

## ABSTRACT

This study aimed to analyze the influenceEffect of Green Recruitment, Training Green Environmental Performance Against the Green Employee Behavior As Variable Mediation.The background of this research is due to the three variables above the maximum does not affect the performance of the environment.Results are expected for future research is to add variables and the number of samples to be broader in scope and more comprehensive result for the organization and for the investigation.This type of research using quantitative research with survey method.The sampling method used was probability sampling and the sampling technique is simple random sampling. A minimal amount of a sample of 100 samples using the formula slovin andprimary data gathering is done by providing a list of written questions to the respondent,This study uses regression analysis (Partial Least Square) / PLS to test the hypothesis proposed in this research that*Green Recruitment, Green Training*and *Green Employee Behavior* positive and significant effect on the behavior of the environmental performance of employees at PT Wira Cipta Perkasa.

Keywords: Green Recruitment, Green Training, *Green Employee Behavior*and environmental performance

## ABSTRAK

Kinerja lingkungan merupakan upaya kinerja perusahaan untuk menciptakan lingkungan yang hijau. Tujuan penelitian ini untuk menganalisis pengaruh Pengaruh *Green Recruitment*, *Green Training* Terhadap Kinerja Lingkungan dengan *Employee Green Behavior* Sebagai Variabel Mediasi. Jenis penelitian menggunakan penelitian kuantitatif dengan metode survei. Penelitian ini dilakukan di PT Wira Cipta Perkasa dan menggunakan metode pengambilan sampel *probability sampling* dengan teknik pengambilan sampel *simple random sampling*. Jumlah sampel sebanyak 100 orang. Teknik analisis data pada penelitian ini menggunakan *Structural Equation Modeling* (SEM) dengan menggunakan PLS (Partial Least Square) sebagai *software*. Hasil dari penelitian ini membuktikan *Green Recruitment*, *Green Training*, dan *Employee Green Behavior* berpengaruh positif dan signifikan terhadap perilaku kinerja lingkungan.

Kata kunci: *Green Recruitment*, *Green Training*, *Employee Green Behavior* dan Kinerja lingkungan

