



1st International Conference on Advance Research in Agriculture and Food



Book of Abstract

“Paradigm Shift In Agricultural And Food Security”

Held on October 25, 2022

at Zoom from LPPM UPN “Veteran” Yogyakarta, Jl. Padjajaran
104 (Ringroad) Condongcatur, Yogyakarta 55283, Indonesia.

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PREFACE

We are delighted to introduce the *1st International Conference on Advance Research in Agriculture and Food “Paradigm Shift In Agricultural And Food Security”*. The technical program has brought researchers and practitioners around the world to a good forum for discussing, leveraging and developing all scientific and technological aspects during the global pandemic. Agriculture is a country’s most vital sector. It is strongly correlated to the condition of the environment which is absolutely essential for mankind’s survival. Agriculture’s Emerging Trends are a primary driver of the sector’s expansion. Emerging agricultural trends imply new technology and strategies that get more sophisticated with time. The agriculture sector has undergone significant changes over the previous several decades, and new technologies have also expanded in this sector. The sector is expanding as a result of all of these factors. Agriculture’s recent advancements have made farming activities more acceptable and comfortable for farmers. These developments or trends benefit not just the growth of agriculture, but also the conditions of farmers. Moreover, it is with a great pleasure to have the keynote and invited speakers of ICARAF 2022, from Indonesia, Japan, Belize, and Hungary. Who will share their knowledge and best innovative research. This conference is held by LPPM Universitas Pembangunan Nasional Veteran Yogyakarta. Location of this conference is at Yogyakarta, Indonesia, on October 25, 2022. This conferences was successfully acquire 106 participant from 3 countries, Indonesia, Libya, and Hungary.

Page | 2

Yogyakarta, October 24, 2022
Conference Chair

Dr. Suranto



THE COMMITTEE OF 1ST ICARAF 2022

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Page | 3

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ROOM 3

Moderator: Fitri Rahmawati Astiandani

ID Paper	Corresponding Author	Title	Room	Schedule	Presentation sequence
AR-0039	Sari Bahagiarti	DEVELOPING AGRO-GEOHIDROPARK BASED ON HYDROGEOLOGICAL ANALYSIS IN THE GEDANGREJO VILLAGE, KARANGMOJO DISTRICT, GUNUNGKIDUL REGENCY, INDONESIA.	3	13.00-14.30	1
AR-0075	Bambang Supriyanta	THE EFFECTIVENESS OF THE AB MIX FORMULATION ON THE RESULTS AND QUALITY OF PREMIUM MELON	3	13.00-14.30	2
AR-0035	Sylvert Prian Tahalea	FEASIBILITY STUDY OF MOCAF MILL DEVELOPMENT IN GUNUNGKIDUL, INDONESIA	3	13.00-14.30	3
AR-0034	Purwanto	ESTIMATING GROUNDWATER POTENTIAL WITH THE SCHLUBERGER CONFIGURATION GEOELECTRIC METHOD IN TEGALREJO VILLAGE GEDANGSARI DISTRICT GUNUNGKIDUL REGENCY	3	13.00-14.30	4
AR-0029	Khoirul Hikmah	THE EFFECT OF GREEN RECRUITMENT & SELECTION AND GREEN TRAINING ON THE ORGANIZATIONAL COMMITMENT OF SLEMAN FARMERS IN YOGYAKARTA	3	13.00-14.30	5
AR-0067	Chimayatus Solichah	THE EFFECT OF ADDING CHEMICAL INSECTICIDES AT VARIOUS DOSAGES OF METARHIZIUM ANISOPLIAE ON VEGETATIVE GROWTH OF RED GINGER PLANTS DUE TO WHITE GRUB (LEPIDIOTA STIGMA) ATTACK	3	13.00-14.30	6

Page | 7

[AR-0029]

The Effect Of Green Recruitment & Selection And Green Training On The Organizational Commitment Of Sleman Farmers In Yogyakarta

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Abstract

These farmer groups are expected to become a forum for rural economic activities owned and regulated by the villagers themselves towards the welfare of the villagers. This study aims to determine and analyze the influence of Green Recruitment & Selection and Green Training on organizational commitment both partially and simultaneously. The data analysis technique uses multiple regression by using the SPSS 25.0 for windows analysis tool. Data collection was obtained by holding FGD activities and distributing likert scale questionnaires 1-5 to respondents, sampling techniques, namely simple random sampling, the amount of data collected was 110 questionnaires. The results showed if all hypotheses were supported. With good green recruitment & selection and green training practices, the organizational commitment of farmer groups will increase because members who have green awareness will be more involved in the activities carried out by the organization. Group members will feel more of a shared responsibility on behalf of the organization if the recruitment process to join the organization already has a good green mindset.

