## **DAFTAR PUSTAKA**

- Afsar, Bilal, Yuosre Badir, and Umar Safdar Kiani. 2016. "Linking Spiritual Leadership and Employee Pro-Environmental Behavior: The Influence of Workplace Spirituality, Intrinsic Motivation, and Environmental Passion." *Journal of Environmental Psychology* 45:79–88. doi: 10.1016/j.jenvp.2015.11.011.
- Ahmad, Naveed, Zia Ullah, Muhammad Zulqarnain Arshad, Hafiz waqas Kamran, Miklas Scholz, and Heesup Han. 2021. "Relationship between Corporate Social Responsibility at the Micro-Level and Environmental Performance: The Mediating Role of Employee pro-Environmental Behavior and the Moderating Role of Gender." *Sustainable Production and Consumption* 27:1138–48. doi: 10.1016/j.spc.2021.02.034.
- Ahmad, Shoeb. 2015. "Green Human Resource Management: Policies and Practices." *Cogent Business and Management* 2(1). doi: 10.1080/23311975.2015.1030817.
- Ahmed, Mansoora, Qiang Guo, Muhammad Asif Qureshi, Syed Ali Raza, Komal Akram Khan, and Javeria Salam. 2021. "Do Green HR Practices Enhance Green Motivation and Proactive Environmental Management Maturity in Hotel Industry?" *International Journal of Hospitality Management* 94(June 2020):102852. doi: 10.1016/j.ijhm.2020.102852.
- Al-Swidi, Abdullah Kaid, Hamid Gelaidan, and Redhwan Mohammed Saleh. 2021. "The Joint Impact of Green Human Resource Management, Leadership and Organizational Culture on Employees' Green Behaviour and Organisational Environmental Performance." *Journal of Cleaner Production* 316(July):128112. doi: 10.1016/j.jclepro.2021.128112.
- Ali, Muhammad, Chin Hong Puah, Anum Ali, Syed Ali Raza, and Norazirah Ayob. 2021. "Green Intellectual Capital, Green HRM and Green Social Identity toward Sustainable Environment: A New Integrated Framework for Islamic Banks." *International Journal of Manpower*. doi: 10.1108/IJM-04-2020-0185.
- Anon. n.d. "[Main] Anwar, et Al (2020)-Green Human Resource Management for Organisational Citizenship Behaviour towards the Environment and Environmental Performance.Pdf."
- Barr, Stewart. 2007. Factors Influencing Environmental Attitudes and Behaviors: A U.K. Case Study of Household Waste Management. Vol. 39.
- Bissing-Olson, Megan J., Kelly S. Fielding, and Aarti Iyer. 2016. "Experiences of Pride, Not Guilt, Predict pro-Environmental Behavior When pro-Environmental Descriptive Norms Are More Positive." *Journal of Environmental Psychology* 45:145–53. doi: 10.1016/j.jenvp.2016.01.001.

- Braam, Geert J. M., Lisanne Uit De Weerd, Mara Hauck, and Mark A. J. Huijbregts. 2016. "Determinants of Corporate Environmental Reporting: The Importance of Environmental Performance and Assurance." *Journal of Cleaner Production* 129:724–34. doi: 10.1016/j.jclepro.2016.03.039.
- Del Brío, Jesús Ángel, Esteban Fernández, and Beatriz Junquera. 2007. Management and Employee Involvement in Achieving an Environmental Action-Based Competitive Advanrage: An Empirical Study. Vol. 18.
- Chaklader, Barnali, and Puja Aggarwal Gulati. 2015. "A Study of Corporate Environmental Disclosure Practices of Companies Doing Business in India." *Global Business Review* 16(2):321–35. doi: 10.1177/0972150914564430.
- Chang, Tai Wei, and Cheng Ze Hung. 2021. "How to Shape the Employees' Organization Sustainable Green Knowledge Sharing: Cross-Level Effect of Green Organizational Identity Effect on Green Management Behavior and Performance of Members." *Sustainability (Switzerland)* 13(2):1–19. doi: 10.3390/su13020626.
- Chaudhary, Richa. 2020. "Green Human Resource Management and Employee Green Behavior: An Empirical Analysis." *Corporate Social Responsibility and Environmental Management* 27(2):630–41. doi: 10.1002/csr.1827.
- Daily, Bonnie F., John W. Bishop, and Jacob A. Massoud. 2012. "The Role of Training and Empowerment in Environmental Performance: A Study of the Mexican Maquiladora Industry." *International Journal of Operations and Production Management* 32(5):631–47. doi: 10.1108/01443571211226524.
- Dragomir, Voicu D. 2018. "How Do We Measure Corporate Environmental Performance? A Critical Review." *Journal of Cleaner Production* 196:1124–57. doi: 10.1016/j.jclepro.2018.06.014.
- Farooq, Khalid, Mohd Yusoff Yusliza, Zikri Muhammad, Muhamad Khalil Omar, and Nik Hazimah Nik Mat. 2022. "Employee Ecological Behavior among Academicians at the Workplace." *Social Responsibility Journal*. doi: 10.1108/SRJ-04-2021-0147.
- Farrukh, Muhammad, Nabeel Ansari, Ali Raza, Yihua Wu, and Hong Wang. 2022. "Fostering Employee's pro-Environmental Behavior through Green Transformational Leadership, Green Human Resource Management and Environmental Knowledge." *Technological Forecasting and Social Change* 179(August 2021):121643. doi: 10.1016/j.techfore.2022.121643.
- Fawehinmi, Olawole, Mohd Yusoff Yusliza, Zaleha Mohamad, Juhari Noor Faezah, and Zikri Muhammad. 2020. "Assessing the Green Behaviour of Academics: The Role of Green Human Resource Management and Environmental Knowledge." *International Journal of Manpower* 41(7):879–900. doi: 10.1108/IJM-07-2019-0347.

