Formosa Journal of Applied Sciences (FJAS)
Vol. 3, No.10 2024: 4185-4198

The Contribution of GHRM and Green Innovation to Environmental Performance at Pt. Indonesian Air & Marine Supply

Rahmat[1]*, Freddy J. Rumambi[2]
Program Studi Manajemen, Fakultas Ekonomi, Institut Bisnis dan Multimedia (IBM) Asmi, Jakarta
Corresponding Author: Rahmat rachmathidayatullah060699@gmail.com

A R T I C L E I N F O

Keywords: Green Human Resource Management, Green Innovation, Environmental Performance, PT. Indonesian Air & Marine Supply

Received : 21, August
Revised : 23, September
Accepted: 25, October

A B S T R A C T

This study aims to explore the relationship between Green Human Resource Management (GHRM), Green Innovation, and Environmental Performance at PT. Indonesian Air & Marine Supply. The study population consisted of 100 employees from the company's shipping department. The purposive sampling method was used to select 80 respondents who had been employed for at least two years and were directly involved in the shipping field. The analysis results indicate that the implementation of GHRM and Green Innovation significantly influences Environmental Performance at PT. Indonesian Air & Marine Supply. Recommendations for company management include increasing investment in GHRM and Green Innovation, as well as enhancing the integration between these two factors to achieve better environmental sustainability goals.

DOI prefix: https://doi.org/10.55927/fjas.v3i10.11619
ISSN-E: 2962-6447
https://journal.formosapublisher.org/index.php/fjas

INTRODUCTION

Environmental degradation has emerged as one of the greatest challenges of the 21st century, affecting ecosystems, economies, and societies worldwide. Rapid industrialization and urbanization at the end of the 20th century led to a significant increase in greenhouse gas emissions, contributing to global warming and climate change (Barus et al., 2020). The Intergovernmental Panel on Climate Change (IPCC) has consistently emphasized the need to reduce carbon emissions to mitigate the effects of climate change, including rising sea levels, extreme weather events, and biodiversity loss (Suprayitno et al., 2024). This environmental crisis has prompted governments, international organizations, and businesses to reevaluate their strategies and adopt more sustainable practices (Rumambi, 2023).

In the business sector, sustainability has become a key element in corporate strategies. Companies are increasingly recognizing that their long-term success depends not only on financial performance but also on their ability to manage environmental and social impacts. The concept of Corporate Social Responsibility (CSR) has evolved to include environmental sustainability as a core element, where companies are held accountable to stakeholders for their environmental practices.

The maritime sector is one of the industries that significantly contribute to environmental degradation due to its large carbon footprint. This industry accounts for approximately 2.5% of global greenhouse gas emissions, primarily due to its reliance on fossil fuels for shipping, which forms the backbone of global trade (Riyadi, 2024). As international trade volumes continue to rise, the environmental impact of the shipping industry also increases, putting pressure on regulators and stakeholders to adopt more sustainable practices (Wiliyan, 2023).

PT. Indonesian Air & Marine Supply, a leading player in Indonesia's maritime logistics sector, faces these environmental challenges head-on. Operating in a highly competitive environment, the company must balance the need to reduce operational costs with efforts to minimize its environmental impact. With the global emphasis on sustainability and increasingly stringent environmental regulations, adopting sustainable practices is now essential for survival and competitiveness. The management at PT. Indonesian Air & Marine Supply recognizes that improving environmental performance is crucial, not only for regulatory compliance but also for enhancing reputation, reducing operational costs, and meeting the expectations of environmentally conscious customers.

In response to these challenges, PT. Indonesian Air & Marine Supply has been exploring the potential of Green Human Resource Management (GHRM) and Green Innovation as strategies to improve its environmental performance. GHRM involves integrating environmental management practices into human resource functions, such as recruitment, training, performance management, and employee engagement. By fostering a culture of sustainability within the organization, GHRM aims to align employee behavior with the company's environmental goals. GHRM practices can include recruiting environmentally

conscious employees, providing training on sustainable practices, and rewarding employees who contribute to the company's environmental objectives (Febrina et al., 2023).

