

BAB V

PENUTUP

A. Kesimpulan

Penelitian ini menguji apakah variabel Religiusitas (X1), berpengaruh terhadap *green employee behavior* (Y), yang dimoderasi oleh lingkungan kerja(Z) pada PT AMP Plantation agam. Sampel yang digunakan sebanyak **80** (delapan puluh) orang karyawan pada PT AMP Plantation agam. Berdasarkan hasil penelitian dan pembahasan, maka Kesimpulan yang dapat ditarik dari penelitian ini adalah sebagai berikut:

1. Religiusitas berpengaruh positif dan signifikan terhadap *Green Employee Behavior (GEB)*
2. lingkungan kerja terbukti memoderasi hubungan antara religiusitas dan *Green Employee Behavior (GEB)*

B. Keterbatasan

Penelitian ini memiliki beberapa keterbatasan, objek penelitian hanya difokuskan pada satu bagian saja, yaitu PT AMP Plantation¹, sehingga hasilnya belum dapat digeneralisasikan ke bagian yang lain dengan karakteristik berbeda. Kedua, variabel yang digunakan masih terbatas, yang mana masih ada banyak variabel lainnya yang lebih relevan seperti kepemimpinan hijau, budaya organisasi, dan kesadaran lingkungan. Ketiga, proses pengumpulan data memerlukan waktu yang lumayan lama karna ada proses” yang harus dilalui.

C. Saran

Bagi peneliti selanjutnya

Perluasan variabel penelitian seperti *Green Organizational Culture*, *Green Leadership*, dan *Environmental Awareness* akan memberikan kontribusi signifikan dalam pengembangan model. Selain itu, penelitian dimasa mendatang diharapkan pada sektor industry yang berbeda agar lebih beragam dengan mencoba pendekatan campuran (*mixed-metod*) agar dapat memperoleh Gambaran yang lebih mendalam.



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