

ABSTRACT

As awareness of sustainability issues increases, the role of employees in pro-environmental behavior in the workplace becomes crucial. Organizational citizenship behavior for the environment reflects voluntary employee behavior, but is influenced by various factors. Therefore, the existence of organizational commitment and the work environment in this study will be tested to see their influence. This study uses a quantitative approach with a questionnaire-based survey method as the primary data collection instrument. The study population was employees of a moringa leaf company in Sumenep. A total of 40 respondents were selected based on the Hair & Rangle theory and used a simple random sampling technique with multiple linear regression analysis. The results of this study indicate that organizational commitment and the work environment have a significant effect on Organizational Citizenship Behavior for the environment. This study can provide information for the management of the moringa leaf industry in Sumenep or similar industries in formulating and implementing environmentally oriented Human Resources policies.

Keywords: organizational commitment, work environment, organizational citizenship behavior for the environment

ABSTRAK

Seiring dengan meningkatnya kesadaran akan isu keberlanjutan, peran karyawan dalam perilaku pro-lingkungan di tempat kerja menjadi krusial. *Organizational citizenship behavior for the environment* mencerminkan perilaku sukarela karyawan namun berjalan begitu saja ada faktor yang mempengaruhinya sehingga adanya *organizational commitment* dan *work environment* dalam penelitian ini akan dilakukan uji untuk melihat pengaruhnya. Studi ini mengadopsi pendekatan kuantitatif dengan metode survei berbasis kuesioner sebagai instrumen pengumpulan data primer. Populasi penelitian adalah karyawan perusahaan daun kelor Sumenep. Sebanyak 40 responden dipilih berdasarkan teori Hair & Rangle dan menggunakan teknik *simple random sampling* menggunakan analisis regresi linear berganda. Adapun hasil dari penelitian ini yaitu *organizational commitment* dan *work environment* berpengaruh secara signifikan terhadap *Organizational citizenship behavior for the environment*. Studi ini dapat memberikan informasi bagi manajemen usaha industri daun kelor di Sumenep atau industri sejenis dalam merumuskan dan mengimplementasikan kebijakan Sumber Daya Manusia yang berorientasi lingkungan.

Kata kunci : *organizational commitment, work environment, Organizational citizenship behavior for the environment*