Green Innovation, on the other hand, involves the development and implementation of new products, processes, and technologies that reduce environmental impacts (Nuryakin & Maryati, 2022). In the maritime industry, Green Innovation can include improving fuel efficiency, reducing emissions through cleaner technologies, and implementing sustainable supply chain practices. By investing in Green Innovation, companies like PT. Indonesian Air & Marine Supply can significantly reduce their environmental footprint while gaining a competitive advantage in an increasingly sustainability-focused market.

In summary, PT. Indonesian Air & Marine Supply is taking proactive steps to address its environmental challenges by adopting GHRM and Green Innovation practices. These strategies not only improve the company's environmental performance but also enhance its ability to compete in a market that increasingly values sustainability. Through continued investment in green practices, the company is positioning itself to meet global sustainability commitments and contribute to the broader efforts to combat climate change.

LITERATUR REVIEW

Stakeholder Theory

According to stakeholder theory, a company's objectives are not solely focused on achieving financial profits but also on benefiting various stakeholders, such as shareholders, creditors, consumers, suppliers, the government, and the broader community. Success is heavily dependent on the support of these stakeholders. Freeman (Risnaedi et al., 2021) emphasizes that stakeholder theory is rooted in the belief that value creation is integral to business activities. Stakeholders exert influence or control over the economic resources utilized by companies, making it crucial for businesses to meet their needs to ensure operational sustainability (Werastuti et al., 2023).

In decision-making processes, stakeholders require relevant information about a company's activities, and businesses are responsible for providing accurate information to avoid misguided decisions. Annual and sustainability reports serve as essential sources of information, offering insights into a company's economic, social, and environmental performance (Lumentut, 2020). The evolution of stakeholder theory has introduced the Triple Bottom Line (TBL) concept, which holistically measures company performance by considering economic, environmental, and social aspects. The environment, as a key stakeholder, plays a significant role in influencing corporate performance and value (Utomo, 2019).

Green Shipping Practice

Shipping companies face increasingly stringent environmental regulations, requiring them to adopt more environmentally responsible practices. This includes using eco-friendly ships, implementing green purchasing behaviors, pollution control measures, slow steaming approaches, and resource management (Pang et al., 2021). Green shipping practices aim to reduce energy consumption and emissions, lowering the maritime sector's reliance on fossil fuels and promoting the use of environmentally friendly energy sources (Lai et al., 2013).

Chang and Danao (2017) define green shipping practices as environmental management efforts by shipping companies, emphasizing waste reduction and resource conservation in cargo handling and distribution. Companies like Maersk Line have transitioned to low-sulfur fuel and adopted energy-efficient operations, such as slow steaming and steel recycling. Green shipping practices are measured using indicators such as company policies, adherence to industry standards, eco-friendly shipping equipment, collaboration with shippers, resource recovery, and compliance with environmental regulations (Chang & Danao, 2017).

Environmental Performance

Environmental performance refers to a company's ability to contribute to environmental conservation, often assessed by environmental rankings (Sukatin et al., 2022). It represents a voluntary integration of environmental concerns into business operations and relationships with stakeholders, surpassing legal obligations (Maesaroh & Etty, 2022). Environmental performance includes all company activities and practices that demonstrate a commitment to preserving the environment (Febrina et al., 2023).

Key factors influencing environmental performance are categorized into corporate, governmental, economic, societal, and technological aspects (Zhang et al., 2023). The dimensions of environmental performance, as proposed by Rosli et al. (2017), include human health, ecosystem vitality, and socio-economic sustainability. These dimensions evaluate the impact of environmental factors on human health, the vitality of ecosystems, and the awareness of environmental sustainability.

Green Human Resource Management (GHRM)

Green Human Resource Management (GHRM) integrates environmental management into HR functions, aiming to foster eco-friendly behavior among employees and create a socially responsible workplace (Gnan et al., 2023). It includes eco-friendly practices in recruitment, training, performance management, and reward systems to ensure environmental sustainability (Valeri & Sousa, 2024). The primary goal of GHRM is to implement workplace sustainability by promoting environmentally friendly behavior, helping companies reduce emissions, and enhancing recycling efforts. GHRM also improves brand image, attracts competitive talent, and boosts employee morale and retention (Geetha et al., 2019).

