

ABSTRACT

This study aims to examine the influence of Green Work Engagement and Green Transformational Leadership on Pro-Environmental Behavior, with Green Organizational Culture serving as a mediating variable among teachers and educational staff at Yayasan Pendidikan Nurul Huda Semarang. The study was motivated by the need to enhance pro-environmental behavior within educational institutions through employees' engagement in environmentally oriented work, environmentally responsible leadership, and the development of an organizational culture that promotes environmental sustainability.

This research employed a quantitative approach using a survey method. Primary data were collected through questionnaires distributed to teachers and educational staff at Yayasan Pendidikan Nurul Huda Semarang, with respondents selected using a census (saturated sampling) technique. Data were analyzed using the Partial Least Squares–Structural Equation Modeling (PLS-SEM) approach with the assistance of SmartPLS 4 software.

The findings indicate that Green Work Engagement, Green Transformational Leadership, and Green Organizational Culture have positive and significant effects on Pro-Environmental Behavior. Furthermore, Green Work Engagement and Green Transformational Leadership also have positive and significant effects on Green Organizational Culture. The study further demonstrates that Green Organizational Culture mediates the effects of both Green Work Engagement and Green Transformational Leadership on Pro-Environmental Behavior. These findings suggest that pro-environmental behavior among teachers and educational staff can be strengthened by fostering environmentally oriented work engagement, implementing transformational leadership that emphasizes environmental sustainability, and cultivating an organizational culture that consistently supports environmental values.

Keywords: *Green Work Engagement, Green Transformational Leadership, Green Organizational Culture, Pro-Environmental Behavior, PLS-SEM.*