

ABSTRAK

PENGARUH GREEN HUMAN RESOURCE MANAGEMENT, GREEN TRANSFORMATIONAL LEADERSHIP, DAN GREEN ORGANIZATIONAL CULTURE TERHADAP GREEN ORGANIZATIONAL CITIZENSHIP BEHAVIOR

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Penelitian ini bertujuan untuk mengetahui: (1) Pengaruh *Green Human Resource Management (GHRM)*, *Green Transformational Leadership (GTL)*, *Green Organizational Culture (GOC)* secara simultan terhadap *Green Organizational Citizenship Behavior*, (2) Pengaruh *Green Human Resource Management (GHRM)* terhadap *Green Organizational Citizenship Behavior*, (3) Pengaruh *Green Transformational Leadership (GTL)* terhadap *Green Organizational Citizenship Behavior*, (4) Pengaruh *Green Organizational Culture (GOC)* terhadap *Green Organizational Citizenship Behavior* dalam mendukung tujuan keberlanjutan. Penelitian ini memiliki kebaruan karena belum pernah dilakukan pada populasi tenaga kependidikan. Metode penelitian yang digunakan adalah analisis deskriptif dan kuantitatif dengan bantuan perangkat lunak SPSS. Hasil penelitian ini menunjukkan bahwa (1) *Green Human Resource Management (GHRM)*, *Green Transformational Leadership (GTL)*, dan *Green Organizational Culture (GOC)* secara simultan berpengaruh signifikan terhadap *Green Organizational Citizenship Behavior (GOCB)* tenaga kependidikan di Universitas Sanata Dharma. (2) *Green Human Resource Management (GHRM)* berpengaruh signifikan terhadap *Green Organizational Citizenship Behavior (GOCB)* tenaga kependidikan di Universitas Sanata Dharma, sedangkan (3) *Green Transformational Leadership (GTL)* tidak berpengaruh signifikan terhadap *Green Organizational Citizenship Behavior (GOCB)* tenaga kependidikan di Universitas Sanata Dharma. (4) *Green Organizational Culture (GOC)* berpengaruh terhadap *Green Organizational Citizenship Behavior (GOCB)* tenaga kependidikan di Universitas Sanata Dharma.

Keywords : *Green Human Resource Management, Green Transformational Leadership, Green Organizational Culture , Green Organizational Citizenship Behavior*

ABSTRACT

**THE EFFECT OF GREEN HUMAN RESOURCE MANAGEMENT,
GREEN TRANSFORMATIONAL LEADERSHIP, AND GREEN
ORGANIZATIONAL CULTURE ON GREEN ORGANIZATIONAL
CITIZENSHIP BEHAVIOR**

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This study aims to determine: (1) The simultaneous influence of Green Human Resource Management (GHRM), Green Transformational Leadership (GTL), Green Organizational Culture (GOC) to Green Organizational Citizenship Behavior, (2) The influence of Green Human Resource Management (GHRM) to Green Organizational Citizenship Behavior, (3) The influence of Green Transformational Leadership (GTL) to Green Organizational Citizenship Behavior, (4) The Influence of Green Organizational Culture (GOC) to Green Organizational Citizenship Behavior in supporting sustainability goals. This research is novel because it has never been conducted on a population of educational staff. The research method used are descriptive and quantitative analysis with the help of SPSS software. The results of this study indicate that (1) Green Human Resource Management (GHRM), Green Transformational Leadership (GTL), and Green Organizational Culture (GOC) simultaneously have significant effect on Green Organizational Citizenship Behavior (GOCB) of educational staff at Sanata Dharma University. (2) Green Human Resource Management (GHRM) has significant effect on Green Organizational Citizenship Behavior (GOCB) educational staff at Sanata Dharma University, while (3) Green Transformational Leadership (GTL) does not have significant effect on Green Organizational Citizenship Behavior (GOCB) of educational staff at Sanata Dharma University. (4) Green Organizational Culture (GOC) influences Green Organizational Citizenship Behavior (GOCB) of educational staff at Sanata Dharma University.

Keywords : Green Human Resource Management, Green Transformational Leadership, Green Organizational Culture , Green Organizational Citizenship Behavior