- Frick, Jacqueline, Florian G. Kaiser, and Mark Wilson. 2004. "Environmental Knowledge and Conservation Behavior: Exploring Prevalence and Structure in a Representative Sample." *Personality and Individual Differences* 37(8):1597–1613. doi: 10.1016/j.paid.2004.02.015.
- Gilal, Faheem Gul, Zubaida Ashraf, Naeem Gul Gilal, Rukhsana Gul Gilal, and Nisar Ahmed Channa. 2019. "Promoting Environmental Performance through Green Human Resource Management Practices in Higher Education Institutions: A Moderated Mediation Model." *Corporate Social Responsibility and Environmental Management* 26(6):1579–90. doi: 10.1002/csr.1835.
- Gill, Atif Ali, Balqees Ahmad, and Shiza Kazmi. 2021. "The Effect of Green Human Resource Management on Environmental Performance: The Mediating Role of Employee Eco-Friendly Behavior." *Management Science Letters* 11:1725–36. doi: 10.5267/j.msl.2021.2.010.
- Jackson, Susan E., Randall S. Schuler, and Kaifeng Jiang. 2014. "An Aspirational Framework for Strategic Human Resource Management." Academy of Management Annals 8(1):1–56. doi: 10.1080/19416520.2014.872335.
- Karmoker, Kajol, Farhana Amin Kona, Amanta Hasnat Oyshi, and Kazi Snigdha Yasmin. 2021. "Effects of Green Human Resource Management on Employee Green Behavior: Moderating Role of Employee Environmental Knowledge." *International Journal of Sustainable Development & World Policy* 10(2):64–80. doi: 10.18488/journal.26.2021.102.64.80.
- Kim, Yong Joong, Woo Gon Kim, Hyung Min Choi, and Kullada Phetvaroon. 2019. "The Effect of Green Human Resource Management on Hotel Employees' Eco-Friendly Behavior and Environmental Performance." *International Journal of Hospitality Management* 76(March 2018):83–93. doi: 10.1016/j.ijhm.2018.04.007.
- Latan, Hengky, Charbel Jose Chiappetta Jabbour, Ana Beatriz Lopes de Sousa Jabbour, Samuel Fosso Wamba, and Muhammad Shahbaz. 2018. "Effects of Environmental Strategy, Environmental Uncertainty and Top Management's Commitment on Corporate Environmental Performance: The Role of Environmental Management Accounting." *Journal of Cleaner Production* 180:297–306. doi: 10.1016/j.jclepro.2018.01.106.
- Liu, Pihui, Minmin Teng, and Chuanfeng Han. 2020. "How Does Environmental Knowledge Translate into Pro-Environmental Behaviors?: The Mediating Role of Environmental Attitudes and Behavioral Intentions." *Science of the Total Environment* 728:138126. doi: 10.1016/j.scitotenv.2020.138126.
- Lo, Carlos W. H., and Gerald E. Fryxell. 2003. "The Influence of Environmental Knowledge and Values on Managerial Behaviours on Behalf of the Environment: An Empirical Examination of Managers in China." *Journal of Business Ethics* 46(1):45–69.