Keyword : Green Recruitment & Selection, Green Training, Organizational Commitment
Subject : Agriculture

The Effect of Green Recruitment & Selection and Green Training on the Organizational Commitment of Sleman Farmers in Yogyakarta

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Abstract

These farmer groups are expected to become a forum for rural economic activities owned and regulated by the villagers themselves towards the welfare of the villagers. This study aims to determine and analyze the influence of Green Recruitment & Selection and Green Training on organizational commitment both partially and simultaneously. The data analysis technique uses multiple regression by using the SPSS 25.0 for windows analysis tool. Data collection was obtained by holding FGD activities and distributing likert scale questionnaires 1-5 to respondents, sampling techniques, namely simple random sampling, the amount of data collected was 110 questionnaires. The results showed if all hypotheses were supported. With good green recruitment & selection and green training practices, the organizational commitment of farmer groups will increase because members who have green awareness will be more involved in the activities carried out by the organization. Group members will feel more of a shared responsibility on behalf of the organization if the recruitment process to join the organization already has a good green mindset.

Keywords : Green Recruitment & Selection, Green Training, Organizational Commitment

INTRODUCTION

Reality shows that the majority of the population in Indonesia lives in rural areas and most of them make a living as farmers. One way to improve the level of life of rural communities is by forming farmer groups in rural areas. These farmer groups are expected to become a forum for rural economic activities owned and regulated by the villagers themselves towards the welfare of the villagers. The participation of members of the farmer group is an important indicator to determine whether the farmer group is successful or not. Green Human Resource Management (GHRM) reflects aspects of human resource management in environmental management and its focus is on the role of human resources in pollution prevention through the operational process of a business (Renwick et al., 2013).

Green Human Resource Management (GHRM) practices include hiring and maintaining environmentally friendly employees, providing environmental training, and influencing employees with environmentally friendly contributions in employee performance appraisal (Tamu, 1997). Previous GHRM research supports the need for leaders not to ignore some of the role of

GHRM pools in driving organizations towards more environmentally friendly outcomes (Kay et al., 2018). The application of GHRM in a company also has other positive impacts such as improving the morale, attitudes, and behavior of employees to save the environment (Bangwal & Tiwari, 2018).

Organizational commitment needs to be considered by the company for the sustainability of its company. According to Luthnas (2001) states that organizational commitment consists of a strong desire or desire to remain a member of an organization, a worker's willingness to work behalf of the organization, and a certain trust and acceptance of the individual to the values and goals of the organization. According to Greenberg & Baron (1993) states that employees who have a high organizational commitment are employees who are more stable and more productive so that in the end they are also more profitable for the organization. High organizational commitment to employees can also make employees or workers more motivated to be in the organization and also more motivated in achieving organizational goals (Mowday et al., 1982).

LITERATURE REVIEW

According to Das & Singh (2016), GHRM is a procedure that implements environmentally friendly concepts and implements HR policies that lead to more employee engagement, cost-effective leadership, which can encourage organizational sustainability. Green Recruitment & Selection is a system where the focus is given to the importance of the environment and makes it a major element in the organization (Ahmad, 2015). Green Awareness is a basic aspect of Green Recruitment & Selection, green awareness involves the personality of candidates or job applicants that allow achieving organizational environmental goals such as circularness regarding "green" and candidate friendliness. Employees or candidates who have an understanding of the environment can increase environmental knowledge in operational processes and can improve the company's environmental performance (Del Brio et al., 2007). Candidates for members of the organization tend to take information about the performance and description of the organization's environment as criteria for assessing how the organization treats its members. Job seekers can also be attracted to organizations with positive green signals (Jackson et al., 2011). According to Renwick et al., (2013) organizations need green criteria that will be used to select and evaluate candidates for their members who will work for the company.