Internal factors, such as organizational commitment, and external factors, like government policies, influence GHRM implementation (Laddaporn et al., 2022). The key dimensions of GHRM include green recruitment, green training, green performance management, green pay and rewards, and green involvement (Saptaria et al., 2022).

Green Innovation

Green Innovation refers to technological advancements that focus on energy conservation, pollution prevention, waste recycling, and eco-friendly product designs (Qiangji, 2023). It encompasses any innovation that reduces environmental impacts and promotes sustainable business practices (Nugraha et al., 2024). The goal of Green Innovation is to create businesses that not only generate financial profits but also provide significant environmental and societal benefits. Companies adopting green innovation can reduce production costs, enhance their public image, expand market access, comply with environmental regulations, and improve employee engagement (Ardiansyah et al., 2023).

Green innovation is classified into green technological innovation, green product innovation, green management innovation, green process innovation, and green design (Qudrat-Ullah, 2018). The dimensions include green product innovation performance, green process innovation performance, management innovation, and green technological innovation (Chen et al., 2023).

Based on the theoretical framework discussed previously, the hypotheses for this research are formulated as follows:

H1 : Green Human Resource Management has a positive influence on Environmental Performance at PT. Indonesian Air & Marine Supply.

H2 : Green Innovation has a positive influence on Environmental Performance at PT. Indonesian Air & Marine Supply.

H3 : Green Human Resource Management and Green Innovation have a simultaneous positive influence on Environmental Performance at PT. Indonesian Air & Marine Supply.

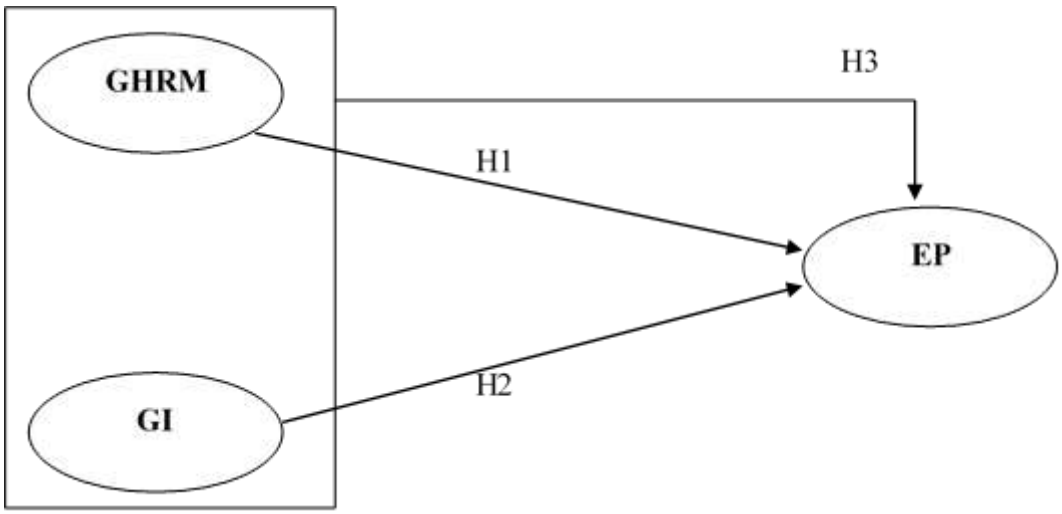

Figure 1. Conceptual Framework

METHODOLOGY

This study utilizes a descriptive quantitative research design with a cross-sectional approach, where data is collected at a specific point in time (Sugiyono, 2019). In addition to the cross-sectional approach, the study incorporates longitudinal elements to analyze individuals or phenomena over different time frames in order to comprehensively address the research questions. The unit of analysis in this study is based on individual-level data, with primary data gathered from the perceptions of individuals to assess the impact of the independent variables on the dependent variable.

