

The Effect of Green Human Resource Management, Transformational Leadership, and Organizational Culture on Organizational Citizenship Behaviour in Teachers of SMK Negeri 41 Jakarta

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Abstract

This research is a quantitative study that aims to determine the effect of green human resource management, transformational leadership, and organizational culture on organizational citizenship behavior. This study uses a sample of Civil Servant Teachers (PNS) and Government Employees with Work Agreements (PPPK) at SMKN 41 Jakarta. SMKN 41 Jakarta teachers totaling 47 employees were used as the population and sample in this study. Data collection was carried out by distributing questionnaires to respondents. The testing technique used with path analysis using the Partial Least Square Structural Equation Modeling (PLS-SEM) method through SmartPLS 4.0 software. The results of this study obtained (1) green human resource management has a positive and significant effect on organizational citizenship behavior, (2) transformational leadership has a positive and significant effect on organizational citizenship behavior, (3) organizational culture has a positive and significant effect on organizational citizenship behavior, and (4) green human resource management, transformational leadership, and organizational culture have a significant effect simultaneously or together on organizational citizenship behavior.

Keywords: *green human resource management, transformational leadership, organizational culture, organizational citizenship behaviour.*

Pengaruh *Green Human Resource Management, Transformational Leadership, dan Organizational Culture* terhadap *Organizational Citizenship Behaviour* pada Guru SMK Negeri 41 Jakarta

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Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh *green human resource management, transformational leadership, dan organizational culture* terhadap *organizational citizenship behaviour*. Penelitian ini menggunakan sampel yang berasal dari Guru Pegawai Negeri Sipil (PNS) dan Pegawai Pemerintah dengan Perjanjian Kerja (PPPK) di SMKN 41 Jakarta. Guru SMKN 41 Jakarta yang berjumlah 47 pegawai dijadikan sebagai populasi dan sampel pada penelitian ini. Pengumpulan data dilakukan dengan cara menyebarkan kuesioner kepada responden. Teknik pengujian yang digunakan dengan analisis jalur (*path analysis*) menggunakan metode *Partial Least Square Structural Equation Modelling* (PLS-SEM) melalui *software* SmartPLS 4.0. Hasil penelitian ini memperoleh (1) *green human resource management* berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*, (2) *transformational leadership* berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*, (3) *organizational culture* berpengaruh positif dan signifikan terhadap *organizational citizenship behaviour*, dan (4) *green human resource management, transformational leadership, dan organizational culture* berpengaruh secara simultan atau bersama-sama terhadap *organizational citizenship behaviour*.

Kata kunci: *green human resource management, transformational leadership, organizational culture, organizational citizenship behaviour.*