

## **ABSTRACT**

*Industrialization and globalization have a positive impact on economic growth, on the contrary they create environmental problem in the modern world. Therefore several companies are required to focus on the concept of ecologically sociable to achieve sustainable corporate performance. The purpose of this research are to analyze the effect of Green transformational Leadership variables, Green Training on Sustainable Corporate Performance through Employee Green Behaviour. This research contains several theoretical concepts of Green Transformational Leadership, Green Training, Employee Green Behaviour and Sustainable Corporate Performance. The sample of this study was 90 respondents using simple random sampling technique. Data was then analyzed using IBM SPSS statistics 22.0 Software and SEM PLS Smart PLS version 3.2.8. The analysis uses inner and outer test models and correlation matrix between dimensions.*

*The results of this study indicate that Green Transformational and Green Training has a significant effect on Sustainable corporate performance both directly and through the mediating variable Employee green behavior, but in this case the indirect effect is seen to be higher in value than the direct effect. Based on the results of this study, the authors suggest to the management of PT. GCR Textiles to enhance idealistic leaders in terms of environmentally friendly, equal opportunities in training programs for all employees and the quality of the training program must be considered and must be according to the needs of each employee. In addition it is also important to include environmentally friendly criteria in the recruitment program in order to get employees who are green behavior from the beginning of recruitment.*

**Keywords:** *Green Transformational Leadership, Green Training, Employee Green Behaviour, Sustainable Corporate Performance*

## Abstrak

Industrialisasi dan globalisasi memberikan dampak positif terhadap pertumbuhan ekonomi, tetapi disisi lain menjadi penyebab utama pelanggaran lingkungan di dunia modern ini, sehingga sebagian besar perusahaan diharuskan untuk berfokus pada konsep ramah lingkungan agar tercapai kinerja perusahaan keberlanjutan (*sustainable corporate performance*). Tujuan dari penulisan artikel ini adalah untuk Meneliti dan menganalisa pengaruh variabel *Green Transformational Leadership*, dan *Green Training* terhadap *Sustainable Corporate Performance* di PT. GCR Tekstil melalui *Employee Green Behaviour* sebagai variabel mediasi. Sample dari penelitian ini adalah 90 responden dengan menggunakan teknik *simple random sampling*. Data kemudian dianalisis dengan menggunakan Software IBM SPSS *statistics* 22.0 dan SEM PLS Smart PLS versi 3.2.8. Analisis menggunakan uji inner dan outer model serta matriks kolerasi antar dimensi.

Hasil dari penelitian ini menunjukkan bahwa *Green Transformational Leadership* dan *Green training* berpengaruh signifikan terhadap *Sustainable corporate performance* baik secara langsung maupun melalui variabel mediasinya *Employee green behaviour*, tetapi dalam hal ini pengaruh secara tidak langsungnya terlihat lebih tinggi nilainya dibanding dengan pengaruhnya secara langsung. Berdasarkan hasil penelitian ini, maka penulis menyarankan kepada manajemen PT. GCR Tekstil untuk meningkatkan pemimpin-pemimpin yang idealis dalam hal ramah lingkungan, pemerataan kesempatan dalam program training untuk semua karyawan serta kualitas dari program training harus diperhatikan dan harus sesuai kebutuhan setiap karyawan. Selain itu penting juga memasukkan kriteria ramah lingkungan dalam program rekrutmen supaya mendapatkan karyawan yang green behaviour dari awal penrekrutan.

**Kata kunci** : *Green Transformational Leadership*, *Green training*, *Employee Green Behaviour*, *Sustainable Corporate Performance*.