

## **ABSTRACT**

*This study aims to determine the effect of Green Performance Appraisal and Green Compensation and Rewards mediated by OCBE on performance and find the most dominant influence among the independent variables which will then be a priority for improvement in efforts to improve employee performance.*

*This research uses survey method with associative explanatory quantitative research. The sampling technique used is probability sampling using simple random sampling. The research sample is employees of PT Telekomunikasi Indonesia International (TELIN) with 75 respondents. Data analysis uses Multiple Linear Regression with the Partial Least Square (Smart PLS) program.*

*The results of this study found that there was a positive and significant effect between Green Performance Appraisal and Green Compensation and Rewards mediated by OCBE on performance. This study concludes that employee performance can be improved through efforts to improve aspects of the Performance Appraisal and OCBE. The effect of Green Compensation and Rewards is more dominant than the influence of the other two variables. So that improvements in the timeliness of green performance appraisal are a priority to improve employee performance.*

*Keywords: Green Performance Appraisal, Green Compensation and Rewards, OCBE and employee performance.*



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## ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh *Green Performance Appraisal* dan *Green Compensation and Rewards* yang dimediasi oleh OCBE terhadap kinerja serta mencari pengaruh paling dominan diantara variabel bebas yang kemudian akan dijadikan prioritas perbaikan dalam upaya meningkatkan kinerja karyawan.

Penelitian ini menggunakan metode survey dengan penelitian kuantitatif eksplanatori yang asosiatif. Teknik pengambilan sampel yang digunakan adalah *probability sampling* menggunakan *simple random sampling*. Sampel penelitian adalah karyawan PT Telekomunikasi Indonesia International (TELIN) dengan jumlah responden sebanyak 75 orang. Analisis data mempergunakan Regresi Linier Berganda dengan program *Partial Least Square (Smart PLS)*.

Hasil penelitian ini menemukan bahwa terdapat pengaruh positif dan signifikan antara *Green Performance Appraisal* dan *Green Compensation and Rewards* yang dimediasi oleh OCBE terhadap kinerja. Penelitian ini menyimpulkan bahwa kinerja karyawan dapat ditingkatkan melalui upaya peningkatan pada aspek *Green Performance Appraisal* dan OCBE. Pengaruh *Green Compensation and Rewards* lebih dominan dibandingkan pengaruh kedua variabel yang lain. Sehingga perbaikan dalam upaya ketepatan waktu penilaian kinerja hijau menjadi prioritas untuk meningkatkan kinerja karyawan.

Kata kunci: *Green Performance Appraisal*, *Green Compensation and Rewards*, OCBE dan kinerja karyawan.

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