

ABSTRAK

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Program Studi : Program Magister Ilmu Manajemen
Judul : PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT*,
DAN *GREEN LEADERSHIP* TERHADAP *GREEN PERFORMANCE* DENGAN *GREEN ORGANIZATIONAL CULTURE* SEBAGAI VARIABEL MEDIASI PADA PEGAWAI RUMAH SAKIT UMUM CUT MEUTIA KABUPATEN ACEH UTARA.

Penelitian ini mengkaji Pengaruh *Green Human Resource Management*, dan *Green Leadership* terhadap *Green Performance* dengan *Green Organizational Culture* sebagai Variabel Mediasi pada Pegawai Rumah Sakit Umum Cut Meutia Kabupaten Aceh Utara. Sampel dalam penelitian ini adalah pegawai sebanyak 124 Orang pegawai yang dijadikan responden. Data yang dikumpulkan melalui kuesioner, kemudian dianalisis dengan metode analisis data yang menggunakan *Structural Equation Modeling* (SEM) yang dioperasionalkan dengan perangkat *Analysis of Moment Structure* (AMOS). Hasil penelitian menunjukkan bahwa *Green HRM* tidak berpengaruh signifikan terhadap *Green Organizational Culture* tetapi berperangaruh signifikan terhadap *Green Performance*. Kemudian *Green Leadership* ditemukan berpengaruh signifikan terhadap *Green Organizational Culture* dan *Green performance*. Selanjutnya pengaruh *Green Organizational Culture* terhadap *Green performance* juga ditemukan signifikan, dan berperan sebagai variabel mediasi dalam hubungan antara *Green Leadership* dengan *Green Performance*. Hasil penelitian ini diharapkan dapat menjadi informasi penting bagi pimpinan organisasi dalam membuat kebijakan yang terkait dengan pengembangan layanan Rumah Sakit Umum Cut Meutia, Kabupaten Aceh Utara.

Kata kunci : *Green HRM, Green Leadership, Green Organizational Culture, Green Performance*

ABSTRACT

Name : DIANA ROSA
Study Program : Master of Management Science Program
Title : THE INFLUENCE OF GREEN HUMAN RESOURCE MANAGEMENT AND GREEN LEADERSHIP ON GREEN PERFORMANCE WITH GREEN ORGANIZATIONAL CULTURE AS A MEDIATING VARIABLE ON EMPLOYEES OF CUT MEUTIA GENERAL HOSPITAL, NORTH ACEH REGENCY

This study examines the influence of Green Human Resource Management and Green Leadership on Green Performance with Green Organizational Culture as a mediating variable among employees at Cut Meutia General Hospital, North Aceh Regency. The sample in this study was 124 employees who were respondents. Data collected through questionnaires were then analyzed using data analysis methods using Structural Equation Modeling (SEM) which was operationalized with the Analysis of Moment Structure (AMOS) tool. The results of the study indicate that Green HRM does not have a significant effect on Green Organizational Culture but has a significant effect on Green Performance. Then Green Leadership was found to have a significant effect on Green Organizational Culture and Green Performance. Furthermore, the influence of Green Organizational Culture on Green Performance was also found to be significant, and acts as a mediating variable in the relationship between Green Leadership and Green Performance. The results of this study are expected to provide important information for organizational leaders in making policies related to the development of services at Cut Meutia General Hospital, North Aceh Regency.

Keywords : *Green HRM, Green Leadership, Green Organizational Culture, Green Performance*