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LAMPIRAN

Lampiran 1 : Biodata**BIODATA PENULIS****Identitas Diri**

Nama : Harni Septianingsih
Tempat, tanggal lahir : Sangatta, 25 September 2000
Jenis Kelamin : Perempuan
Alamat Rumah : Jl. Lemo Baru, Polewali Mandar
Nomor HP : 0895-2628-1773
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Riwayat Pendidikan

- a. Sekolah Dasar : SD Negeri 001 Sangatta Selatan
- b. Sekolah Menengah Pertama : SMP Negeri 1 Sangatta Utara
- c. Sekolah Menengah Atas : SMK Negeri 1 Polewali

Demikian biodata ini dibuat dengan sebenarnya,

Makassar, 13 November 2022



Harni Septianingsih

Lampiran 2 : Surat Kuesioner Penelitian**KUESIONER PENELITIAN**

Kepada Yth.

Bapak/Ibu Responden Penelitian

Di Tempat

Dengan Hormat,

Sehubungan dengan penyelesaian tugas akhir sebagai mahasiswa Program Strata Satu (S1) Universitas Hasanuddin, saya:

Nama : Harni Septianingsih

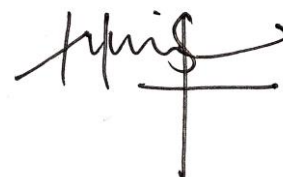
NIM : A021181342

Fakultas/Jurusan : Ekonomi dan Bisnis/Manajemen SDM

Bermaksud melakukan penelitian ilmiah untuk penyusunan skripsi dengan judul "Pengaruh *Green Human Resource Management* terhadap Komitmen Organisasional dan Kinerja Lingkungan pada PT PLN (Persero) Unit Induk Wilayah Sulselrabar". Maka untuk mendukung keberhasilan pelaksanaan penelitian ini, saya memohon ketersediaan Bapak/Ibu untuk mengisi daftar pernyataan yang saya ajukan. Kesiediaan Bapak.Ibu merupakan bantuan yang sangat bernilai bagi saya. Semua keterangan dan jawaban yang Bapak/Ibu berikan bersifat rahasia dan tidak akan diketahui oleh siapapun kecuali peneliti sendiri.

Atas kesediaan Bapak/Ibu meluangkan waktu untuk mengisi dan menjawab semua pernyataan dalam kuesioner ini, saya ucapkan terima kasih.

Hormat saya,



Harni Septianingsih

IDENTITAS RESPONDEN

Untuk keperluan keabsahan data penelitian ini, saya mengharapkan kepada Bapak/Ibu untuk mengisi dan menceklis (√) pernyataan berikut ini:

- Inisial Nama :
- Jabatan :
- Jenis Kelamin : () Laki-laki () Perempuan
- Usia Berkisar Antara : () 23 s/d 29 tahun () 30 s/d 39 tahun
 () 40 s/d 49 tahun () ≥ 50 tahun
- Pendidikan Terakhir : () SMA/SMK/Sederajat () Akademi/D1/D2/D3
 () S1 () S2 () S3
- Lama Bekerja : () < 5 tahun () 5 s/d 10 tahun
 () > 10 tahun

CARA PENGISIAN KUESIONER

Setiap pernyataan terdiri dari lima alternatif jawaban, pilihlah salah satu jawaban yang menurut Bapak/Ibu paling tepat, dengan memberikan tanda ceklis (√) pada kolom yang telah disediakan dengan pilihan jawaban sebagai berikut:

1. (STS) : Sangat Tidak Setuju = 1
2. (TS) : Tidak Setuju = 2
3. (KS) : Kurang Setuju = 3
4. (S) : Setuju = 4
5. (SS) : Sangat Setuju = 5

Lampiran 3 : Daftar Pernyataan Responden

GREEN HUMAN RESOURCE MANAGEMENT (X)