The population for this study consists of 100 employees from the shipping department of PT. Indonesian Air & Marine Supply. A total sampling method was employed, meaning that the entire population of 100 employees from the shipping department was selected as the sample. The research examines one dependent variable, Environmental Performance (Y), and two independent variables, Green Human Resource Management (GHRM) (X_1) and Green Innovation (X_2). Environmental Performance refers to the company's efforts to contribute to environmental conservation, measured by dimensions such as human health, ecosystem vitality, and socio-economic sustainability. GHRM is defined as the integration of environmental practices into human resource management functions, measured by green recruitment, green training, green performance management, and green communication (Gill et al., 2021). Green Innovation involves the reduction of natural resource consumption and emissions of harmful substances through the introduction of environmentally friendly products, processes, organizational changes, and marketing programs (Sobaih et al., 2020).

Data for this research was collected through an online questionnaire distributed via Google Forms. Respondents were asked to select responses that best reflected their current conditions based on the statements provided in the questionnaire. Each response was intended to capture the respondents' perceptions and experiences related to the topics of Green Human Resource Management and Green Innovation. The questionnaire served as the primary data collection tool, ensuring the data accurately represented the respondents' views and conditions.

The analysis process involved several stages. First, descriptive analysis was performed to describe the collected data without generalizing or drawing broad conclusions, providing insights into the characteristics of the respondents and their responses in percentage tabulation (Ghozali, 2018). Following that, data quality testing was conducted through validity and reliability tests. The validity test utilized inter-item correlation, with an item considered valid if its correlation coefficient was greater than 0.2 (Amane & Laali, 2022). The reliability test employed Cronbach's Alpha, where values below 0.50 indicated low reliability, values between 0.50 and 0.70 indicated moderate reliability, values between 0.70 and 0.90 indicated high reliability, and values above 0.90 indicated excellent reliability (Firdaus, 2018).

To ensure the suitability of the regression model, classical assumption tests were also conducted. The normality test used the Kolmogorov-Smirnov method, with data considered normally distributed if the significance value was greater than 0.05. The Glejser method was used for the heteroscedasticity test, with no heteroscedasticity present if the significance value was greater than 0.05 (Nugroho & Haritanto, 2022). The multicollinearity test was performed by calculating the Variance Inflation Factor (VIF); if the VIF value was less than 10, it indicated no multicollinearity issues. To examine the relationships between the independent variables (GHRM and Green Innovation) and the dependent variable (Environmental Performance), multiple linear regression analysis was conducted using Moderated Regression Analysis (MRA). The regression equation used was: $Y = a + b_1X_1 + b_2X_2 + e$, where Y represents Environmental Performance, X_1 represents GHRM, and X_2 represents Green Innovation.

Finally, hypothesis testing was conducted using both t-tests and F-tests. The t-test was employed to measure the partial effect of each independent variable on the dependent variable, with results considered significant if the p-value was less than 0.05 (Sugiyono, 2019). The F-test was used to evaluate the overall fit of the regression model, with the model deemed significant if the p-value was less than 0.05 (Sugiyono, 2019). The coefficient of determination (R^2) was also calculated to measure the proportion of variance in the dependent variable explained by the independent variables, with values closer to 1 indicating a stronger relationship (Sugiyono, 2019). These methods collectively ensured the validity, reliability, and accuracy of the model in explaining the relationships between the variables.

RESEARCH RESULTS

This study aims to evaluate the influence of Green Human Resource Management (GHRM) and Green Innovation on Environmental Performance at PT. Indonesian Air & Marine Supply. The analysis was conducted in two main stages: descriptive statistical analysis to understand the demographic characteristics of the respondents, and multiple linear regression analysis to examine the influence of the independent variables on the dependent variable. This analysis is essential for providing insights into how green practices can be effectively implemented in the operational context of the company and how these two variables, individually or jointly, affect the company's environmental performance.

Descriptive Analysis

To understand the demographic characteristics of the respondents in this study, descriptive analysis was conducted on the collected data. This analysis includes the distribution of respondents by age, gender, education level, and years of service. It provides a general overview of the respondent profile, which, in turn, helps in interpreting the research results and understanding the context in which GHRM and Green Innovation are applied within the company.

