

ABSTRACT

In the era of globalization and the awareness of the importance of environmental preservation, environmental issues have become a major concern for organizations worldwide. Indonesia is also participating in the preparations for the Sustainable Development Goals 2030, which require Indonesia to contribute to improvement and enhancement. Sustainable Development Goals (SDGs). As one of the largest construction companies in Indonesia, PT. Wijaya Karya Bangunan Gedung fully supports sustainable development. In the effort to implement Green Human Resource Management (GRHM), it is essential to consider the levels of Organizational Commitment (OC) and Employee Green Behavior (EGB). The purpose of this research is to determine the influence of Organizational Commitment and Employee Green Behavior on Green Human Resource Management.

By using quantitative research methods, specifically the descriptive research type. Sampling was conducted using the probability sampling method, specifically simple random sampling, with a total of 100 respondents. Data analysis techniques included descriptive analysis and multiple linear regression analysis.

This research was conducted at PT. Wijaya Karya Bangunan Gedung Tbk, involving 100 respondents, with the following results: (1) There is a partial and significant influence of Organizational Commitment on Green Human Resource Management at PT. Wijaya Karya Bangunan Gedung Tbk. (2) There is a partial and significant influence of Employee Green Behavior on Green Human Resource Management at PT. Wijaya Karya Bangunan Gedung Tbk. (3) There is an influence of Organizational Commitment (X1) and Employee Green Behavior (X2) on Green Human Resource Management at PT. Wijaya Karya Bangunan Gedung Tbk.

Keywords : *Green Human Resource Management, Organizational Commitment, Employee Green Behavior.*