

## **ABSTRACT**

*This study aims to examine the effect of green training on employees' green performance, with work ethic as a mediating variable, among permanent employees in the RTD (ready to drink) Process and RTD (ready to drink) Packing divisions at PT XYZ Cikarang. Using a quantitative approach, data were collected through an online questionnaire distributed to all 81 employees using a census method. The responses were analyzed using Partial Least Squares-Structural Equation Modeling (PLS-SEM) with SmartPLS software.*

*The results reveal that green training has a positive and significant effect on employees' green performance. In addition, green training has a positive and significant impact on work ethic, and work ethic itself significantly affects employees' green performance. Furthermore, work ethic is proven to partially mediate the relationship between green training and employees' green performance.*

*These findings highlight that green training is a critical factor in improving employees' green performance, both directly and indirectly through work ethic. Therefore, companies are encouraged to strengthen the implementation of green training programs and foster strong work ethics among employees to enhance the effectiveness of sustainable practices in the workplace.*

**Keywords: Green Training, Employees' Green Performance, Work Ethic**