Table 1. Descriptive Analysis

Category	Frequency	Percentage
Age		
18-30 Years	18	18%
31-45 Years	47	47%
> 45 Years	35	35%
Total	**100**	**100%**
Gender		
Female	43	43%
Male	57	57%
Total	**100**	**100%**
Education		
High School	36	36%
Diploma	15	15%
Bachelor's Degree	47	47%
Postgraduate	2	2%
Total	**100**	**100%**
Years of Service		
3-5 Years	74	74%
6-10 Years	9	9%
> 10 Years	17	17%
Total	**100**	**100%**

Source: Primary Data Processed (2024)

Based on the table above, several key patterns emerge from the data. First, the majority of respondents fall within the 31-45 age range, making up 47% of the total sample. This suggests that the study population tends to be in a professionally mature and productive age group. Second, in terms of gender distribution, males dominate the sample at 57%, while females make up 43%. This may reflect the gender composition in the industry or field, which is typically male-dominated. Third, concerning education levels, most respondents hold a bachelor's degree (47%), followed by high school graduates (36%). The percentages of diploma and postgraduate holders are 15% and 2%, respectively, indicating a diverse educational background, with the majority having relatively high education levels. Fourth, regarding work experience, respondents with 3-5 years of service make up the largest group at 74%, while those with 6-10 years and more than 10 years of experience account for 9% and 17%, respectively, indicating that most respondents are still in the early stages of their careers. Overall, these data provide a comprehensive demographic profile of the respondents, revealing general trends in age, gender, education, and work experience within the study's context.

Respondent Feedback Description

According to the data analysis presented in the table above, PT. Airin shows varying levels of environmental performance as rated by respondents in this survey. Specifically, the lowest average score for Environmental Performance (Y) was recorded for Item Y1.4, with a value of 3.58. This suggests that some respondents expressed uncertainty about the methods PT. Airin has implemented to reduce the company's environmental impact. On the other hand, the highest average score reached 4.14 for Item Y1.15, indicating a high level of confidence from respondents in PT. Airin's ability to effectively manage environmental risk incidents at the workplace. Regarding GHRM practices (X_1), the lowest average score was 3.34 for Item X1.11, highlighting the need to enhance recognition and reward systems related to environmental management at PT. Airin.

However, the highest ratings were given for Items X1.3 and X1.9, with an average of 4.00, demonstrating that the company's policies on recruiting and evaluating employee performance related to environmental practices were considered effective by respondents. In terms of Green Innovation (X_2), the lowest average score was 3.72 for Item X2.1, indicating that respondents felt there was still room for improvement in environmentally related production processes. Conversely, the highest average score was 4.06 for Item X2.3, reflecting the respondents' view that PT. Airin has successfully adopted environmentally friendly technologies in its operations.

In conclusion, the highest average ratings indicate PT. Airin's success in environmentally related practices or innovations, while the lowest averages suggest areas that require more attention or improvement. This interpretation provides valuable guidance for PT. Airin to focus on enhancing specific aspects to maintain and improve its excellence in environmental practices and green innovation.

Reliability, Validity, and Classical Assumption Tests

Validity and reliability tests were conducted on all respondents who met the research criteria. Reliability calculations and item analysis were carried out using IBM SPSS Statistics Version 26. The results for the reliability of the instruments used to measure environmental performance, GHRM practices, and green innovation are summarized in Table 2.

Table 2. Validity and Reliability

Variable	N items	Cronbach's Alpha	Corrected Item-Total Correlation	N
Environmental Performance	16	0.95	0.599 to 0.851	100
GHRM Practice	19	0.951	0.612 to 0.785	100
Green Innovation	18	0.963	0.409 to 0.832	100

Source: Statistical Data Processing, 2024

The table above shows that all measurement instruments for Environmental Performance, GHRM practices, and Green Innovation achieved high reliability, with Cronbach's Alpha coefficients of 0.950, 0.951, and 0.963, respectively. According to Nunnally and Streiner (Yusup, 2021), an instrument is considered reliable if its Cronbach's Alpha coefficient exceeds 0.70, indicating that the instruments are reliable. Additionally, the corrected item-total correlations for all items within each variable exceeded 0.2, confirming the validity and reliability of the data.

