

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh *Green Human Resource Management* dan *Green Organizational Culture* terhadap *Employee Green Behavior* pada Dinas Kehutanan Provinsi Sumatera Barat. Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei melalui penyebaran kuesioner. Populasi dalam penelitian ini adalah seluruh pegawai Dinas Kehutanan Provinsi Sumatera Barat yang berjumlah 308 orang, dengan jumlah sampel sebanyak 161 responden yang ditentukan menggunakan Tabel Isaac dan Michael dengan tingkat kesalahan 5%. Data dianalisis menggunakan analisis regresi linier berganda. Hasil penelitian menunjukkan bahwa *Green Human Resource Management* dan *Green Organizational Culture* berpengaruh positif dan signifikan terhadap *Employee Green Behavior*. Nilai *Adjusted R Square* sebesar 0,624 menunjukkan bahwa 62,4% variasi *Employee Green Behavior* dapat dijelaskan oleh kedua variabel tersebut, sedangkan sisanya dipengaruhi oleh faktor lain di luar model penelitian. Temuan ini menunjukkan bahwa penerapan praktik manajemen dan budaya organisasi yang berorientasi lingkungan dapat meningkatkan perilaku ramah lingkungan pegawai.

**Kata Kunci:** *Green Human Resource Management, Green Organizational Culture, Employee Green Behavior*

## **ABSTRAK**

*This study aims to analyze the effect of Green Human Resource Management and Green Organizational Culture on Employee Green Behavior at the Forestry Office of West Sumatra Province. This research uses a quantitative approach with a survey method through the distribution of questionnaires. The population of this study consisted of all employees of the Forestry Office of West Sumatra Province totaling 308 people, with a sample of 161 respondents determined using the Isaac and Michael Table with a 5% error level. The data were analyzed using multiple linear regression analysis. The results show that Green Human Resource Management and Green Organizational Culture have a positive and significant effect on Employee Green Behavior. The Adjusted R Square value of 0.624 indicates that 62.4% of the variation in Employee Green Behavior can be explained by these two variables, while the remaining 37.6% is influenced by other factors outside the research model. These findings indicate that the implementation of environmentally oriented management practices and organizational culture can enhance employees' pro-environmental behavior.*

***Keywords: Green Human Resource Management, Green Organizational Culture, Employee Green Behavior***