

## **ABSTRACT**

*Human activities in this era can cause global warming, which causes climate and weather changes. Currently, the company provides many opportunities for employees to implement go green behavior. Starting from adjusting the office lighting system to the type of office equipment they will choose and use. The idea of introducing a go-green initiative into the workplace is the right solution to protect the environment and also change the lifestyle of its employees. The application of environmentally friendly behavior in human resource management is also called Green Human Resources Management (GHRM). This study examines the go green program at PT Telkom Indonesia TBK. The purpose of this study is to explore the types of go green programs that are run by this company. This study focuses on the types of GHRM practices implemented in the company environment, the factors that encourage companies to implement GHRM practices, employee understanding of these practices between generations such as baby boomers, gen x, and gen y, efforts and socialization of the company so that GHRM practices continue. The results found in this study that there have been several GHRM practices that have been carried out but, because of the understanding of the term GHRM, it is not understood by the baby boomers generation. Employees in this generation are more familiar with the term go green.*

**Keywords:** *Green Human Resource Management, baby boomers, gen x, gen y.*