

## **ABSTRACT**

*Manufacturing company activities touch with social and environmental aspects. PT Mulia Industrindo Tbk, a manufacturing company since 2021, has chosen steps to strengthen a sustainable corporate strategy. The research objective was to determine the effect of Green Organizational Culture and Green Knowledge Management on Corporate Sustainability Performance with Employee Green Behavior as an intervening variable. This research was conducted on 193 permanent employees as respondents. Quantitative research with survey methods. SEM-PLS data analysis using SmartPLS 3 software. The study's results, Green Organizational Culture, influences Employee Green Behavior and Corporate Sustainability Performance. Likewise, Green Knowledge Management Influences Employee Green Behavior and Corporate Sustainability Performance. It was also found that Employee Green Behavior did not affect Corporate Sustainability Performance. Then when each of the Green Organizational Culture and Green Knowledge Management through Employee Green behavior does not influence Corporate Sustainability Performance, it is concluded that Green Organizational Culture and Green Knowledge Management can be determining factors for developing Employee Green Behavior and achieving Corporate Sustainability Performance targets. The cause of Employee Green Behavior not influencing Corporate Sustainability Performance is the Covid-19 pandemic, with social restrictions in activities reducing the role of employees in sustainability programs.*

*Keyword: Corporate Sustainability Performance, Green Organizational Culture, Green Knowledge Management, Employee Green Behavior*

## ABSTRAK

Perusahaan manufaktur aktivitas usahanya bersentuhan dengan aspek sosial dan lingkungan. Begitu pula PT Mulia Industrindo Tbk, perusahaan manufaktur yang sejak tahun 2021 memilih langkah memperkuat strategi perusahaan yang berkelanjutan. Tujuan penelitian adalah mengetahui pengaruh *Green Organizational Culture* dan *Green Knowledge Management* terhadap *Corporate Sustainability Performance* dengan *Employee Green Behavior* sebagai variabel intervening. penelitian melibatkan sebanyak 193 karyawan tetap sebagai responden. Penelitian kuantitatif dengan metode survey. analisis data SEM-PLS menggunakan *software SmartPLS 3*. Hasil dari penelitian, *Green Organizational Culture* memiliki pengaruh terhadap *Employee Green Behavior* dan *Corporate Sustainability Performance*. Begitu juga dengan *Green Knowledge Management* memiliki pengaruh terhadap *Employee Green Behavior* dan *Corporate Sustainability Performance*. Juga ditemukan *Employee Green Behavior* tidak memiliki pengaruh terhadap *Corporate Sustainability Performance*. Kemudian ketika masing-masing dari *Green Organizational Culture* dan *Green Knowledge Management* melalui *Employee Green Behavior* tidak memiliki pengaruh terhadap *Corporate Sustainability Performance*. disimpulkan bahwa *Green Organizational Culture* dan *Green Knowledge Management* dapat menjadi faktor penentu untuk mengembangkan *Employee Green Behavior* dan pencapaian target *Corporate Sustainability Performance*. Penyebab dari tidak berpengaruhnya *Employee Green Behavior* terhadap *Corporate Sustainability Performance* adalah masa pandemi Covid-19 dengan aturan pembatasan sosial dalam beraktivitas mengurangi peran karyawan dalam program-program *sustainability*.

Kata kunci: *Corporate Sustainability Performance, Green Organizational Culture, Green Knowledge Management, Employee Green Behavior*