

## DAFTAR PUSTAKA

- Ahmed, Mansoor & Guo, Qiang & Qureshi, Muhammad Asif & Raza, Syed Ali & Khan, Komal & Salam, Javeria. (2021). Do green HR practices enhance green motivation and proactive environmental management maturity in hotel industry? *International Journal of Hospitality Management*.
- Allen dan Meyer. 2013. *The Measurement and Antecedents of Affective, Continuance and Normative Commitment to Organizational*. Jakarta: PT Elex Media Komputindo.
- Arikunto, S. (2013). *Prosedur Penelitian: Suatu Pendekatan Praktik*. Jakarta: Rineka Cipta.
- Bangwal, Deepak & Tiwari, Prakash. (2015). Green HRM-A way to greening the environment. *Journal of Business and Management*. 17. 45-53.
- Bohdanowicz, P., Zientara, P., Novotna, E., 2011. International hotel chains and environmental protection: an analysis of Hilton's we care! programme (Europe,2006–2008). *Journal Sustain. Tour*. 19, 797–816.
- Boxall, P., Steeneveld, M., 1999. Human resource strategy and competitive advantage: a longitudinal study of engineering consultants. *Journal Manage. Assault*. 36(4), 443-463
- Clarkson, M.B., 1995. A stakeholder framework for analyzing and evaluating corporate social performance. *Acad. Manag. Rev.*20, 92-117
- Daily, B.F., Bishop, J.W., Govindarajulu, N., 2009. A conceptual model for organizational citizenship behavior directed toward the environment. *Bus. Soc.* 48, 243–256.
- Daily, B.F., Huang, S., 2001. Achieving sustainability through attention to human resource factors in environmental management. *International Journal. Oper. Prod. Manag.* 21,1539–1552.
- Das, Sudhir Chandra & Singh, Raj. (2016). Green HRM and Organizational Sustainability: An Empirical Review. *Kegees Journal of Social Science*. 8. 227-236.
- Del Brio JA, E Fernandez and B Junquera (2007) Management and employee involvement in achieving an environmental action-based competitive advantage: an empirical study. *International Journal of Human Resource Management* 18(4), 491–522.
- Dutta, S. (2012). Greening people: A strategic dimension. *ZENITH: International Journal of Business Economics & Management Research*, 2, 143-148

- Dyne, V.L dan Graham, J.W. 2005. Organizational Citizenship Behavior, Construct Redefinition Measurement and Validation. *Academy Management Journal*. 37, (4), 765-802.
- Ehnert I (2009) Sustainable human resource management. Springer, London.
- Evans, P.A.L., 1986. The strategic outcomes of human resource management. *Hum. Resour. Manag.* 25, 149–167.
- Epstein, M., & Roy, M. (1997). Using ISO 14000 to upgrade organizational learning and environmental management. *Environmental Quality Management*, 7, 21–30
- Fernandez, E., Junquera, B., & Ordiz, M. (2003). Organization culture and human resources in environmental issues: A literature review. *International Journal of Human Resource Management*, 14, 634–656
- Forman, M., & Jorgensen, S. (2001). The social shaping of participation of employees in environmental work within enterprises Experiences from a Danish context. i, 13, 71–90.
- Frankel, J.P. & Wallen N. E. (2008). *How to Design and Evaluate Research in Education*. New York: McGraw-Hill Companies, Inc.
- Ghozali, Imam. 2018. *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Edisi 9. Semarang: Badan Penerbit Universitas Diponegoro.
- Govindarajulu N and BF Daily (2004) *Motivating employees for environmental improvement*. *Industrial Management & Data Systems* 104(4), 364–372.
- Greenberg & Baron. (1993). *Behaviour in Organization (Fourth Edition)*. Boston: Allyn and Bacon.
- Grolleau, G., Mzoughi, N., & Pekovic, S. (2012). *Green no (only) for profit: An empirical examination of the effect of environmental standards on employee recruitment*. *Resource and Energy Economics*, 34, 74–92
- Hadjri, M. I. (2020). *Green Human Resource Management dan Kinerja*. *Jurnal Inovasi Bisnis*.
- Harris LC and A Crane (2002) The greening of organizational culture: management views on the depth, degree and diffusion change. *Journal of Organizational Change Management* 15(3), 214–34.
- Jackson SE, DWS Renwick, CJC Jabbour and CM Muller (2011) State-of-the-art and future directions for green human resource management: introduction to the special issue. *German Journal of Human Resource Management* 25(2), 99–116.
- Jabbour CJC and FCA Santos (2008) Relationships between human resource dimensions and environmental management in companies: proposal of a model. *Journal of Cleaner Production* 16(1),51–58.