No	Pertanyaan	Alternatif Jawaban				
		STS	TS	KS	S	SS
		1	2	3	4	5
Rekrutmen dan Seleksi Hijau (<i>Green Recruitment and Selection</i>)						
1	Perusahaan saya lebih memilih untuk mempekerjakan karyawan yang memiliki pengetahuan tentang pelestarian lingkungan					
2	Perusahaan saya memilih karyawan dengan cara mempertimbangkan prinsip yang dipegang perusahaan dalam hal pelestarian lingkungan					
3	Semua langkah dalam proses seleksi karyawan mempertimbangkan pertanyaan terkait isu lingkungan					
Pelatihan Hijau (<i>Green Training</i>)						
4	Pelatihan karyawan dalam hal pelestarian lingkungan dijalankan secara kontinu atau berkelanjutan di perusahaan saya					
5	Pelatihan karyawan dalam hal pelestarian lingkungan adalah sesuatu yang diprioritaskan di perusahaan saya					
6	Perusahaan kami menganggap pelatihan karyawan dalam hal pelestarian lingkungan adalah investasi yang penting					
Penghargaan Hijau (<i>Green Reward</i>)						
7	Perusahaan kami menyediakan imbalan berupa uang atas pencapaian dalam hal pelestarian lingkungan yang dilakukan karyawan					

KOMITMEN ORGANISASIONAL (Z)

No	Pertanyaan	Alternatif Jawaban				
		STS	TS	KS	S	SS
		1	2	3	4	5
Komitmen Afektif						
1	Saya akan sangat senang					

	menghabiskan sisa karir saya di perusahaan ini					
2	Saya senang membicarakan perusahaan saya dengan orang luar perusahaan					
3	Saya merasa bahwa masalah perusahaan ini adalah masalah saya juga					
Komitmen Berkelanjutan						
4	Saya akan sangat merugi jika meninggalkan perusahaan saya sekarang					
5	Salah satu alasan utama saya terus bekerja untuk perusahaan ini adalah bahwa meninggalkan perusahaan ini akan membutuhkan pengorbanan pribadi yang cukup besar (perusahaan lain mungkin tidak cocok dengan keseluruhan manfaat yang saya miliki disini)					
Komitmen Normatif						
6	Salah satu alasan utama saya terus bekerja di perusahaan ini adalah karena saya percaya bahwa kesetiaan itu penting dan oleh karena itu saya merasakan kewajiban moral untuk tetap tinggal di perusahaan saat ini					
7	Jika saya mendapat tawaran untuk pekerjaan yang lebih baik di tempat lain, saya tidak merasa benar untuk meninggalkan perusahaan saya					

KINERJA LINGKUNGAN (Y)

No	Pertanyaan	Alternatif Jawaban				
		STS	TS	KS	S	SS
		1	2	3	4	5
1	Perusahaan saya telah mencapai dan/atau melewati target dalam hal pelestarian lingkungan					
2	Perusahaan saya telah melakukan peningkatan dalam hal daur ulang bahan padat, cair, dan gas					
3	Perusahaan saya melakukan pengurangan limbah (padat, cair, dan gas)					
4	Perusahaan saya melakukan					

	pengurangan signifikan dalam hal konsumsi sumber daya (air, energi, uap, padat, dan bahan bakar)					
5	Pengurangan biaya yang terjadi secara signifikan dalam perusahaan saya dikarenakan adanya proyek dan kegiatan perusahaan yang berbasis lingkungan					

Lampiran 4 :Tabulasi Jawaban Responden

Responden	Green HRM (X)							TOTAL X	Komitmen Organisasional (Z)							TOTAL Z	Kinerja Lingkungan (Y)					TOTAL Y
	X.1	X.2	X.3	X.4	X.5	X.6	X.7		Z.1	Z.2	Z.3	Z.4	Z.5	Z.6	Z.7		Y.1	Y.2	Y.3	Y.4	Y.5	
1	5	5	5	5	5	5	5	35	4	5	4	4	5	5	4	31	4	4	5	4	5	22
2	3	2	3	3	2	3	2	18	4	4	4	4	4	4	5	29	3	3	4	4	3	17
3	3	3	3	4	4	4	3	24	4	3	4	3	3	4	3	24	3	3	4	4	4	18
4	5	5	5	5	5	5	5	35	5	5	5	5	5	5	5	35	5	4	5	4	4	22
5	5	5	4	4	4	4	3	29	5	5	5	5	5	5	5	35	4	4	5	4	5	22
6	4	4	4	4	4	4	4	28	5	5	5	4	4	4	4	31	5	4	4	4	4	21
7	4	4	4	4	4	4	4	28	5	4	5	4	4	5	4	31	4	4	4	4	4	20
8	4	4	4	3	4	4	4	27	5	5	5	5	4	5	4	33	4	4	4	4	4	20
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10	2	3	2	4	3	4	3	21	5	4	4	4	4	5	4	30	3	3	4	3	3	16
11	5	5	4	5	5	5	5	34	5	5	5	5	5	5	5	35	4	5	5	5	5	24
12	4	4	5	5	5	5	1	29	5	3	4	4	3	3	3	25	3	3	3	4	4	17
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19	4	5	4	4	4	4	3	28	5	5	5	4	4	4	2	29	4	3	5	5	5	22
20	5	5	5	5	5	5	5	35	5	5	5	5	5	5	5	35	5	5	5	5	5	25

