

**PERAN *GREEN HUMAN RESOURCE MANAGEMENT, EMPLOYEE
ENGAGEMENT* DAN *GREEN COMMITMENT* TERHADAP *EMPLOYEE
GREEN BEHAVIOUR***
(STUDI PADA PEGAWAI RSUD M. NATSIR SOLOK)



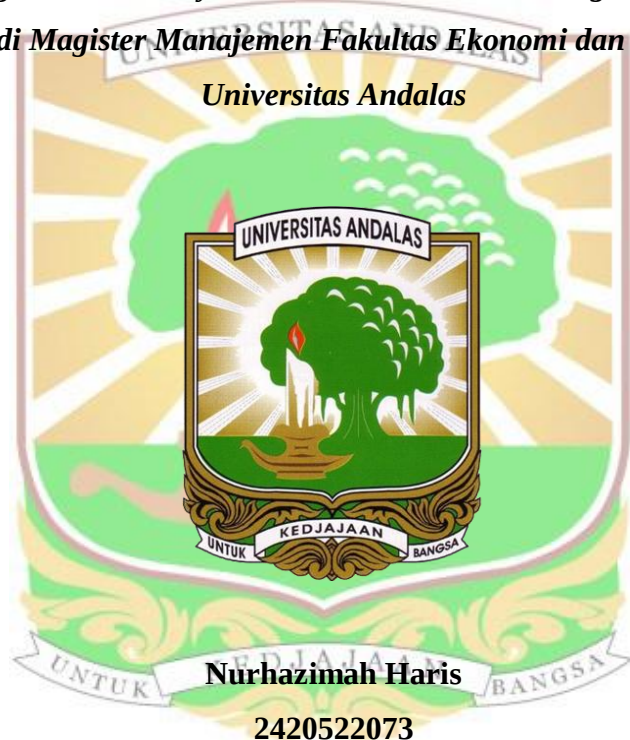
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**PROGRAM STUDI MAGISTER MANAJEMEN
FAKULTAS EKONOMI DAN BISNIS
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PADANG
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TESIS

***Diajukan sebagai salah satu syarat untuk meraih Gelar Magister pada Program
Studi Magister Manajemen Fakultas Ekonomi dan Bisnis***



Pembimbing I: Prof. Dr. Harif Amali Rivai, S.E., M.Si.

Pembimbing : Dr. Yuliharsi, S.E., M.B.A

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(STUDI PADA PEGAWAI RSUD M. NATSIR SOLOK)

Tesis Oleh : Nurhazimah Haris (2420522073)

Pembimbing I: Prof. Dr. Harif Amali Rivai, S.E., M.Si.

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ABSTRAK

Penelitian ini menganalisis peran *green human resource management, employee engagement*, dan *green commitment* dalam membentuk *employee green behaviour* pada pegawai Rumah Sakit Umum Daerah (RSUD) M. Natsir Solok, Sumatera Barat. Meningkatnya volume limbah medis serta komitmen rumah sakit menuju konsep *Smart Green Hospital* mendorong kajian mengenai apakah praktik pengelolaan sumber daya manusia semata mampu membentuk perilaku ramah lingkungan pegawai, atau justru bekerja melalui mekanisme psikologis tertentu. Penelitian menggunakan pendekatan kuantitatif terhadap 191 pegawai yang dipilih melalui stratified random sampling, dengan data dianalisis menggunakan *Partial Least Square-Structural Equation Modeling* (PLS-SEM) melalui SmartPLS. Model pengukuran memenuhi kriteria convergent validity, discriminant validity, dan reliabilitas yang disyaratkan. Hasil penelitian menunjukkan bahwa GHRM berpengaruh positif dan signifikan terhadap *employee engagement* dan *green commitment*, serta *employee engagement* dan *green commitment* terbukti berpengaruh positif dan signifikan terhadap *employee green behaviour*. Namun, GHRM tidak berpengaruh signifikan secara langsung terhadap *employee green behaviour*, yang mengindikasikan bahwa pengaruhnya bekerja secara tidak langsung melalui mekanisme psikologis, bukan membentuk perilaku secara langsung. Temuan ini memperkaya *Ability Motivation Opportunity theory* dengan menunjukkan bahwa praktik SDM saja belum cukup tanpa disertai keterlibatan dan komitmen nilai pegawai. Penelitian ini memberikan panduan praktis bagi manajemen rumah sakit dalam membangun budaya organisasi hijau yang berkelanjutan.

Kata Kunci: *Green Human Resources Management; Employee Engagement, Green Commitment; Employee Green Behaviour*

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ABSTRACT

This study investigates the roles of green human resource management (GHRM), employee engagement, and green commitment in shaping employee green behaviour among staff at Regional General Hospital (RSUD) M. Natsir Solok, West Sumatra. Growing medical waste and the hospital's ambition toward a Smart Green Hospital motivated an inquiry into whether HR practices alone translate into pro-environmental conduct, or work through underlying psychological mechanisms. A quantitative design was applied to 191 employees selected through stratified random sampling, with data analyzed using Partial Least Square-Structural Equation Modeling (PLS-SEM) in SmartPLS. The measurement model satisfied the required thresholds for convergent validity, discriminant validity, and reliability. Results indicate that GHRM significantly strengthens employee engagement and green commitment, and that both engagement and commitment significantly increase employee green behaviour. However, GHRM shows no significant direct effect on employee green behaviour, suggesting its influence operates indirectly through psychological mechanisms rather than by directly reshaping conduct. These findings extend Ability Motivation Opportunity theory by demonstrating that HR practices alone are insufficient without accompanying engagement and value commitment. The study offers practical guidance for hospital management seeking to build a sustainable green organizational culture

Keywords: *Green Human Resources Management; Employee Engagement, Green Commitment; Employee Green Behaviour*