

DAFTAR PUSTAKA

- Aboramadan, M. (2022). *The effect of green HRM on employee green behaviors in higher education: the mediating mechanism of green work engagement*. International Journal of Organizational Analysis, 30(1), 7–23. <https://doi.org/10.1108/IJOA-05-2020-2190>
- Aggarwal, P., & Agarwala, T. (2021). *Green Organizational Culture: An Exploration of Dimensions*. Global Business Review, 26(4), 1103–1126. <https://doi.org/10.1177/09721509211049890>
- Ahmad, M., et al. (2024). *The Effect Of Green Motivation, Green Ability, And Green Training On Employee Performance*. Jurnal Litbang Sukowati, 8(2), 165–173. <https://doi.org/10.32630/sukowati.v8i2.435>
- Al-Ayed, S. (2024). *Green innovation influenced by employee innovative work behavior via moderating role of innovative leaderships*. Cogent Business & Management, 11(1), 2393741. <https://doi.org/10.1080/23311975.2024.2393741>
- Anderson, N., Potocnik, K., & Zhou, J. (2014). *Innovation and creativity in organizations: A state-of-the-science review, prospective commentary, and guiding framework*. Journal of Management, 40(5), 1297–1333. <https://doi.org/10.1177/0149206314527128>
- Azhar, A., & Yang, K. (2021). *Examining the Influence of Transformational Leadership and Green Culture on Pro-Environmental Behaviors: Empirical Evidence From Florida City Governments*. Review of Public Personnel Administration, 42(4), 738–759. <https://doi.org/10.1177/0734371X211027347>
- Bangwal, D., Chaudhary, A., Kumar, R., Oberoi, S. S., & Kumar, V. (2025). *Green HRM, employee pro-environmental behavior, and environmental commitment*. Acta Psychologica, 258, 105153. <https://doi.org/10.1016/j.actpsy.2025.105153>
- Chaudhary, R. (2020). *Green Human Resource Management and Employee Green Behavior: An Empirical Analysis*. Corporate Social Responsibility and

- Environmental Management*, 27(2), 630–641.
<https://doi.org/10.1002/csr.1827>
- Chen, Y.S. (2011). *Green organizational identity: sources and consequence*. *Management Decision*, 49(3), 384–404.
<https://doi.org/10.1108/00251741111120761>
- Chen, Y.S., Chang, C.H., & Lin, Y.H. (2014). *The Determinants of Green Radical and Incremental Innovation Performance: Green Shared Vision, Green Absorptive Capacity, and Green Organizational Ambidexterity*. *Sustainability*, 6(11), 7787–7806. <https://doi.org/10.3390/su6117787>
- De Jong, J. & Den Hartog, D. (2010). *Measuring innovative work behaviour*. *Creativity and Innovation Management*, 19 (1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- De Jong, J. P. J., & Den Hartog, D. N. (2010). *Measuring Innovative Work Behaviour*. *Creativity and Innovation Management*, 19(1), 23–36. <https://doi.org/10.1111/j.1467-8691.2010.00547.x>
- Deci, E. L., & Ryan, R. M. (2000). The “what” and “why” of goal pursuits: Human needs and self-determination of behavior. *Psychological Inquiry*, 11(4), 227–268. https://doi.org/10.1207/S15327965PLI1104_01
- Dessler, G. (2020). *Human resource management*. Pearson.
- Dumont, J., Shen, J., & Deng, X. (2017). *Effects of Green HRM Practices on Employee Workplace Green Behavior: The Role of Psychological Green Climate and Employee Green Values*. *Human Resource Management*, 56(4), 613–627. <https://doi.org/10.1002/hrm.21792>
- Duong, C. D., Nguyen, T. H., & Nguyen, H. L. (2023). How green intrinsic and extrinsic motivations interact, balance and imbalance with each other to trigger green purchase intention and behavior: A polynomial regression with response surface analysis. *Heliyon*, 9(10), e20886. <https://doi.org/10.1016/j.heliyon.2023.e20886>
- Graves, L. M., Sarkis, J., & Zhu, Q. (2013). *How transformational leadership and employee motivation combine to predict employee proenvironmental behaviors in China*. *Journal of Environmental Psychology*, 35, 81–91. <https://doi.org/10.1016/j.jenvp.2013.05.002>

