment, Job Satisfaction*