

***The Influence Of Green Human Resource Management, Work-Life Balance
And Reward On Organizational Citizenship Behavior (Ocb) In Employees Of
PT Java Agro Timber Investama Jakarta***

By Stepania Dirgantari

Abstract

This research is a quantitative study that aims to determine the effect of green human resource management, work-life balance and rewards on organizational citizenship behavior. This research was conducted at PT Java Agro Timber Investama Jakarta with a sample of 40 company employees. The data analysis technique used is SEM with the help of SmartPLS 4 software in data processing. The results of this study indicate (1) green human resource management has a positive and significant effect on organizational citizenship behavior, (2) work-life balance has a positive and significant effect on organizational citizenship behavior and (3) rewards have a positive and significant effect on organizational citizenship behavior.

Keywords: *green human resource management, work-life balance, reward, and organizational citizenship behavior.*

Pengaruh *Green Human Resource Management, Work-Life Balance Dan Reward Terhadap Organizational Citizenship Behavior (Ocb) Pada Karyawan PT Java Agro Timber Investama Jakarta*

Oleh Stepania Dirgantari

Abstrak

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui pengaruh *green human resource management, work-life balance* dan *reward* terhadap *organizational citizenship behavior*. Penelitian ini dilakukan di PT Java Agro Timber Investama Jakarta dengan sampel sebanyak 40 karyawan perusahaan. Teknik analisis data yang digunakan adalah SEM dengan bantuan *software SmartPLS 4* dalam pengolahan data. Hasil penelitian ini menunjukkan (1) *green human resource management* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*; (2) *work-life balance* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior* dan (3) *reward* berpengaruh positif dan signifikan terhadap *organizational citizenship behavior*.

Kata Kunci: *green human resource management, work-life balance, reward, dan organizational citizenship behavior.*