- Huynh, H. T. N., Nguyen, N. T. T., & Vo, N. N. Y. (2024). *The influence of knowledge management, green transformational leadership, green organizational culture on green innovation and sustainable performance: The case of Vietnam*. *Journal of Open Innovation: Technology, Market, and Complexity*, 10(4), 100436. <https://doi.org/10.1016/j.joitmc.2024.100436>
- Isaac, S., & Michael, W. B. (1981). *Handbook in research and evaluation: A collection of principles, methods, and strategies useful in the planning, design, and evaluation of studies in education and the behavioral sciences*.
- Jabbour, C. J. C., & Santos, F. C. A. (2008). The central role of human resource management in the search for sustainable organization, 19(12), 2133–2154. <https://doi.org/10.1080/09585190802479389>
- Janssen, O. (2000). Job demands, perceptions of effort-reward fairness and innovative work behavior. *Journal of Occupational and Organizational Psychology*, 73(3), 287–302. <https://doi.org/10.1348/096317900167038>
- Jufrizen, J., & Rahmadhani, K. N. (2020). Pengaruh Budaya Organisasi Terhadap Kinerja Pegawai Dengan Lingkungan Kerja Sebagai Variabel Moderasi. *Jurnal Manajemen dan Bisnis Dewantara*, 3(1), 66–79. <https://doi.org/10.26533/jmd.v3i1.561>
- Kaur, S., Thakur, P., & Guleria, D. (2024). *Green human resource management, personal moral norms and green employee creativity: evidence from Indian eco-tourist hotels and resorts*. *Evidence-based HRM: A Global Forum for Empirical Scholarship*, 12(4), 889–907. <https://doi.org/10.1108/EBHRM-08-2023-0233>
- Khan, K., Gogia, E. H., Shao, Z., Rehman, M. Z., & Ullah, A. (2025). *The impact of green HRM practices on green innovative work behaviour: empirical evidence from the hospitality sector of China and Pakistan*. *BMC Psychology*, 13, 96. <https://doi.org/10.1186/s40359-025-02417-5>
- LI, Y dan Zhang, Y (2020). *From Motivation to Organizational Identity of Members in Non-profit Organizations: The Role of Collectivism*. *Frontiers in Psychology*, 11, 1881. <https://doi.org/10.3389/fpsyg.2020.01881>
- Lin, C.-Y., & Liu, F.-C. (2012). A cross-level analysis of organizational creativity climate and perceived innovation: The mediating effect of work motivation.

- European Journal of Innovation Management, 15(1), 55–76.
<https://doi.org/10.1108/14601061211192834>
- Luu, T. T. (2019). Green human resource practices and organizational citizenship behavior for the environment: the roles of collective green crafting and environmentally specific servant leadership. *Journal of Sustainable Tourism*, 27(8), 1167–1196.
<https://doi.org/10.1080/09669582.2019.1601731>
- Ma, Y., & Wang, J. (2024). *Employee green innovation behavior based on the ability-motivation-opportunity framework: fuzzy-set qualitative comparative analysis*. *Frontiers in Sustainability*, 5, 1415832.
<https://doi.org/10.3389/frsus.2024.1415832>
- Mahdy, F., Alqahtani, M., & Binzafrah, F. (2023). *Imperatives, Benefits, and Initiatives of Green Human Resource Management (GHRM): A Systematic Literature Review*. *Sustainability*, 15(6), 4866.
<https://doi.org/10.3390/su15064866>
- Mensah, L. E., Shukla, S., & Iqbal, H. F. (2023). Green human resource management practices and employee innovative behaviour: Reflection from Ghana. *International Journal of Sustainable Business and Innovation*, 1(1), 58–74. <https://doi.org/10.1108/IJSBI-02-2023-0002>
- Opatha, H. H. D. N. P., & Arulrajah, A. A. (2014). Green Human Resource Management: Simplified General Reflection. *International Business Research*, 7(8), 101–112. <https://doi.org/10.5539/ibr.v7n8p101>
- Pham, N. T., & Hoang, T. H. (2022). The effect of green organizational culture on organizational commitment: The mediating role of job satisfaction. *Journal of Human Behavior in the Social Environment*, 33(2), 180–197.
<https://doi.org/10.1080/10911359.2022.2029789>
- Pham, N. T., Tuckova, Z., & Jabbour, C. Jose . C. (2019). *Greening the hospitality industry: How do green human resource management practices influence organizational citizenship behavior in hotels? A mixed-methods study*. *Tourism Management*, 72, 386–399. <https://doi.org/10.1016/j.tourman.2018.12.008>

