

***The Role of Co-Worker Support, Green HRM, and Perceived
Organizational Support on Employee Green Behavior PT Angkasa
Pura Indonesia***

By Chiquitta Valerie Florencia

Abstract

Environmental challenges such as waste, pollution, and climate change have made sustainability a key concern for organizations globally. One way companies address this issue is by encouraging Employee Green Behavior (EGB), which refers to eco-friendly actions performed by employees in the workplace. This study examines the influence of Co-Worker Support, Green Human Resource Management (GHRM), and Perceived Organizational Support (POS) on EGB at PT Angkasa Pura Indonesia, a state-owned enterprise in the airport service sector. A quantitative approach was used, with data collected through employee questionnaires and analyzed using the Partial Least Squares Structural Equation Modeling (PLS SEM) method. The results show that Co-Worker Support, GHRM, and POS each have a positive and significant effect on EGB, with POS being the most influential variable. This indicates that when employees feel supported by both the organization and their colleagues, and are guided by environmentally oriented HR practices, they are more likely to engage in green behavior at work. The study highlights the importance of building a supportive and sustainability-focused organizational culture to encourage environmentally responsible actions. These findings offer valuable insights for companies aiming to strengthen their sustainability strategies through human resource practices and organizational support.

Keywords: *Employee Green Behavior, Co-Worker Support, Green Human Resource Management, Perceived Organizational Support.*

**Peran *Co-Worker Support*, *Green HRM*, dan *Perceived Organizational Support* Terhadap *Employee Green Behavior* Pada
*PT Angkasa Pura Indonesia***

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Abstrak

Masalah lingkungan seperti peningkatan sampah, polusi, dan perubahan iklim menjadikan keberlanjutan sebagai isu utama bagi berbagai organisasi. Banyak perusahaan mulai menerapkan prinsip ramah lingkungan dalam operasional sehari-hari, salah satunya melalui perilaku karyawan yang peduli lingkungan atau *Employee Green Behavior* (EGB). Penelitian ini bertujuan untuk menganalisis pengaruh *Co-Worker Support*, *Green Human Resource Management* (GHRM), dan *Perceived Organizational Support* (POS) terhadap EGB pada PT Angkasa Pura Indonesia, sebuah BUMN di bidang layanan kebandarudaraan. Penelitian dilakukan dengan pendekatan kuantitatif melalui penyebaran kuesioner, dan data dianalisis menggunakan teknik *Partial Least Squares Structural Equation Modeling* (PLS SEM). Hasil penelitian menunjukkan bahwa *Co-Worker Support*, GHRM, dan POS berpengaruh positif dan signifikan terhadap EGB, dengan POS sebagai faktor paling dominan. Hal ini menunjukkan bahwa dukungan organisasi dan rekan kerja, serta praktik SDM yang berorientasi lingkungan, mendorong karyawan untuk lebih aktif dalam perilaku ramah lingkungan di tempat kerja. Temuan ini menekankan pentingnya membangun budaya organisasi yang mendukung keberlanjutan guna memperkuat partisipasi karyawan dalam upaya pelestarian lingkungan. Penelitian ini memberikan kontribusi bagi perusahaan dalam merancang strategi keberlanjutan melalui peran manajemen SDM dan dukungan organisasi

Kata Kunci: *Employee Green Behavior, Co-Worker Support, Green Human Resource Management, Perceived Organizational Support.*