

ABSTRACT

This research's purpose is to analyse the effects from ecological leadership and organizational culture on pro-environmental behavior with employee environmental empowerment as intervening variable. This research using two kind of data, first is primary data from interview, direct result questionnaires, and Google Form Link. The other kind of data is from second data that gotten from processing primary data statistically and the results are showed by many tables.

This research takes a place on PT Telekomunikasi Indonesia 4th Regional Division on Central Java and Special Region of Yogyakarta's employees as an object with 135 samples consisting 69 men and 66 women.

This research using Structural Equation Model (SEM) as an analysis tool that consist from five hypothesis that operated with AMOS. The results are showed that ecological leadership and organizational culture give positive effect and significant on employee environmental empowerment and pro-environmental behavior. Then, other result is employee environmental empowerment give positive effect and significant on pro-environmental behavior.

Keywords: Ecological Leadership, Organizational Culture, Employee Environmental Empowerment, Pro-Environmental Behavior.