- Jabbour CJC, FCA Santos and MS Nagano (2008) Environmental management system and human resource practices: is there a link between them in four Brazilian companies? *Journal of Cleaner Production* 16(17), 1922–1925.
- Jabbour CJC, ABL S Jabbour, K Govindan, AA Teixeira and WRS Freitas (2013) Environmental management and operational performance in automotive companies in Brazil: the role of human resource management and lean manufacturing. *Journal of Cleaner Production* 47, 129–140.
- Jabbour CJC, FCA Santos and MS Nagano (2010) Contributions of HRM throughout the stages of environmental management: methodological triangulation applied to companies in Brazil. *International Journal of Human Resource Management* 21(7), 1049–1089.
- Jawaad, M., Amir, A., Bashir, A., & Hasan, T. (2019). Human resource practices and organizational commitment: The mediating role of job satisfaction in emerging economy. *Cogent Business & Management*, 6(1), 1608668.
- Kay, M.J., Kay, S.A., Tuininga, A.R., 2018. Green teams: a collaborative training model. *Journal Clean Production* 176, 909e919.
- Kima, Y. J. (2019). The effect of green human resource management on hotel employees' ecofriendly behavior and environmental performance. *Journal International*.
- Kehoe, RR, Wright, PM, 2013. Impact of High-Performing Human Resources practices on employee attitudes and behavior. *Journal Manage.* 39(2), 366-391
- Lepak, D. P., Liao, H., Chung, Y., & Harden, E. E. (2006). A conceptual review of human resource management systems in strategic human resource management research. *Research in Personnel and Human Resources Management*, 25, 217-271.
- Luu, T. T. (2018). Employees' green recovery performance: the roles of green HR practices and serving culture. *Journal of Sustainable Tourism*, 1308-1324
- Luthans, Fred. 2001. *Organizational Behavior, ninth edition*. New York : McGraw Hill
- Mandip, G. (2012). Green HRM: People management commitment to environmental sustainability. *Research Journal of Recent Sciences*, 1, 244–252.
- Mathieu, J.E. & Zajac, D.M. 1990. A Review and Meta-Analysis of The Antecedents, Correlates, and Consequences of Organizational Commitment. *Psychological Bulletin*, Volume 108, (171-194).

- Melnyk, SA, Sroufe, RP, Calantone, R., 2003. Assessing environmental impact management system on corporate performance and the environment. *Journal Oper.Kelola.* 21, 329-351.
- Milliman J and J Clair (1996) Best environmental HRM practices in the US. In W Wehrmeyer (ed)Greening people: human resource and environmental management, 49–74. Greenleaf Publishing, Sheffield, UK
- Mishra, RK, Sarkar, S., Kiranmai, J., 2014. Green HRM: an innovative approach in Indian public companies. *Rev. Science World. Technol. Sustainable development.* 11(1), 26-42
- Mowday, Richard T. et. al., 1982. Employee – Organizational Linkages: The Psychology Of Commitment Absentism And Turnover. Academic Press Inc., New York.
- Nisar, Q. A. (2020). Green human resource management practices and environmental performance in Malaysian green hotels: The role of green intellectual capital and pro-environmental behavior. *Journal International.*
- Ogbeibu, S. (2020). Technological turbulence and greening of team creativity, product innovation, and human resource management: Implications for sustainability. *Journal Internasional.*
- PascalPaillé, P. W. (2019). Leveraging Green Human Resource Practices to Achieve Environmental Sustainability. *Journal International.*
- Pham D. D. & Paillé, P. (2020). Green recruitment and selection: An Insight of Green Pattern. *International Journal of Manpower*, 41, 3, 258-272.
- Perron, G. M., Côté, R. P., & Duffy, J. F. (2006). Improving environmental awareness training in business. *Journal of Cleaner Production*, 14(6-7), 551-562.
- Perez, O., Amichai-Hamburger, Y., & Shterental, T. (2009). The dynamic of corporate self-regulation: ISO 14001, environmental commitment, and organizational citizenship behavior. *Law and Society Review*, 43(3), 593-630
- Pinzone, M., Guerci, M., Lettieri, E., & Redman, T. (2016). Progressing in the change journey towards sustainability in healthcare: The role of “Green” HRM. *Journal of Cleaner Production*, 122, 201-211.
- Rahman, I., Reynolds, D., Svaren, S., 2012. How green are North American hotels? An exploration of low-cost adoption practices. *Int. J. Hosp. Manag.* 31, 720–727.
- Ramus CA (2001) Organizational support for employees: encouraging creative ideas for environmental sustainability. *California Management Review* 43(3), 85–105.

- Ramus CA (2002) Encouraging innovative environmental actions: what companies and managers must do. *Journal of World Business* 37(2), 151–164.
- Ren, S., Tang, G., & E. Jackson, S. (2018). Green human resource management research in emergence: A review and future directions. *Asia Pacific Journal of Management*, 35(3), 769-803.
- Renwick DWS, T Redman and S Maguire (2013) Green human resource management: a review and research agenda. *International Journal of Management Reviews* 15(1), 1–14.
- Ria Mardiana Yusuf, D. S. (2018). *Komitmen Organisasi*. Makasar: Nas Media Pustaka.
- Robbins, Stephen P. 2017. *Perilaku Organisasi. Terjemahan oleh Alexander Sindoro. Organizational Behavior*. 1996. Jakarta: PT Prenhallindo.
- Roy M and F Therin (2008) Knowledge acquisition and environmental commitment in SMEs. *Corporate Social Responsibility and Environmental Management* 15(5), 249–259
- Sekaran, U. (2016). *Research methods for business : a skill-building approach*. Chicester: wiley.
- Shoaib, Muhammad & Abbas, Zuhair & Yousaf, Muhammad & Zámečník, Roman & Ahmed, Junaid & Saqib, Shahnawaz. (2021). The role of GHRM practices towards organizational commitment: A mediation analysis of green human capital. *Cogent Business & Management*. 8. 1-14.
- Singha, S. K. (2020). Green innovation and environmental performance: The role of green transformational leadership and green human resource management. *Journal International*.
- Sudjana, Nana dan Ibrahim, *Penelitian Dan Penilaian Pendidikan*, Bandung: Sinar Baru Algesindo, 2001
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*. Bandung: Alfabeta.
- Sukmadinata. 2010. *Metode penenelitian pendidikan*. Bandung: PT Remaja Rosdakarya.
- Suryabrata. Sumadi, 2015. *Metodologi Penelitian*. Jakarta: Raja Grafindo Persada.
- Tamu, DE, 1997. Management and performance of human resources: a review and research schedule of events. *International Journal Human Resource. Manag.* 8, 263 - 276.
- Tang, G. Y. (2018). Green human resource management practices:. *Journal of Human Resource*.