THE EFFECT OF GREEN RECRUITMENT, GREEN TRAINING ON ENVIRONMENTAL PERFORMANCE IN PT WIRA CIPTA PERKASA USING EMPLOYEE GREEN BEHAVIOR AS MEDIATION VARIABLE

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Abstract: Environmental performance is an attempt to create the company's performance green environment. The purpose of this study to analyze the influence Effect of Green Recruitment, Training Green Environmental Performance Against the Green Employee Behavior As Variable Mediation. This type of research using quantitative research with survey method. This research was conducted at PT Wira Cipta Perkasa and use methods of sampling probability sampling and the sampling technique is simple random sampling. A total sample of 100 people, Data analysis techniques in this study using Structural Equation Modeling (SEM) using PLS (Partial Least Square) as a software, The results of this study prove Green Recruitment, Green Training and Employee Green Behavior positive and significant effect on the behavior of environmental performance.

Keywords: Green Recruitment, Green Training, Employee Green Behavior and environmental performance.

INTRODUCTION

The importance of protecting and preserving environmental sustainability is something that must be done for the world community. The number of disasters that happened today is a sign of the phenomenon of global warming. Global warming itself is a phenomenal global rising temperatures caused by the multitude of people who do not care

about the environment. Impacts the others due to a major problem because the greater the amount of waste and the amount of garbage that are difficult to recycle.

Based on the phenomena occurring, it needs to be improved importance of awareness of the world community to jointly undertake activities, conscious of protecting the environment begins with small things like taking out the trash in its place, reducing materials are difficult to be described, and minimize the waste disposal industry that harms the environment. Environmental management as a contribution the company is now also an important discussion womaniser. Especially in the field of oil and gas. Awareness of protecting the environment should also be applied by employees in a company, and therefore from now the company also must figure out how to keep.

Measurement of environmental performance using indicators langging by measuring its output processes such as waste in the company is important. Because the amount of waste affect the health of the environment around the workplace. Various waste produced by companies such as hazardous waste, waste organic and non-organic waste. Each company has its own standards for waste management in order not to disturb the ecosystem environment.

PT WCP there are still problems that occur during the process of working on the set area, such as the lack of facilities and staff awareness of the impact of the hazardous waste (hazardous and toxic materials) so that they occur less discipline employees to dump waste production at a time in the field. This incident occurred because of negligence of the company in the lack of provision of landfill hazardous material (dump hazardous and toxic substances). Failure to do recruitment system will have an impact on the process of achieving corporate goals. Hence the importance of the process of recruitment of employees for the company. Hopefully, by the recruitment of good and effective impact on the future development of the company to obtain qualified resources in PT WCP, But the problems that arise in PT WCP the company is having problems, the method of recruitment conducted by the company is less effective for employees and the process is less clear. PT WCP has not run the online recruitment methods, particularly effective, and the determination of the employee's position in the field of employment is in accordance with the background knowledge of the environment into qualifications in the recruitment of only 55%.

PT WCP is showing that 60% of employees have not received training on the hazardous waste. So companies need to conduct training on handling relationship issues at hazardous material, and provide facilities to improve discipline would be environmentally friendly. The training is done so that later do not occur events that could hurt the company and the community around the company. Environmental awareness is still lacking due to lack of employee understanding of the environment, it is evident from the lack of training about awareness of protecting the environment.

Green Employee Behavior is an important component of the sustainability of the organization. In improving the environmental performance of companies instill environmentally friendly behavior towards employees. Similarly done PT WCP , The Green Behavior assessment showed a decline from 2016 to 2017 amounted to 0.318% and then decline back in 2018 0.137% this was due to lack of attention for company employees about the introduction of environmentally conscious.

LITERATURE REVIEW

Environmental performance

Environmental performance is the performance of the company to create a green environment. The environmental performance is one important step in the company's key business success. Environmental Performance or commonly called the environmental performance is the measurable results of the environmental management system, which is linked to the control aspects of their environment. Assessment of environmental performance based on environmental policy, environmental objectives and environmental targets (Ikhsan, 2009)

Green Recruitment

Green Recruitment is the process of recruiting new talent who is aware of an ongoing process, environmental systems and familiar with environmental conservation. Green assured that the recruitment of new talent who is familiar with the practice green and environmental systems that will support effective environmental management in organizations (Wehrmeyer and Stringer 2009). In a competition most of the employees who are creative and innovative will increase the company for recruiting, hiring quality staff is a challenge that is very important in the war of talent and even companies also know the fact that being an entrepreneur is an effective way to attract new talent (Philips, 2007, Stringer, 2009) (Renwick et al 2013)

By Prachi Sharma (2011), Green toughest of recruits is a free recruitment process to minimize the environmental impact of paper. Recruitment is usually done through online media such as websites, email, online application forms and other applications. If possible interviews can be done online via phone or video call.Green recruitment is a free recruitment process to minimize the environmental impact of paper.

Green Training

Green Training training is conducted with the aim to instill environmentally conscious behavior of employees in the workplace. Green aims to provide skills training, and train employees to collect waste and improve knowledge of green environment (Roy and Therin 2008). Green training to educate employees about the value of environmental management, train them in the methods impedes energy at work, reduce waste, be aware of the environmental awareness of the organization and provide an opportunity to engage employees in environmental problem solving (Zoogah, 2011).

