

Abstrak

Penelitian ini bertujuan untuk menganalisis pengaruh *Green Human Resource Management* terhadap *Environmental Performance* dengan *Organizational Commitment* sebagai variabel mediasi pada perusahaan biomassa di Jawa Timur. Metodologi penelitian yang digunakan dalam penelitian ini adalah kuantitatif dengan jenis penelitian eksplanatori untuk menemukan hubungan sebab-akibat antar variabel. Populasi penelitian ini terdiri dari karyawan pada perusahaan biomassa yang menjadi objek penelitian. Jumlah sampel yang digunakan dalam penelitian ini adalah 86 responden dan dipilih menggunakan teknik *non-probability sampling* dengan metode *purposive sampling*. Pengumpulan data dilakukan menggunakan instrumen kuesioner yang diukur dengan skala Likert. Data yang diperoleh kemudian dianalisis menggunakan metode *Structural Equation Modeling–Partial Least Squares* (SEM-PLS) dengan bantuan aplikasi SmartPLS. Hasil penelitian menunjukkan bahwa *Green Human Resource Management* berpengaruh positif dan signifikan terhadap *Environmental Performance*. Selain itu, *Green Human Resource Management* berpengaruh positif dan signifikan terhadap *Organizational Commitment*, serta *Organizational Commitment* berpengaruh positif dan signifikan terhadap *Environmental Performance*. Selanjutnya, hasil penelitian menunjukkan bahwa *Organizational Commitment* mampu memediasi pengaruh *Green Human Resource Management* terhadap *Environmental Performance*. Temuan ini menegaskan bahwa penerapan praktik pengelolaan sumber daya manusia berbasis lingkungan berperan penting dalam meningkatkan *Environmental Performance* perusahaan melalui penguatan *Organizational Commitment* karyawan.

Kata kunci: *Green Human Resource Management*, *Environmental Performance*, *Organizational Commitment*, Perusahaan Biomassa, SEM-PLS.

Abstract

This study aims to analyze the effect of Green Human Resource Management on environmental performance with organizational commitment as a mediating variable in biomass companies in East Java. The research methodology used in this study is quantitative with an explanatory research type to find the causal relationship between variables. The study population consists of employees at the biomass company that is the object of the study. The number of samples used in this study was 86 respondents and were selected using a non-probability sampling technique with a purposive sampling method. Data collection was carried out using a questionnaire instrument measured with a Likert scale. The data obtained were then analyzed using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) method with the help of the SmartPLS application. The results of the study indicate that Green Human Resource Management has a positive and significant effect on environmental performance. In addition, Green Human Resource Management has a positive and significant effect on organizational commitment, and organizational commitment has a positive and significant effect on environmental performance. Furthermore, the results of the study indicate that organizational commitment is able to mediate the effect of Green Human Resource Management on environmental performance. These findings confirm that the implementation of environmentally-based human resource management practices plays a significant role in improving a company's environmental performance by strengthening employee organizational commitment.

Keywords: *Green Human Resource Management, Environmental Performance, Organizational Commitment, Biomass Company, SEM-PLS.*