

BAB V

KESIMPULAN

A. Kesimpulan

Penelitian ini berfokus untuk melihat pengaruh yang ada pada 3 variabel, yaitu *Green Human Resource Management* dan *Green Organizational Culture* sebagai variabel independen, dan Komitmen Organisasional sebagai variabel dependen. Dimana ketiga variabel diukur dengan menggunakan 6 pernyataan untuk setiap variabel dan memanfaatkan *skala likert* dalam menjawab pernyataan-pernyataan tersebut. Dalam mendapatkan data penelitian, dilakukan penyebaran kuesioner secara offline dan online melalui *google form* kepada objek penelitian yaitu Karyawan BSN Sumatra Barat. Data yang didapatkan dianalisis dengan memanfaatkan software SPSS 25 untuk menguji pengaruh antar variabel penelitian. Dari analisis yang dilakukan, dapat diambil kesimpulan sebagai berikut:

1. *Green Human Resource Management* berpengaruh positif dan signifikan terhadap Komitmen Organisasional. Hal ini menunjukkan dengan adanya praktek sumber daya manusia ramah lingkungan pada BSN Sumatra Barat dapat meningkatkan Komitmen Organisasional dari karyawannya.
2. *Green Organizational Culture* berpengaruh positif dan signifikan terhadap Komitmen Organisasional. Hal ini menunjukkan bahwa, budaya ramah lingkungan yang diterapkan di BSN Sumatra Barat dapat meningkatkan Komitmen Organisasional dari karyawannya.
3. *Green Human Resource Management* dan *Green Organizational Culture* secara simultan berpengaruh positif dan signifikan terhadap Komitmen Organisasional.

Hal ini menunjukkan bahwa, praktek dan budaya ramah lingkungan yang diterapkan di BSN Sumatra Barat dapat meningkatkan Komitmen Organisasional dari karyawannya

B. Keterbatasan dan Rekomendasi Penelitian Lanjutan

1. Keterbatasan

Penelitian yang telah dilakukan pada karyawan BSN Sumatra Barat masih memiliki berbagai kekurangan sehingga terdapat beberapa keterbatasan, keterbatasan pada penelitian ini adalah:

- a. Penelitian ini berfokus pada tiga variabel, yaitu *Green Human Resource Management* dan *Green Organizational Culture* sebagai variabel independen, dan Komitmen Organisasional sebagai variabel dependen tanpa melibatkan variabel lain yang lebih relevan dengan kondisi BSN Sumatra Barat.
- b. Penelitian ini memiliki sampel sebesar 36 responden sehingga hasil penelitian belum cukup untuk merepresentasikan populasi yang besar.
- c. Peneliti hanya melakukan observasi secara mendalam pada BSN KC Kota Padang, belum dengan BSN KCP Solok dan Bukittinggi.
- d. Penelitian ini berfokus pada BSN Sumatra Barat sehingga hasil yang didapatkan kurang relevan pada instansi lain.

2. Rekomendasi Penelitian Lanjutan

Berdasarkan keterbatasan penelitian, peneliti memberikan beberapa saran yang dapat dipertimbangkan dalam penelitian selanjutnya, yaitu:

- a. Penelitian selanjutnya dapat mengganti maupun menambah variabel yang diteliti seperti variabel *Green Financing*, *Green Risk Management*, dll.

- b. Penelitian selanjutnya dapat melibatkan populasi dan sampel dengan jumlah yang lebih besar agar hasilnya dapat digeneralisasikan untuk industri secara keseluruhan.
- c. Penelitian selanjutnya melakukan observasi secara mendalam baik pada BSN KC Kota Padang maupun BSN KCP Solok dan Bukittinggi.
- d. Penelitian selanjutnya dapat melibatkan lebih dari satu perusahaan serta perusahaan dalam industri yang berbeda seperti pariwisata, perhotelan, pendidikan, farmasi, dan lainnya untuk mendapatkan hasil yang dapat digeneralisasikan pada industri yang berbeda.



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