

## INTISARI

Studi ini dilakukan untuk menguji perilaku kewarganegaraan organisasional dirumah sakit. Perilaku kewarganegaraan organisasional dirumah sakit dipengaruhi oleh keterlibatan karyawan ramah lingkungan, pelatihan ramah lingkungan manajemen kinerja ramah lingkungan, pelatihan ramah lingkungan dan OCBE dimoderasi oleh manajemen kinerja ramah lingkungan.

Data diperoleh melalui kuesioner yang dibagikan kepada karyawan di RSJD Dr. Arif zainuddin Surakarta dengan kriteria tertentu. sampel yang digunakan berjumlah 120. Teknik penyempelan menggunakan non-probability sampling. Uji hipotesis dilakukan dengan menggunakan analisis regresi linier berganda

Hasil analisis data pada studi ini menunjukkan bahwa ke empat hipotesis yang diujikan terdukung. Hasil tersebut dapat diartikan bahwa keterlibatan karyawan ramah lingkungan berpengaruh terhadap OCBE, pelatihan ramah lingkungan berpengaruh terhadap OCBE, manajemen kinerja ramah lingkungan berpengaruh terhadap OCBE dan manajemen kinerja ramah lingkungan memoderasi pelatihan ramah lingkungan dengan OCBE.

Kata Kunci : Manajemen kinerja ramah lingkungan, OCBE, pelatihan ramah lingkungan, keterlibatan karyawan ramah lingkungan, GHRM

## ABSTRACT

**Kusuma Astuti, Vera. 2024. The Influence of Environmentally Friendly Human Resource Management Practices on Organizational Citizenship Behavior in Hospitals. S1 Management Study Program. Faculty of Business. Setia Budi University Surakarta. 1st Supervisor. Nang Among Budiadi, SE., M.M. 2nd Supervisor. Drs, Sugiyarmasto, M.M.**

This study was conducted to examine organizational citizenship behavior in hospitals. Organizational behavior in hospitals is influenced by green employee involvement, green training, green performance management. Green training and OCBE are moderated by green performance management.

Data were obtained through questionnaires distributed to employees at RSJD Dr. Arif Zainuddin Surakarta with certain criteria. The sample used was 120. The sampling technique used non-probability sampling. Hypothesis testing was carried out using multiple linear regression analysis.

Analysis of the data results in this study showed that the four hypotheses tested were supported. These results can be interpreted that green employee involvement affects OCBE, green training affects OCBE, green performance management affects OCBE and green performance management moderates green training with OCBE.

**Keywords:** Green performance management, OCBE, green training, green employee involvement, GHRM