

ABSTRACT

THE EFFECT OF GREEN TRAINING AND GREEN INVOLVEMENT ON EMPLOYEE PERFORMANCE WITH ORGANIZATIONAL CITIZENSHIP BEHAVIOR AS A MEDIATING VARIABLE

**(Research Study on Marketing Division Employees of PT Mitratama
Pengembang Sejahtera)**

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The purpose of this study was to determine and analyze the effect of green training and green involvement on employee performance with organizational citizenship behavior as a mediating variable (research study on marketing division employees of PT. Mitratama Pengembang Sejahtera). The research method used is a survey method with a quantitative approach by distributing questionnaires to employees. The type of data used is primary data with a population of 32 people. The sampling technique in this study uses a census. The data collection technique used is a questionnaire method given to respondents. The analysis tool in this study uses structure equation model (SEM) analysis. The results of the analysis show that: (1) Green training has a negative effect on employee performance (2) Green Involvement has a negative effect on employee performance (3) Green training has a positive effect on organizational citizenship behavior (4) Green involvement has a negative effect on organizational citizenship behavior (5) Organizational citizenship behavior has a positive effect on employee performance (6) Organizational citizenship behavior mediates the relationship between green training and employee performance (7) Organizational citizenship behavior does not mediate the relationship between green involvement and employee performance.

Keywords: *Green Training, Green Involvement, employee performance
organizational citizenship behavior*

ABSTRAK

**PENGARUH *GREEN TRAINING* DAN *GREEN INVOLVEMENT*
TERHADAP KINERJA KARYAWAN DENGAN *ORGANIZATIONAL
CITIZENSHIP BEHAVIOR* SEBAGAI VARIABEL MEDIASI
(Studi Penelitian Pada Karyawan Divisi Marketing PT. Mitratama
Pengembang Sejahtera)**

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**Dibawah Bimbingan
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Tujuan penelitian ini adalah untuk mengetahui dan menganalisis pengaruh *green training* dan *green involvement* terhadap kinerja karyawan dengan *organizational citizenship behavior* sebagai variabel mediasi (studi penelitian pada karyawan divisi marketing PT. Mitratama Pengembang Sejahtera). Metode penelitian yang digunakan adalah metode survey dengan pendekatan kuantitatif dengan menyebarkan kuesioner ke responden. Jenis data yang digunakan merupakan data primer dengan populasi sebanyak 32 orang. Teknik pengambilan sampel dalam penelitian ini menggunakan teknik sensus yang menggunakan seluruh anggota populasi sebagai sampel. Teknik pengumpulan data yang digunakan adalah metode kuesioner yang diberikan kepada responden. Alat analisis dalam penelitian ini menggunakan analisis *structure equation model* (SEM). Hasil analisis menunjukkan bahwa: *Green training* berpengaruh negatif terhadap kinerja karyawan, *Green Involvement* berpengaruh negatif terhadap kinerja karyawan, *Green training* berpengaruh positif terhadap *organizational citizenship behavior*, *Green involvement* berpengaruh negatif terhadap *organizational citizenship behavior*, *Organizational citizenship behavior* berpengaruh positif terhadap kinerja karyawan, *Organizational citizenship behavior* memediasi hubungan antara *green training* dengan kinerja karyawan, *Organizational citizenship behavior* tidak memediasi hubungan antara *green involvement* dengan kinerja karyawan.

Kata Kunci: *Green Training*, *Green Involvement*, kinerja karyawan, *organizational citizenship behavior*