

ABSTRACT

Sustainability is a global concern today, based on the growing awareness of the impact on the environment caused by human activities. Every individual in the organization has an important role in realizing the green performance of an organization. This study aims to analyze the Effect of Green Transformational Leadership, Organizational Commitment, and Autonomous Motivation on Organizational Citizenship Behavior for the Environment (OCBE) in employees of Tangerang Food Security Agency. This study was a quantitative study involving 56 employees as respondents. The data were collected using questionnaires and then analyzed with SEM-PLS. The results showed that Green Transformational Leadership, Organizational Commitment and Autonomous Motivation partially had a positive and significant effect on OCBE employees of DKP Tangerang Municipality. In the simultaneous test, all variables significantly influence OCBE. The limitation of this study was that the data have not been completed with in-depth interviews with respondents. Managerial implications that can be applied to encourage OCBE are varied but can begin with the application of transformational leadership values. The benefit of this study lies in the occupational background of the respondents, namely municipal government employees. Municipal governments had a strategic role in realizing sustainable development

Keywords: Green Transformational Leadership, Organizational Commitment, Autonomous Motivation, OCBE



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ABSTRAK

Keberlanjutan (*sustainability*) menjadi perhatian dunia saat ini, dilandasi semakin timbulnya kesadaran akan dampak terhadap lingkungan yang diakibatkan aktifitas manusia. Setiap individu dalam organisasi memiliki peran penting dalam mewujudkan kinerja lingkungan dari suatu organisasi. Tujuan penelitian ini adalah menganalisis Pengaruh *Green Transformational Leadership*, Komitmen Organisasi dan Motivasi Otonom terhadap *Organizational Citizenship Behaviour for the Environment* (OCBE) pada pegawai Dinas Ketahanan Pangan (DKP) Kota Tangerang. Jenis penelitian kuantitatif dengan responden sebanyak 56 pegawai. Metode pengambilan data dengan kuisioner dan di analisis dengan SEM-PLS. Hasil penelitian menunjukkan bahwa *Green Transformational Leadership*, Komitmen Organisasi dan Motivasi Otonom secara parsial berpengaruh positif dan signifikan terhadap OCBE pegawai DKP Kota Tangerang. Demikian juga pada uji simultan, ketiga variabel berpengaruh signifikan terhadap OCBE. Keterbatasan penelitian ini adalah bahwa data belum dilengkapi wawancara mendalam dengan responden. Implikasi manajerial yang dapat diterapkan untuk mendorong OCBE beragam namun dapat dimulai dengan penerapan nilai-nilai kepemimpinan transformasional. Nilai lebih dari penelitian ini terletak pada latar belakang pekerjaan dari responden yaitu para pegawai pemerintah daerah. Pemerintah daerah memiliki peran strategis dalam mewujudkan pembangunan berkelanjutan.

Kata kunci: *Green Transformational Leadership*, Komitmen Organisasi, Motivasi Otonom, OCBE



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