

ABSTRACT

This study examines the effect of perceived green human resources management on perceived environmental performance with employer environmental commitment and green lifestyle as intervening variables. This study aims to analyze the effect of perceived green human resource management on perceived environmental performance, analyze the effect of perceived green human resource management on employer environmental commitment, analyze the effect of employer environmental commitment on perceived environmental performance, analyze the effect of perceived green human resource management on green lifestyle, analyze the effect of green lifestyle on perceived environmental performance.

The sample of this research is companies in Indonesia that have received ISO 14001 certificates on environmental management and companies that received PROPER awards from the Ministry of Environment and Forestry of the Republic of Indonesia. The technique in sampling in this study uses nonprobability sampling and purposive sampling techniques by collecting data which is done by giving online questionnaires via Google form. The analysis technique used to analyze the data obtained is the Partial Least Square (PLS) technique using SmartPLS software.

From the results of testing the hypothesis, there are several conclusions in this study namely, there is a positive but less significant effect between perceived green human resource management on environmental performance. Then it can be concluded that Hypothesis 1 (H1) was rejected. There is a positive and significant effect between perceived green human resource management on employer environmental commitment. Then it can be concluded that Hypothesis 2 (H2) is accepted. There is a positive but less significant effect between employer environmental commitment on perceived environmental performance. Then it can be concluded that Hypothesis 3 (H3) is rejected. There is a positive and significant influence between perceived green human resource management on green lifestyle. Then it can be concluded that Hypothesis 4 (H4) is accepted. There is a positive and significant influence between green lifestyle on perceived environmental performance. Then it can be concluded that Hypothesis 5 (H5) was accepted.

Keywords: Perceived Green Human Resource Management, Employer Environmental Commitment, Green Lifestyle and Perceived Environmental Performance