

Penerimaan dan Kesiapan Praktik Green Human Resource Management di Perusahaan Jasa Testing, Inspection, Certification = Green Human Resource Management Practices Acceptance and Readiness in a Testing, Inspection, Certification Services Company

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Abstrak

Sustainable development goals (SDGs) di Indonesia menghasilkan pertumbuhan proyek-proyek berkelanjutan seperti transisi energi terbarukan yang mendorong industri TIC memainkan peran penting dalam memastikan keselamatan, kualitas, dan pemenuhan. Penelitian ini menyelidiki penerimaan dan kesiapan praktik green human resource management (GHRM) antara praktisi dan non-praktisi di perusahaan TIC milik negara di Indonesia. Penerimaan dinilai melalui praktik GHRM (recruitment, training, performance, rewards, and involvement) sedangkan kesiapan melibatkan appropriateness, management support, change efficacy, dan personal benefit. Pengolahan data dibagi menjadi dua, tahap I (penerimaan) dan tahap II (kesiapan). Statistik deskriptif tahap I menunjukkan tingkat penerimaan yang tinggi, sehingga dilanjutkan ke tahap II yang juga menunjukkan tingkat kesiapan tinggi. Pengujian komparatif dengan uji Mann-Whitney U dilakukan untuk membandingkan grup praktisi dan non-praktisi. Hasil penelitian tahap I ditemukan terdapat perbedaan signifikan penerimaan antara kedua grup, sedangkan pada tahap II tidak ada perbedaan signifikan kesiapan antara kedua grup. Dimensi GHRM yang diuji mendapatkan penerimaan dan kesiapan tinggi, sehingga bisa menjadi referensi bagi praktisi dalam mengembangkan kerangka GHRM di perusahaan TIC atau organisasi sejenis.

.....Sustainable development goals (SDGs) in Indonesia result in the growth of sustainable projects such as the renewable energy transition, which encourages the TIC industry to play an important role in ensuring safety, quality, and compliance. This research investigates the acceptance and readiness of green human resource management (GHRM) practices between practitioners and non-practitioners in a state-owned TIC company in Indonesia. Acceptance was assessed through GHRM practices (recruitment, training, performance, rewards, and involvement), while readiness involved appropriateness, management support, change efficacy, and personal benefits. The data is processed into Phase I (acceptance) and II (readiness). The descriptive statistics of Phase I showed a high level of acceptance. Thus, it continued to Phase II, which also showed a high level of readiness. Comparative testing with the Mann-Whitney U test was carried out to compare the practitioner and non-practitioner groups. The results of Phase I found a significant difference in acceptance between the two groups, while in Phase II, there was no significant difference in readiness between the two groups. The GHRM dimensions tested obtained high acceptance and readiness; therefore, it can be a reference for practitioners developing a GHRM framework in TIC companies or similar organizations.