

## ABSTRAK

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Judul : PENGARUH *GREEN HUMAN RESOURCE MANAGEMENT* TERHADAP *CORPORATE ENVIROMENTAL PERFORMANCE* PADA PERUMDA TIRTA PASE ACEH UTARA DENGAN *EMPLOYEE ENVIROMENTAL COMMITMENT* DAN *ORGANIZATIONAL CITIZENSHIP BEHAVIOR FOR THE ENVIRONMENT* SEBAGAI VARIABEL *INTERVENING*

Penelitian ini menganalisis pengaruh *Green Human Resource Management* (GHRM) terhadap *Corporate Environmental Performance* (CEP). Selain itu, penelitian ini juga mengkaji peran mediasi dari *Employee Environmental Commitment* (EEC) dan *Organizational Citizenship Behavior for the Environment* (OCBE). Studi ini menggunakan sampel 120 pegawai Perumda Tirta Pase Aceh Utara. Analisis data dilakukan dengan analisis jalur (*path analysis*) menggunakan *Structural Equation Modeling* (SEM) melalui perangkat lunak AMOS. Hasil penelitian menunjukkan bahwa GHRM berpengaruh positif tetapi tidak signifikan terhadap CEP. GHRM berpengaruh positif dan signifikan terhadap EEC dan OCBE. EEC berpengaruh positif dan signifikan terhadap CEP, sementara OCBE berpengaruh positif tetapi tidak signifikan terhadap CEP. Hasil uji mediasi menunjukkan bahwa EEC tidak dapat memediasi pengaruh GHRM terhadap CEP karena pengaruh langsung GHRM terhadap CEP tidak signifikan. Demikian pula, OCBE juga tidak dapat memediasi pengaruh GHRM terhadap CEP karena alasan yang sama.

**Kata Kunci:** *Green Human Resource Management, employee environmental commitment, organizational citizenship behavior for the environment, dan corporate environmental performance..*

## **ABSTRACT**

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*Title* : GREEN HUMAN RESOURCE MANAGEMENT AND CORPORATE ENVIRONMENTAL PERFORMANCE: THE MEDIATING ROLES OF EMPLOYEE ENVIRONMENTAL COMMITMENT AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR FOR THE ENVIRONMENT AT PERUMDA TIRTA PASE ACEH UTARA.

*This study analyzes the effect of Green Human Resource Management (GHRM) on Corporate Environmental Performance (CEP). Additionally, this study examines the mediating roles of Employee Environmental Commitment (EEC) and Organizational Citizenship Behavior for the Environment (OCBE). The study used a sample of 120 employees from Perumda Tirta Pase North Aceh. Data analysis was conducted using path analysis with Structural Equation Modeling (SEM) through AMOS software. The results show that GHRM has a positive but insignificant effect on CEP. GHRM positively and significantly affects both EEC and OCBE. EEC has a positive and significant effect on CEP, whereas OCBE has a positive but insignificant effect on CEP. The mediation test results indicated that EEC could not mediate the effect of GHRM on CEP because the direct effect of GHRM on CEP was not significant. Similarly, OCBE cannot mediate the effect of GHRM on CEP for the same reason.*

***Keywords:*** *Green Human Resource Management, employee environmental commitment, organizational citizenship behavior for the environment, and corporate environmental performance.*