- Mazzi, Anna, Sara Toniolo, Marco Mason, Filippo Aguiari, and Antonio Scipioni. 2016. "What Are the Benefits and Difficulties in Adopting an Environmental Management System? The Opinion of Italian Organizations." *Journal of Cleaner Production* 139(September 2015):873–85. doi: 10.1016/j.jclepro.2016.08.053.
- Mtutu, Paidamoyo, and Gladman Thondhlana. 2016. "Encouraging Pro-Environmental Behaviour: Energy Use and Recycling at Rhodes University, South Africa." *Habitat International* 53:142–50. doi: 10.1016/j.habitatint.2015.11.031.
- Naz, Shumaila, Samia Jamshed, Qasim Ali Nisar, and Nadia Nasir. 2021. "Green HRM, Psychological Green Climate and pro-Environmental Behaviors: An Efficacious Drive towards Environmental Performance in China." *Current Psychology*. doi: 10.1007/s12144-021-01412-4.
- Nisar, Qasim Ali, Shahbaz Haider, Faizan Ali, Samia Jamshed, Kisang Ryu, and Sonaina Saif Gill. 2021. "Green Human Resource Management Practices and Environmental Performance in Malaysian Green Hotels: The Role of Green Intellectual Capital and pro-Environmental Behavior." *Journal of Cleaner Production* 311(November 2020):127504. doi: 10.1016/j.jclepro.2021.127504.
- Ojo, Adedapo Oluwaseyi, Christine Nya Ling Tan, and Mazni Alias. 2020. "Linking Green HRM Practices to Environmental Performance through Pro-Environment Behaviour in the Information Technology Sector." *Social Responsibility Journal*. doi: 10.1108/SRJ-12-2019-0403.
- Ojo, Adedapo Oluwaseyi, Christine Nya Ling Tan, and Mazni Alias. 2022. "Linking Green HRM Practices to Environmental Performance through Pro-Environment Behaviour in the Information Technology Sector." *Social Responsibility Journal* 18(1):1–18. doi: 10.1108/SRJ-12-2019-0403.
- Okumus, Fevzi, Mehmet Ali Köseoglu, Eric Chan, Alice Hon, and Umut Avci. 2019. "How Do Hotel Employees' Environmental Attitudes and Intentions to Implement Green Practices Relate to Their Ecological Behavior?" *Journal of Hospitality and Tourism Management* 39(October 2018):193–200. doi: 10.1016/j.jhtm.2019.04.008.
- Oláh, Judit, Nemer Aburumman, József Popp, Muhammad Asif Khan, Hossam Haddad, and Nicodemus Kitukutha. 2020. "Impact of Industry 4.0 on Environmental Sustainability." *Sustainability (Switzerland)* 12(11):1–21. doi: 10.3390/su12114674.
- Paillé, Pascal, Yang Chen, Olivier Boiral, and Jiafei Jin. 2014. "The Impact of Human Resource Management on Environmental Performance: An Employee-Level Study." *Journal of Business Ethics* 121(3):451–66. doi: 10.1007/s10551-013-1732-0.

- Pham, Nhat Tan, Hung Trong Hoang, and Quyen Phu Thi Phan. 2020. "Green Human Resource Management: A Comprehensive Review and Future Research Agenda." *International Journal of Manpower* 41(7):845–78. doi: 10.1108/IJM-07-2019-0350.
- Pham, Nhat Tan, Tan Vo Thanh, Zuzana Tučková, and Vo Thi Ngoc Thuy. 2020. "The Role of Green Human Resource Management in Driving Hotel's Environmental Performance: Interaction and Mediation Analysis." *International Journal of Hospitality Management* 88(September 2019). doi: 10.1016/j.ijhm.2019.102392.
- Rayner, Julie, and Damian Morgan. 2018. "An Empirical Study of 'Green' Workplace Behaviours: Ability, Motivation and Opportunity." *Asia Pacific Journal of Human Resources* 56(1):56–78. doi: 10.1111/1744-7941.12151.
- Raza, Syed Ali, and Komal Akram Khan. 2022. "Impact of Green Human Resource Practices on Hotel Environmental Performance: The Moderating Effect of Environmental Knowledge and Individual Green Values." *International Journal of Contemporary Hospitality Management* 34(6):2154–75. doi: 10.1108/IJCHM-05-2021-0553.
- Ren, Shuang, Guiyao Tang, and Susan E. Jackson. 2018. "Green Human Resource Management Research in Emergence: A Review and Future Directions." *Asia Pacific Journal of Management* 35(3):769–803. doi: 10.1007/s10490-017-9532-1.
- Renwick, Douglas W. S., Tom Redman, and Stuart Maguire. 2013. "Green Human Resource Management: A Review and Research Agenda\*." *International Journal of Management Reviews* 15(1):1–14. doi: 10.1111/j.1468-2370.2011.00328.x.
- Rodríguez-Antón, José Miguel, María Del Mar Alonso-Almeida, María Soledad Celemín, and Luis Rubio. 2012. "Use of Different Sustainability Management Systems in the Hospitality Industry. the Case of Spanish Hotels." *Journal of Cleaner Production* 22(1):76–84. doi: 10.1016/j.jclepro.2011.09.024.
- Roscoe, Samuel, Nachiappan Subramanian, Charbel J. C. Jabbour, and Tao Chong. 2019. "Green Human Resource Management and the Enablers of Green Organisational Culture: Enhancing a Firm's Environmental Performance for Sustainable Development." *Business Strategy and the Environment* 28(5):737–49. doi: 10.1002/bse.2277.
- Saeed, Bilal Bin, Bilal Afsar, Shakir Hafeez, Imran Khan, Muhammad Tahir, and Muhammad Asim Afridi. 2019. "Promoting Employee's Proenvironmental Behavior through Green Human Resource Management Practices." *Corporate Social Responsibility and Environmental Management* 26(2):424–38. doi: 10.1002/csr.1694.