21	4	4	4	4	3	3	3	25	5	4	5	5	5	4	4	32	3	4	4	4	3	18
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28	4	4	4	4	4	4	4	28	4	4	4	4	5	5	4	30	4	4	4	4	4	20
29	4	4	4	4	3	3	3	25	5	5	5	5	5	5	5	35	4	4	4	4	4	20
30	4	4	4	4	4	4	4	28	5	4	4	4	5	4	3	29	4	4	4	4	4	20
31	4	4	4	4	4	4	2	26	4	4	4	4	4	4	4	28	2	2	4	4	4	16
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115	3	4	3	4	3	3	3	23	4	4	4	4	4	4	5	29	3	4	3	4	4	18

Lampiran 5 : Hasil Uji Validitas dan Reliabilitas

Convergent Validity

Outer Loadings

	Green Human Resource Management	Kinerja Lingkungan	Komitmen Organisasional
X.1	0,870		
X.2	0,887		
X.3	0,893		
X.4	0,824		
X.5	0,873		
X.6	0,814		
X.7	0,711		
Y.1		0,839	
Y.2		0,806	
Y.3		0,836	
Y.4		0,814	
Y.5		0,731	
Z.1			0,816
Z.2			0,831
Z.3			0,749
Z.4			0,746
Z.5			0,817
Z.6			0,859
Z.7			0,755

Discriminant Validity

Cross Loadings

	Green Human Resource Management	Kinerja Lingkungan	Komitmen Organisasional
X.1	0,870	0,592	0,382
X.2	0,887	0,636	0,365
X.3	0,893	0,630	0,422
X.4	0,824	0,542	0,237
X.5	0,873	0,621	0,329
X.6	0,814	0,605	0,250
X.7	0,711	0,583	0,352
Y.1	0,644	0,839	0,439
Y.2	0,546	0,806	0,268
Y.3	0,635	0,836	0,470
Y.4	0,506	0,814	0,333
Y.5	0,535	0,731	0,242
Z.1	0,269	0,353	0,816
Z.2	0,405	0,486	0,831
Z.3	0,324	0,370	0,749
Z.4	0,213	0,175	0,746
Z.5	0,307	0,281	0,817
Z.6	0,370	0,398	0,859
Z.7	0,279	0,295	0,755

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Green Human Resource Management	0,930	0,933	0,944	0,707
Kinerja Lingkungan	0,865	0,875	0,903	0,650
Komitmen Organisasional	0,905	0,924	0,924	0,636

Lampiran 6 : Hasil Uji Model

R Square

	R Square	R Square Adjusted
Kinerja Lingkungan	0,544	0,536
Komitmen Organisasional	0,162	0,154

F Square

	Green Human Resource Management	Kinerja Lingkungan	Komitmen Organisasional
Green Human Resource Management		0,757	0,193
Kinerja Lingkungan			
Komitmen Organisasional		0,065	

Lampiran 7 : Hasil Analisis Path Coefficients dan Indirect Effects

Path Coefficients

Mean, STIDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
Green Human Resource Management -> Kinerja Lingkungan	0,642	0,641	0,060	10,712	0,000
Green Human Resource Management -> Komitmen Organisasional	0,402	0,414	0,075	5,345	0,000
Komitmen Organisasional -> Kinerja Lingkungan	0,187	0,190	0,067	2,804	0,003

Specific Indirect Effects

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
Green Human Resource Management -> Komitmen Organisasional -> Kinerja Lingkungan	0,075	0,079	0,034	2,249	0,012