For classical assumption tests, the normality test using the Kolmogorov-Smirnov method resulted in an Asymp. Sig. (2-tailed) value of 0.074, greater than the 0.05 threshold, indicating that the data are normally distributed. The heteroscedasticity test, conducted using the Glejser method, showed significance values of 0.505 for GHRM and 0.880 for Green Innovation, both greater than 0.05, indicating that the data are free from heteroscedasticity issues. Finally, the multicollinearity test using the Variance Inflation Factor (VIF) produced VIF values of 1.320 for both variables, which are below the threshold of 10, and tolerance values of 0.758, which are greater than 0.10, confirming that the data are free from multicollinearity.

Multiple Linear Regression Analysis

Multiple linear regression analysis was conducted to determine the influence of the independent variables on the dependent variable. The results of the data analysis yielded the following regression equation:

Table 3. Multiple Linear Regression Analysis

Koefisien	B	Std. Error	Beta	t	Sig.
(Konstan)	29,170	5,628		5,183	0.000
GHRM	304	74	406	4,117	0.000
Green Innovation	164	82	198	2,006	48
F Square: 19,211		Sig: 0.000	R Square: 0.284		Ajustted R Square: 0,269

Source: Primary Data Processed with SPSS, 2023

The regression equation based on the table above is:

$$\mathbf{Y = 29.170 + 0.304X_1 + 0.164X_2 + e}$$

Interpretation of the coefficients:

1. Intercept (α): The intercept value is 29.170, which represents the predicted Environmental Performance when GHRM and Green Innovation are zero.
2. Coefficient (β_1) for GHRM (0.304): This positive coefficient indicates that each one-unit increase in GHRM is expected to increase Environmental Performance by 0.304 units, assuming other variables remain constant.
3. Coefficient (β_2) for Green Innovation (0.164): This positive coefficient indicates that each one-unit increase in Green Innovation is expected to increase Environmental Performance by 0.164 units, assuming other variables remain constant.

4. Significance: The t-values (4.117 for GHRM and 2.006 for Green Innovation) indicate that both independent variables have a significant influence on Environmental Performance at the 0.05 level.

Hypothesis Testing

T Test and F Test

With 100 respondents, the critical t-value at $\alpha = 0.05$ is 1.98422. The t-test results show that Green Human Resource Management (GHRM) practices have a positive and significant effect on Environmental Performance, with a t-value of 4.117 and a significance level (p) of 0.000, which is less than 0.05. This indicates that the implementation of GHRM significantly improves environmental performance at PT. Airin. Meanwhile, Green Innovation also shows a positive and significant effect on Environmental Performance, with a t-value of 2.006 and a significance level (p) of 0.048, which is also less than 0.05. Although the impact of Green Innovation is significant, its effect is relatively lower compared to GHRM. The F-test evaluates the overall significance of the regression model. With df1 = 2 and df2 = 97, the critical F-value at $\alpha = 0.05$ is 3.94. The F-value is 19.211, with a significance level of 0.000 (< 0.05), indicating that the model is statistically significant.

Coefficient of Determination (R^2)

R^2 measures the proportion of variance in the dependent variable explained by the independent variables. An R^2 of 0.284 indicates that 28.4% of the variance in Environmental Performance is explained by GHRM and Green Innovation. The Adjusted R^2 of 0.269 accounts for the number of predictors in the model and the sample size, indicating that other factors contribute to 71.6% of the variance.

DISCUSSION

This study shows that Green Human Resource Management (GHRM) and Green Innovation significantly affect the environmental performance of PT. Indonesian Air & Marine Supply (PT. Airin). GHRM, with a regression coefficient of 0.304 (SE = 0.074, t = 4.117, $p < 0.001$), has a strong positive impact. This reinforces the effectiveness of PT. Airin's sustainable HR practices in improving environmental performance. The company's clear procedures for identifying significant environmental aspects, combined with regular monitoring, reflect a strong commitment to GHRM.

