

ABSTRACT

The development of environmental-based HRM practices is often found in the manufacturing industry, but is still rarely found in the hospital industry. In fact, manufacturing companies are not the only industries that have the potential to pollute the environment. Green Human Resources Management is the practice of HR management for sustainable resource utilization in business organizations and the promotion of environmental sustainability. GHRM consists of Green Recruitment and Selection, Green Training, and Green Compensation. The implementation of Green Recruitment and Selection at Undaan Eye Hospital Surabaya has not run optimally, causing an impact on environmental performance. This study aims to determine the effect of Green Recruitment and Selection on environmental performance at Undaan Eye Hospital Surabaya. The research design used is quantitative with a cross sectional approach. The sample taken was 138 respondents using the Stratified Random Sampling method. The research was analyzed using the Ordinal Regression analysis technique. The results showed that there was an influence between Green Recruitment and Selection on environmental performance with a p-value of $0.000 < 0.05$. The conclusion in this study is that Green Recruitment and Selection has a significant influence on environmental performance at Undaan Eye Hospital Surabaya.

Keywords: *Green Recruitment and Selection, Environmental Performance, Hospital*

ABSTRAK

Perkembangan praktik manajemen SDM berbasis lingkungan sering ditemui di industri manufaktur, namun masih jarang di industri perumaha-sakitan. Padahal, perusahaan manufaktur bukanlah satu-satunya industri yang memiliki potensi dalam pencemaran lingkungan. *Green Human Resources Management* adalah praktik pengelolaan SDM untuk pemanfaatan sumber daya berkelanjutan dalam organisasi bisnis dan promosi kelestarian lingkungan. GHRM terdiri dari *Green Recruitment and Selection*, *Green Training*, dan *Green Compensation*. Pelaksanaan *Green Recruitment and Selection* di Rumah Sakit Mata Undaan Surabaya belum berjalan secara optimal menyebabkan dampak terhadap kinerja lingkungan. Penelitian ini bertujuan untuk mengetahui pengaruh *Green Recruitment and Selection* terhadap kinerja lingkungan di Rumah Sakit Mata Undaan Surabaya. Desain penelitian yang digunakan adalah kuantitatif dengan pendekatan *cross sectional*. Sampel yang diambil sebanyak 138 responden menggunakan metode *Stratified Random Sampling*. Penelitian dianalisis menggunakan teknik analisis Regresi Ordinal. Hasil penelitian menunjukkan terdapat pengaruh antara *Green Recruitment and Selection* terhadap kinerja lingkungan dengan *p-value* sebesar $0,000 < 0,05$. Kesimpulan dalam penelitian ini adalah *Green Recruitment and Selection* memiliki pengaruh secara signifikan terhadap kinerja lingkungan di Rumah Sakit Mata Undaan Surabaya.

Kata Kunci : *Green Recruitment and Selection*, Kinerja Lingkungan, Rumah Sakit