Green training and development is also used to train members of the organization to work with work methods that save energy, reduce waste, spread environmental awareness within the organization, and provide opportunities to involve organizational members in solving environmental problems (Zoogah, 2011). Green Training raises the organization's members' awareness of pro-environment activities in the workplace. Wong (1998) stated that eco-friendly training programs can help members better understand the importance of environmental protection, which makes members more sensitive to the process of controlling and/or preventing environmental damage. Things they can do to prevent environmental damage such as collecting data on waste and identifying sources of pollution. Green Training provides knowledge management that allows members to carry out environmental activities (Del Brio et al., 2007). In

previous studies, a report revealed that environmental knowledge and value in China are the drivers of employees' environmental actions. Through green knowledge management, employees can receive extensive Green Training, improving their knowledge and skills in environmental protection and improving their ability to deal with complex environmental management issues (Govindarajulu & Daily 2004). Therefore, Green Training can build a climate that encourages all members of the organization to engage in environmental initiatives (Fernandez et al., 2003).

Mowday et al., (1982) define organizational commitment as the relative strength of the identification of an individual with involvement in a particular organization. Organizational commitment can be created through building a sense of organizational belonging, that is, the sense of being part of the organization will increase if there is a sense of belonging among the organization's anggota (Wahyuni, 2021). A love of work can be created from the presence of good leadership qualities, a sense of responsibility and giving members the opportunity to use their abilities and skills well. Allen & Mayer (1997) stated that Organizational Commitment is a psychological state that characterizes the relationship between employees and the organization or its implications that affect whether employees will survive or not in an organization. Therefore, Green Recruitment & Selection and Green Training are related in farmer groups where organizations pay great attention to green management, organizational commitments can be formed through these green management practices so that members will love their work more. Based on these facts, the formulation of the hypothesis in this study is:

H1 : Green Recruitment & Selection and Green Training have a positive and significant effect simultaneously on organizational commitment.

H2 : Green Recruitment & Selection and Green Training have a positive and significant effect partially on organizational commitment.

METHOD

This study involved 510 farmers who were members of farmer groups in Sleman Regency, Yogyakarta. The sample technique used was simple random sampling, data collected by 110 respondents. Data collection using questionnaires distributed through forum group discussion activities was represented by several group members from each farmer group in the Sleman area of Yogyakarta. The independent variables in this study are Green Recruitment & Selection and Green Training, while the dependent variables are organizational commitment. Green Recruitment & Selection is a system where the focus is given to the importance of the environment and makes it a major element in the organization (Ahmad, 2015). In measuring the recruitment and selection variables, Tang et al., (2018) stated 3 indicators, namely Green Awareness, Green Branding Provision for Candidates and Green Criteria for Attracting Candidates. Green Training refers to a system of activities that can motivate employees to learn environmental protection skills and pay attention to environmental issues (Jackson et al., 2011). Tang et al. (2018) stated that in measuring the variables Green Training can use indicators, namely increasing environmental awareness, green knowledge and building a green initiative climate.

Technical data analysis uses multiple regression through the SPSS 25.0 for windows analysis tool. The multiclinierity test is carried out to prove or test the presence or absence of linear relationships between free variables or whether between free variables multicholinerity occurs. The way to find out whether there is multicholinerity or not is to look at the tolerance value and variance inflation factor (VIF). The heteroskedasticity test aims to test whether in the regression model there is an inequality of variations from the residuality of one observation to another. If the variation from the residual of one observation to another is fixed, then it is called Homoskedasticity and if it is different it is called Heterodasticity. A good regression equation is if heterodasticity does not occur. To calculate the effect of the variables Green Recruitment & Selection (GRS) and Green Training (GT) on Organizational Commitment (KO). The regression equation used is $Y = a + b_1X_1 + b_2X_2 + e$.