The Resource-Based View (RBV) theory supports this finding, suggesting that PT. Airin's environmentally aware and trained workforce serves as a strategic advantage. Stakeholder and Institutional theories also underscore the importance of integrating environmental concerns into HR practices, which PT. Airin has successfully done to improve relationships with environmental stakeholders and comply with regulations.

Additionally, Positive Organizational Scholarship (POS) theory aligns with PT. Airin's promotion of sustainable behaviors within the organization, contributing to improved environmental outcomes. On the other hand, Green Innovation also plays a significant role, as evidenced by a regression coefficient of 0.164 (SE = 0.082, t = 2.006, p = 0.048). Although its statistical significance is slightly lower than GHRM, Green Innovation remains important in enhancing PT. Airin's environmental performance.

The company's average score of 3.90 for Green Innovation shows a strong commitment to adopting environmentally friendly technologies and practices, such as reducing pollution, conserving energy, and managing waste efficiently. RBV theory explains how PT. Airin leverages green technology as a strategic resource, providing a competitive advantage by lowering long-term operational costs and ensuring compliance with stringent environmental regulations. The study consistently confirms that both GHRM and Green Innovation positively impact environmental performance. Research by Ahmed et al. (2023), Elshaer et al. (2021), and Gill et al. (2021) supports the significant role of GHRM in improving environmental outcomes through management commitment, employees' pro-environmental behavior, and innovative green practices. Similarly, studies by Ahmed et al. (2023), Arsawan et al. (2021), and Ha et al. (2023) emphasize the important contribution of Green Innovation in optimizing environmental practices and overall company performance.

Moreover, the combined influence of GHRM and Green Innovation on environmental performance is proven significant, as demonstrated by the F-test result (F = 19.211, p = 0.000). This finding shows that integrating sustainable HR practices with green innovation creates a synergistic effect, enhancing PT. Airin's overall environmental performance. RBV theory supports this synergy by highlighting how the combination of environmentally focused HR policies and green innovation strengthens the company's internal capacity to achieve superior environmental outcomes. The complementarity approach further explains how the interaction between GHRM and Green Innovation generates greater value than if they were implemented separately.

In conclusion, the integration of GHRM and Green Innovation at PT. Airin not only optimizes environmental performance but also represents a strategic approach to meeting increasing demands for sustainability and environmental compliance. This holistic approach allows the company to maintain a competitive edge while contributing positively to environmental sustainability.

CONCLUSIONS AND RECOMMENDATIONS

The conclusions derived from this research are:

1. This study demonstrates that Green Human Resource Management (GHRM) has a significant positive impact on environmental performance at PT. Airin. This finding is supported by the Resource-Based View (RBV) theory, which emphasizes the competitive advantage gained from a workforce trained in environmental aspects.

2. Green Innovation also exhibits a significant, albeit slightly lower, impact on environmental performance compared to GHRM. The implementation of eco-friendly technologies and practices at PT. Airin has successfully reduced environmental impact and ensured compliance with regulations.
3. The simultaneous implementation of GHRM and Green Innovation significantly enhances environmental performance at PT. Airin. This complementary approach shows that integrating both creates greater value than implementing them separately.

Based on the above conclusions, the recommendations for PT. Airin's management are:

1. Strengthen commitment to Green Human Resource Management (GHRM): Enhance employee training on environmental practices and expand the implementation of Green Innovation, including adopting the latest eco-friendly technologies.
2. Conduct regular evaluations: Regularly assess GHRM and Green Innovation initiatives to identify areas for continuous improvement in achieving the company's environmental goals.
3. Encourage employee participation: Employees are expected to adopt the taught eco-friendly practices, actively participate in training programs, and contribute ideas to improve environmental initiatives. By integrating environmental practices into the company culture, employees can promote pro-environmental behavior and support PT. Airin's sustainability vision.

ADVANCED RESEARCH

Still adding further research to find out more about The Contribution of GHRM and Green Innovation to Environmental Performance at Pt. Indonesian Air & Marine Supply

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