

## ABSTRAK

*Sustainability* merupakan isu yang menjadi semakin penting terutama dalam dunia bisnis. Perusahaan perlu memiliki kemampuan untuk mengintegrasikan praktik bisnis yang tidak hanya berkelanjutan dari segi ekonomi, sosial, tetapi juga tahan terhadap perubahan lingkungan. Dalam mencapai hal tersebut perusahaan membutuhkan SDM dengan kinerja yang baik untuk mendukung tercapainya kesuksesan perusahaan dalam berbagai aspek, termasuk mencapai bisnis yang berkelanjutan. Tujuan penelitian ini adalah untuk menganalisis pengaruh variabel *green organizational culture*, *green transformational leadership* terhadap *employee sustainable performance* melalui OCBE di PT VSTI. Sampel dalam penelitian ini adalah 174 karyawan tetap yang dipilih dengan teknik *purposive sampling*. Berdasarkan hasil pengolahan data menggunakan SEM-PLS, didapatkan hasil: 1. *Green organizational culture* berpengaruh positif dan signifikan terhadap *employee sustainable performance*; 2. *Green transformational leadership* tidak berpengaruh terhadap *employee sustainable performance*; 3. OCBE berpengaruh positif dan signifikan terhadap *employee sustainable performance*; 4. *Green organizational culture* berpengaruh positif dan signifikan terhadap OCBE; 5. *Green transformational leadership* berpengaruh positif dan signifikan terhadap OCBE; 6. OCBE memediasi pengaruh *green organizational culture* terhadap *employee sustainable performance*; 7. OCBE memediasi pengaruh *green transformational leadership* terhadap *employee sustainable performance*.

Kata Kunci: *Green Organizational Culture*, *Green Transformational Leadership*, *Employee Sustainable Performance*, *OCBE*, *Sustainability*

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## **ABSTRACT**

*Sustainability is an increasingly important issue, especially in the business world. Companies nowadays need to have the ability to integrate business practices that are not only sustainable economically and socially but also resilient to environmental changes. To achieve this, companies require human resources with strong performance to support the company's success in various aspects, including achieving sustainable business operations. The purpose of this study is to analyze the influence of green organizational culture and green transformational leadership on employee sustainable performance through OCBE at PT VSTI. The sample in this study consists of 174 permanent employees selected using purposive sampling technique. Based on data processing results using SEM-PLS, the findings are: 1. green organizational culture has a positive and significant effect on employee sustainable performance; 2. green transformational leadership has no effect on employee sustainable performance; 3. OCBE has a positive and significant effect on employee sustainable performance; 4. green organizational culture has a positive and significant effect on OCBE; 5. green transformational leadership has a positive and significant effect on OCBE; 6. OCBE mediates the effect of green organizational culture on employee sustainable performance; 7. OCBE mediates the effect of green transformational leadership on employee sustainable performance.*

*Keywords: Green Organizational Culture, Green Transformational Leadership, Employee Sustainable Performance, OCBE, Sustainability.*



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