

## **ABSTRACT**

*In Indonesia, a number of environmental problems are still a homework that needs to be solved, so that most companies are required to focus on the concept of being environmentally friendly or go green in order to achieve sustainable employee performance. The purpose of this research are to analyze the effect of Green Human Resource Management, Green Transformational Leadership on Employee Sustainable Performance through Employee Green Behaviour in Universitas Mercu Buana Jakarta. This research contains several theoretical concepts of Green Human Resource Management, Transformational Leadership, Employee Sustainable Performance, and Employee Green Behavior. The sample of this study was 252 respondents using Proportionate stratified random sampling technique. Data was then analyzed using SEM PLS Smart PLS version 3.3.3. The analysis uses inner and outer test models and correlation matrix between dimensions. Based on the results of the analysis in this study, the results obtained : 1. green human resource management has a positive and significant effect on Employee Sustainable Performance; 2. green transformational leadership has a positive and significant effect on employee sustainable performance; 3. employee green behavior has a positive and significant effect on employee sustainable performance; 4. green human resource management has a positive and significant effect on employee green behavior; 5. green transformational leadership has a positive and significant effect on employee green behavior; 6. employee green behavior mediates the influence of green human resource management on employee sustainable performance; 7. employee green behavior mediates the influence of green transformational leadership on employee sustainable performance.*

*Keywords: Green Human Resource Management, Transformational Leadership, Employee Sustainable Performance, Employee Green Behavior, Sustainability.*

## ABSTRAK

Di Indonesia, sejumlah persoalan lingkungan masih menjadi pekerjaan rumah yang membutuhkan penyelesaian. sehingga sebagian besar perusahaan diharuskan untuk berfokus pada konsep ramah lingkungan atau go green agar tercapai kinerja karyawan yang berkelanjutan. Tujuan dari penulisan artikel ini adalah untuk Meneliti dan menganalisis pengaruh variabel *green human resource management*, *green transformational leadership* terhadap kinerja karyawan berkelanjutan melalui variable *employee green behavior* di Universitas Mercu Buana Jakarta. Sampel dari penelitian ini adalah 252 responden dengan menggunakan teknik *proportionate stratified random sampling*. Data kemudian dianalisis dengan menggunakan software SEM PLS SmartPLS versi 3.3.3. Analisis menggunakan uji inner dan outer model serta matriks korelasi antar dimensi. Berdasarkan hasil analisis dalam penelitian ini diperoleh hasil : 1. *green human resource management* berpengaruh positif dan signifikan terhadap *employee sustainable performance*; 2. *green transformational leadership* berpengaruh positif dan signifikan terhadap *employee sustainable performance*; 3. *employee green behavior* berpengaruh positif dan signifikan terhadap *employee sustainable performance*; 4. *green human resource management* berpengaruh positif dan signifikan terhadap *employee green behavior*; 5. *green transformational leadership* berpengaruh positif dan signifikan terhadap *employee green behavior*; 6. *employee green behavior* memediasi pengaruh *green human resource management* terhadap *employee sustainable performance*; 7. *employee green behavior* memediasi pengaruh *green transformational leadership* terhadap *employee sustainable performance*.

Keywords: *Green Human Resource Management, Transformational Leadership, Employee Sustainable Performance, Employee Green Behavior, Sustainability*