

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh green human resource management terhadap employee green behavior dan employee green performance, serta mengeksplorasi peran mediasi employee green behavior dalam hubungan antara green human resource management dan employee green performance. Pendekatan yang digunakan dalam penelitian ini adalah kuantitatif, dengan metode survei melalui penyebaran kuesioner kepada 90 pegawai di Dinas Lingkungan Hidup Provinsi Jambi. Analisis data dalam penelitian ini menggunakan Structural Equation Modeling (SEM) berbasis Partial Least Square (PLS). Hasil penelitian menunjukkan bahwa green human resource management berpengaruh signifikan terhadap employee green performance dan employee green behavior. Selain itu, employee green behavior berpengaruh signifikan terhadap employee green performance, serta mampu memediasi hubungan antara green human resource management dan employee green performance secara signifikan.

Kata Kunci: *Green Human Resource Management, Green Behavior, Green Performance*

ABSTRACT

This study aims to analyze the influence of green human resource management on employee green behavior and employee green performance, as well as to explore the mediating role of employee green behavior in the relationship between green human resource management and employee green performance. The research employed a quantitative approach using a survey method, with questionnaires distributed to 90 employees at the Environmental Agency of Jambi Province. The collected data were analyzed using the Partial Least Squares (PLS) method with the help of SmartPLS software. The results of the study indicate that green human resource management has a significant effect on employee green performance and employee green behavior. Furthermore, employee green behavior has a significant effect on employee green performance and is capable of significantly mediating the relationship between green human resource management and employee green performance.

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