

ABSTRACT

A company's environmental performance is an indicator of a company's commitment to its role in preserving the environment through a good environmental management system. The Ability-Motivation-Opportunity Theory (AMO Theory) explains that environmentally friendly human resource management practices (GHRM practices) are able to increase the ability and motivation of employees to complete environmental management and provide opportunities to achieve optimal company environmental performance. This research aims to analyze the influence of GHRM practices on company environmental performance through the mediation of pro-environmental behavior which is moderated by environmental knowledge.

The population in this study were employees of PT Industri Jamu Dan Farmasi Sido Muncul Tbk, PT Petrokimia Gresik, and PT Kalbe Farma with a total sample of 84 respondents taken using a non-probability sampling method with purposive sampling technique. The analytical method used in this research is Partial Least Square (PLS) with the help of the SmartPLS Ver.3 application.

The research results show that GHRM practices have a positive and significant effect on the company's environmental performance, GHRM practices have a positive and significant effect on pro-environmental behavior, and pro-environmental behavior has a positive and significant effect on the company's environmental performance. This research also found that a company's environmental performance has a positive and significant effect on environmental performance through the mediation of pro-environmental behavior. The research results also show that environmental behavior is able to moderate the influence of GHRM practices on pro-environmental behavior.

Keywords: *Green human resource management practices, company environmental performance, pro-environmental behavior, environmental knowledge.*

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