RESULT

Test Analysis Prerequisites

a. Multicholinerity Test

The following is an analysis of the multicollinearity test using the tolerance method and the Variance Inflation Factor (VIF):

Table 1
Tolerance test results and Variance Inflation Factor (VIF)

Variable	Tolerance	Variance Inflation Faktor (VIF)	Information
<i>Green Recruitment & Selection (GRS)</i>	0,719	1,392	Non multicollinearity
<i>Green Training (GT)</i>	0719	1,392	Non multicollinearity

Source : Primary Data Processed, 2022

Based on the table, it can be seen that the Green Recruitment & Selection (GRS) variable in the tolerance analysis of 0.719 and the variance inflation factor (VIF) of 1.392 which is smaller than 10 means that there are no symptoms of multicollinearity. The Green Training (GT) variable in the tolerance analysis of 0.719 and the variance inflation factor (VIF) of 1.392 which is smaller than 10 means that there are no symptoms of multicollinearity.

b. Heteroskedasticity Test

Table 2
Heteroskedasticity test results

Variable	Rs	Sig.	Information
<i>Green Recruitment & Selection (GRS)</i>	-0,036	0,696	Non Heterokedastisitas
<i>Green Training (GT)</i>	-0,073	0,448	Non Heterokedastisitas

Source : Primary Data Processed, 2022

Based on the table, it can be seen that the Green Recruitment & Selection (GRS) variable in the heteroskedasticity analysis showed a rs value of -0.036 with a significance level of 0.696 which was greater than (0.05) meaning that the Green Recruitment & Selection (GRS) variable did not occur symptoms of heteroskedasticity. The Green Training (GT) variable in the heteroskedasticity analysis showed a rs value of -0.073 with a significance level of 0.448 which is greater than (0.05) meaning that the Green Training (GT) variable did not occur symptoms of heteroskedasticity.

Multiple Linear Regression Analysis

Based on processing data using the SPSS for windows program obtained results that we can see in Table 8. The results of the Multiple Linear Regression Analysis are as follows:

Table 3
Multiple Linear Regression Analysis Results

Variable	Regression Coefficient
Constant	1.221
<i>Green Recruitment & Selection (GRS)</i>	0.201
<i>Green Training (GT)</i>	0.579
R	= 0,823
R ²	= 0,678
Adj R ²	= 0,672
F count	= 112,569
Sig. F	= 0,000

Source : Primary Data Processed, 2022

Based on Table 3, the regression equation of the estimation results can be obtained as follows:

$$\hat{Y} = 1,221 + 0,172GRS + 0,579GT$$

Based on the equation, it can be described as follows:

- a. The regression coefficient of the Green Recruitment & Selection (GRS) variable = 0.201
The Green Recruitment & Selection (GRS) variable tends to have a positive influence or is in the same direction as organizational commitment (KO). The better the Green Recruitment & Selection (GRS) it will have an impact on the higher the Organizational Commitment (KO), and vice versa, the worse the Green Recruitment & Selection (GRS) will be, the lower the Organizational Commitment (KO).
- b. The regression coefficient of the Green Training variable (GT) = 0.579
The Green Training (GT) variable tends to have a positive influence or in the same direction as organizational commitment (KO). The better the Green Training (GT), the lower the Organizational Commitment (KO), and vice versa, the worse the Green Training (GT), the lower the Organizational Commitment (KO).

Hypothesis Test

a. Hypothesis Test 1

Hypothesis 1 was tested using the F test, which is to determine the degree of significance of the influence together with the variables Green Recruitment & Selection (GRS) and Green Training (GT) on Organizational Commitment (KO). Testing through the F test is to compare the probability of error F count with its tolerable significance (= 5%). Based on Table 8, it can be seen that the calculation results obtained F count of 112.569 with a significance level of 0.000 which is smaller than ($0.000 < 0.05$) or H_0 is not supported and H_a is supported. This means that Green Recruitment & Selection (GRS) and Green Training (GT) simultaneously have a significant effect on Organizational Commitment (KO). Thus the first hypothesis that states Green Recruitment & Selection (GRS) and Green Training (GT) simultaneously have a significant effect on Organizational Commitment (KO) is **supported**.

While the coefficient of determination (Adjusted R²) is 0.672 meaning that the influence of the Green Recruitment & Selection (GRS) and Green Training (GT) variables on Organizational Commitment (KO) is 67.2% while the remaining 32.8% is influenced by other variables outside this study.

b. Hypothesis Test 2

Hypothesis 2 was tested using the t test, which is to determine the degree of significance of the partial influence of the variables Green Recruitment & Selection (GRS) and Green Training (GT) on Organizational Commitment (KO). Testing through the t test is to compare the significance level of t count with ($= 0.05$).