- Pham, N. T., Tuckova, Z., & Jabbour, C. Jose . C. (2019). *Greening the hospitality industry: How do green human resource management practices influence organizational citizenship behavior in hotels? A mixed-methods study*. *Tourism Management*, 72, 386–399. <https://doi.org/10.1016/j.tourman.2018.12.008>
- Renwick, D. W. S., Redman, T., & Maguire, S. (2013). *Green human resource management: A review and research agenda*. *International Journal of Management Reviews*, 15(1), 1–14. <https://doi.org/10.1111/j.1468-2370.2011.00328.x>
- Ryan, R. M., & Deci, E. L. (2000). *Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being*. *American Psychologist*, 55(1), 68–78. <https://doi.org/10.1037/0003-066X.55.1.68>
- Saeed, B. B., Afsar, B., Hafeez, S., Khan, I., Tahir, M., & Afridi, M. A. (2018). Promoting employee's proenvironmental behavior through green human resource management practices. *Corporate Social Responsibility and Environmental Management*, 26(2), 424–438. <https://doi.org/10.1002/csr.1694>
- Scott, S. G., & Bruce, R. A. (2017). Determinants of Innovative Behavior: A Path Model of Individual Innovation in the Workplace. *Academy of Management Journal*, 37(3), 580–607. <https://doi.org/10.5465/256701>
- Sekaran, U., & Bougie, R. (2017). *Research methods for business: A skill-building approach* (7th ed.). Wiley.
- Setyanti, S. W. L. H., & Yulisetiarni, D. (2025). *Green human resource management and green creativity: Examining the role of green motivation in human resource management strategy*. *International Journal of Management and Sustainability*, 14(2), 334–354. <https://doi.org/10.18488/11.v14i2.4188>
- Song, D., Bai, Y., Wu, H., & Wang, X. (2022). How does the perceived green human resource management impact employee's green innovative behavior?—From the perspective of theory of planned behavior. *Frontiers in Psychology*, 13, 1106494. <https://doi.org/10.3389/fpsyg.2022.1106494>

- Song, D., Bai, Y., Wu, H., & Wang, X. (2023). How does the perceived green human resource management impact employee's green innovative behavior? —From the perspective of theory of planned behavior. *Frontiers in Psychology*, 13, 1106494. <https://doi.org/10.3389/fpsyg.2022.1106494>
- Sugiyono. (2017). *Metode penelitian kuantitatif, kualitatif, dan R&D*. Alfabeta.
- Tang, G., Chen, Y., Jiang, Y., Paillé, P., & Jia, J. (2018). Green human resource management practices: scale development and validity. *Asia Pacific Journal of Human Resources*, 56(1), 31–55. <https://doi.org/10.1111/1744-7941.12147>
- Werther, W. B., Jr., & Chandler, D. (2011). *Strategic corporate social responsibility: Stakeholders in a global environment*. SAGE Publications.
- Widyanty, W., Oktasari, D. P., Riyanto, S., Nusraningrum, D., Damayanti, S., Sumaedi, S., Bakti, I. G. M. Y., Dinaseviani, A., Prasetya, P., Fahlevi, M., & Yaman, A. (2025). *Green innovative work behaviour model on generation z employees in the manufacturing industry: An empirical evidence from Indonesia*. *Sustainable Futures*, 9, 100765. <https://doi.org/10.1016/j.sft.2025.100765>
- Yidong, Tu & Xinxin, Lu (2013). How ethical leadership influence employees' innovative work behavior: A perspective of intrinsic motivation. *Journal of Business Ethics*, 116(2), 441–455. <https://doi.org/10.1007/s10551-012-1455-7>
- Zhu, J., Tang, W., Wang, H., & Chen, Y. (2021). *The Influence of Green Human Resource Management on Employee Green Behavior—A Study on the Mediating Effect of Environmental Belief and Green Organizational Identity*. *Sustainability*, 13(8), 4544. <https://doi.org/10.3390/su13084544>
- Zibarras, L. D., & Coan, P. (2015). *HRM practices used to promote pro-environmental behavior: a UK survey*. *The International Journal of Human Resource Management*, 26(16), 2121–2142. <https://doi.org/10.1080/09585192.2014.972429>