- Safari, Ali, Reza Salehzadeh, Razieh Panahi, and Samaneh Abolghasemian. 2018. "Multiple Pathways Linking Environmental Knowledge and Awareness to Employees' Green Behavior." *Corporate Governance (Bingley)* 18(1):81–103. doi: 10.1108/CG-08-2016-0168.
- Shafaei, Azadeh, Mehran Nejati, and Yusmani Mohd Yusoff. 2020. "Green Human Resource Management: A Two-Study Investigation of Antecedents and Outcomes." *International Journal of Manpower* 41(7):1041–60. doi: 10.1108/IJM-08-2019-0406.
- Tahir, Muhammad, Nadeem Safwan, Abid Usman, and Adil Adnan. 2020. "Green Hrm As Predictor of Firms' Environmental Performance and Role of Employees' Environmental Organizational Citizenship Behavior As a Mediator." *Journal of Research & Reviews in Social Sciences Pakistan* 3(1):699–715.
- Tang, Guiyao, Yang Chen, Yuan Jiang, Pascal Paillé, and Jin Jia. 2018. "Green Human Resource Management Practices: Scale Development and Validity." Asia Pacific Journal of Human Resources 56(1):31–55. doi: 10.1111/1744-7941.12147.
- Tirno, Rabbir Rashedin, Nafiza Islam, and Kamrunnahar Happy. 2023. "Heliyon Green HRM and Ecofriendly Behavior of Employees: Relevance of Proecological Climate and Environmental Knowledge." *Heliyon* 9(4):e14632. doi: 10.1016/j.heliyon.2023.e14632.
- Unsworth, Kerrie L., Matthew C. Davis, Sally V. Russell, and Christian Bretter. 2021. "Employee Green Behaviour: How Organizations Can Help the Environment." *Current Opinion in Psychology* 42:1–6. doi: 10.1016/j.copsyc.2020.12.006.
- Yong, Jing Yi, M. Y. Yusliza, T. Ramayah, and Olawole Fawehinmi. 2019. "Nexus between Green Intellectual Capital and Green Human Resource Management." *Journal of Cleaner Production* 215:364–74. doi: 10.1016/j.jclepro.2018.12.306.
- Yusoff, Yusmani Mohd, Mehran Nejati, Daisy Mui Hung Kee, and Azlan Amran. 2020. "Linking Green Human Resource Management Practices to Environmental Performance in Hotel Industry." *Global Business Review* 21(3):663–80. doi: 10.1177/0972150918779294.
- Zhu, Shaoying, Yuxin Wu, and Qian Shen. 2022. "How Environmental Knowledge and Green Values Affect the Relationship between Green Human Resource Management and Employees' Green Behavior: From the Perspective of Emission Reduction." *Processes* 10(1). doi: 10.3390/pr10010038.
- Zsóka, Ágnes, Zsuzsanna Marjainé Szerényi, Anna Széchy, and Tamás Kocsis. 2013. "Greening Due to Environmental Education? Environmental Knowledge, Attitudes, Consumer Behavior and Everyday pro-Environmental

Activities of Hungarian High School and University Students." *Journal of Cleaner Production* 48:126–38. doi: 10.1016/j.jclepro.2012.11.030.