Table 4
Partial Analysis Results

Variable	t count	Sig	Information
<i>Green Recruitment & Selection (GRS)</i>	3,184	0,000	Significant
<i>Green Training (GT)</i>	10,740	0,000	Significant

Source : Primary Data Processed, 2022

Based on Table 9, it can be seen that the calculation results obtained for:

- The Green Recruitment & Selection (GRS) variable has a calculation of 3.184 with a significance level of 0.000 which is smaller than ($0.000 < 0.050$). This means that Green Recruitment & Selection (GRS) has a partial significant effect on Organizational Commitment (KO).
- The Green Training (GT) variable has a calculated t of 10.740 with a significance level of 0.000 which is smaller than ($0.000 < 0.050$). This means that Green Training (GT) has a partial significant effect on Organizational Commitment (KO).

From the two t-tests, it shows that the variables Green Recruitment & Selection (GRS) and Green Training (GT) partially have a significant influence on Organizational Commitment (KO). Thus the second hypothesis that states Green Recruitment & Selection (GRS) and Green Training (GT) have a partial significant effect on Organizational Commitment (KO) is supported.

DISCUSSION

The results showed that of the 3 indicators of the Green Recruitment & Selection variable, the indicator of awareness of the green environment has the highest value, it shows that members of the farmer group do have a high perception of the importance of protecting the environment in carrying out their work activities. But on average, Green Recruitment & Selection shows a moderate value so that out of the 3 indicators used, it shows that members of the farmer group as a whole have a moderate green mindset, meaning that in the process of recruiting or joining a farmer group, members have not really understood as a whole about the focus on the importance of the environment and make it a major element in organizing. Therefore, the implementation of Green Recruitment & Selection really needs to be managed properly because it can know the level of knowledge, values, and environmental beliefs of prospective members of the organization (Renwick et al., 2013). Another finding is to show that farmers do have a high perception of the importance of protecting the environment in carrying out their work activities. The process of recruitment and selection of farmer groups affects organizational commitment because at the beginning of members joining the organization, the members already have awareness of environmental sustainability. The higher the Green Recruitment & Selection (GRS) practice implemented, the higher the organizational commitment.

The results showed that of the 3 indicators of the Green Training variable, the indicators of increasing environmental awareness had the highest value. This shows that members of the organization consider that the organization has a training program in environmental management to increase environmental awareness, skills, and expertise of members that are better than other programs. Overall, the 3 indicators used show high value results so that it can be concluded that the farmer group has a program of developing the skills, knowledge, and attitudes of members, preventing the deterioration of knowledge, skills, and attitudes related to good environmental management. The findings of this study show that farmers consider organizations to have training programs in environmental management to increase environmental awareness, skills, and expertise of members as well as other programs. Although training programs are not always organized by organizations, the organization always supports green training programs held by various parties, therefore members of the organization will continue to feel ownership of the organization so that with this practice, the implementation of Green Training (GT) increases organizational commitment.

CONCLUSION

Green awareness involves the personality of the candidate members of the organization that allows the achievement of the environmental goals of the organization. Group members will feel more of a shared responsibility on behalf of the organization if the recruitment process to join the organization already has a good green mindset. Integrated training not only includes a comprehensive program but also creates an environmentally sound work climate and this will directly make member participation higher. Therefore, this research strongly proves that the

implementation of good Green Recruitment & Selection and Green Training will affect organizational commitment positively and significantly. The better the management of Green Recruitment & Selection and Green Training in farmer group organizations, the better the organizational commitment of farmer groups will be. Based on the results, hypothesis 1 and hypothesis 2 are supported. Green Recruitment & Selection and Green Training have a significant positive effect on organizational commitment both partially and simultaneously.

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Certificate

No. 18/ICARAF/UPNYK/2022

This is to certify that:

Khoirul Hikmah

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"International Conference on Advance Research in
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Dr. Hendro Widjanarko, M.M.

Head of Institute of Research and Community Service



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