

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Green HRM* terhadap Perilaku Pro-Sosial Karyawan serta menganalisis peran *Islamic Work Ethics* sebagai variabel mediasi pada Bank Syariah Indonesia Wilayah Madura. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian eksplanatori. Sampel penelitian terdiri atas 84 karyawan Bank Syariah Indonesia Wilayah Madura yang dipilih sesuai dengan teknik pengambilan sampel yang telah ditetapkan. Data penelitian diperoleh melalui penyebaran kuesioner kepada responden. Analisis data dilakukan menggunakan metode SEM-PLS dengan bantuan perangkat lunak SmartPLS 4, yang meliputi pengujian outer model, inner model, dan pengujian hipotesis. Hasil penelitian menunjukkan bahwa *Green HRM* berpengaruh positif dan signifikan terhadap *Islamic Work Ethics*, *Green HRM* berpengaruh positif dan signifikan terhadap Perilaku Pro-Sosial Karyawan, serta *Islamic Work Ethics* berpengaruh positif dan signifikan terhadap Perilaku Pro-Sosial Karyawan. Selain itu, hasil pengujian pengaruh tidak langsung membuktikan bahwa *Islamic Work Ethics* mampu memediasi secara parsial hubungan antara *Green HRM* dan Perilaku Pro-Sosial Karyawan. Temuan ini mengindikasikan bahwa penerapan praktik *Green HRM* dapat meningkatkan Perilaku Pro-Sosial Karyawan, baik secara langsung maupun melalui penguatan nilai-nilai *Islamic Work Ethics* pada karyawan Bank Syariah Indonesia Wilayah Madura.

Kata kunci : *Green Human Resource Management, Islamic Work Ethics,*
Perilaku Pro-Sosial Karyawan.

ABSTRACT

This study aims to determine the effect of Green Human Resource Management on employees' prosocial behavior and to analyze the role of Islamic work ethic as a mediating variable at Bank Syariah Indonesia's Madura Branch. This study employs a quantitative approach with an explanatory research design. The sample consists of 84 employees of Bank Syariah Indonesia's Madura Branch, selected according to established sampling techniques. Research data were collected through the distribution of questionnaires to respondents. Data analysis was conducted using the Structural Equation Modeling–Partial Least Squares (SEM-PLS) method with the assistance of SmartPLS 4 software, which included testing the outer model, inner model, and hypothesis testing. The results of the study show that Green Human Resource Management has a positive and significant effect on Islamic Work Ethic, Green Human Resource Management has a positive and significant effect on Employees' Prosocial Behavior, and Islamic Work Ethic has a positive and significant effect on Employees' Prosocial Behavior. Furthermore, the results of the indirect effect test prove that Islamic Work Ethic partially mediates the relationship between Green Human Resource Management and Employees' Prosocial Behavior. These findings indicate that the implementation of Green Human Resource Management practices can enhance Employees' Prosocial Behavior, both directly and by reinforcing the values of Islamic Work Ethic among employees at Bank Syariah Indonesia's Madura Regional Office.

Keywords : *Green Human Resource Management, Islamic Work Ethics, Employees' Prosocial Behavior.*