Employee Green Behavior

Employee Green Behavior a measurable individual behavior that contribute to or reduce environmental impacts in the context of the work (Ones and Dilchert 2012). *Employee Green Behavior* is an essential component of an organization's environmental sustainability (Andersson et al 2013). To improve the environmental performance of companies introducing their employees by giving tasks and jobs related to the environment. In the companies required their *Employee Green Behavior* (EGB) as the perpetrators sustainable in the context of the work task. Meanwhile, according Vlek (2009 *Employee Green Behavior* is an individual activity in minimizing the harmful impacts on the environment and take advantage

of the environment in their activities. *Employee Green Behavior* included in the activities of saving energy, use resources efficiently, reduce waste, Green HRM if implemented correctly, could be a value-added business for competitive advantage (Lenny & Ahmad 2018)

Framework
Green Recruitment Relationship with Environmental Performance
    Renwick (2013) declare that the process of recruitment will be their green recruitment new employees who have expertise in the environment will be take effect to improve the organization's environmental performance to be better.
Green Training Relationship with Environmental Performance
    Training and development of employees through green job training methods to reduce waste, utilizing appropriate resources, conserve energy and reduce environmental destruction will be influential in environmental performance and be able to solve the existing problems in the environment (Zoogah 2011)
Green Recruitment Relationship with *Employee Green Behavior*
    WS Douglas Renwick et al (2012) the research suggests that candidates who are interested to work in an organization that cares about the environment will be a positive influence on employee green behavior. In the study stated employees who care about the environment affect the reputation of an organization.
Green Training Relationship with *Employee Green Behavior*
    Jacqueline Christine McConnaughy (2014) in his research explained that training on green environment affect the discipline of employees in the concern for the environment. This will affect the attitude of the employees who will be more concerned with the environment.
Relationship Employee Green Behavior with Environmental performance
    Brenton M Wiernik, Stephan Dilchert and Deniz S ones (2016) in his study explains that green employee behavior in a company's positive effect on the environmental performance. Because employees have a high sense of concern for the environment. Than, these good habits will improve employee performance as well.
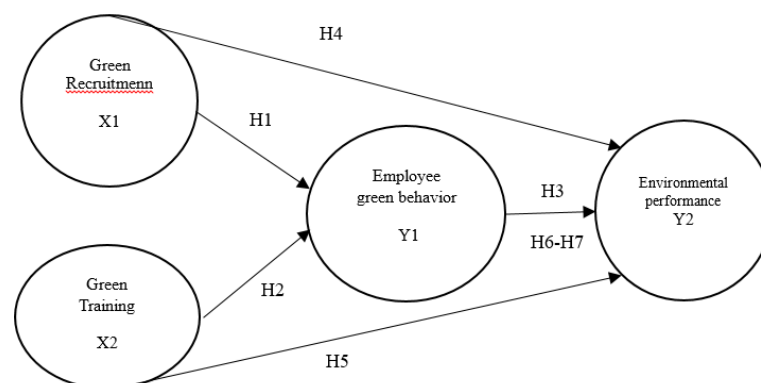

Figure 1: Model Research

Hypothesis
    H_1: Green Recruitment positive effect and significant on the Employee Green Behavior
    H_2: Green Training positive effect and significant on the Employee Green Behavior

H_3: Employee Green Behavior positive effect and significant on the Environmental Performance

H_4: Green Recruitment positive effect and significant on the Environmental Performance

H_5: Green Training positive effect and significant on the Environmental Performance

H_6: Green Recruitment positive effect and significant on the Environmental Performance through Employee Green Behavior

H_7: Green Training positive effect and significant on the Environmental Performance through Employee Green Behavior

RESEARCH METHODS

This study uses a quantitative approach because it is more concerned with the measurement and sampling methods. In the method of quantitative research, which examined, the more general problem has a vast territory, the degree of variation is complex. Quantitative research is more systematic, planned, structured, clear from the beginning to the end of the study. But the problems in qualitative research methods having area in a narrow space with a low degree of variation, but from these studies will be developed widely in line with the situation on the ground.

Population and Sample

The population is the object or subject that is in the area of research topics and meet certain requirements related to the problem. The population in this study was all employees of PT Wira Cipta Perkasa with a population of 245 employees.

Sampling techniques in this study using probability sampling technique that is a sampling technique that provides equal opportunity for every element of the population to be elected as members of the sample (Sugiyono, 2016: 81). As for determining the sample subjects in this study using simple random sampling. Sugiyono (2016) simple random sampling is a sampling technique of members of the population were randomly without regard to strata that exist in the population.

Partial Least Square a predictive technique that can handle many independent variables, even though the case multicollinearity between these variables (Ramzan and Khan, 2010). Based on the Slovin calculation formula, the sample in this study amounted to 100 respondents were obtained from a total population of 245 employees. Calculation of the sample size determination is based on a formula Slovin, Riduwan (2005: 65) as follows:

$$n = \frac{N}{1+N.\,e^2} = 99.59 = 100$$

Information:

n   = Number of samples of at least N (total population)

e   = Presentation of leeway for error sampling accuracy

With the magnitude of the error (e) by 10%, the obtained sample as much:

So the study sample as much as 99.59. From these results were rounded to 100 respondents.

Data were analyzed using Structural Equation Modeling (SEM), performed to elucidate more thoroughly the relationship between variables that exist in the study. SEM is used not to devise a theory, but rather is intended to examine and justify a model. Therefore, the main requirement using the SEM is to build a hypothetical model that consists of structural models and measurement models in the form of the path diagram based justification theory. SEM is a set of statistical techniques that allow testing of a series of relationships simultaneously. The relationship established between one or more independent variables (Santoso, 2011).

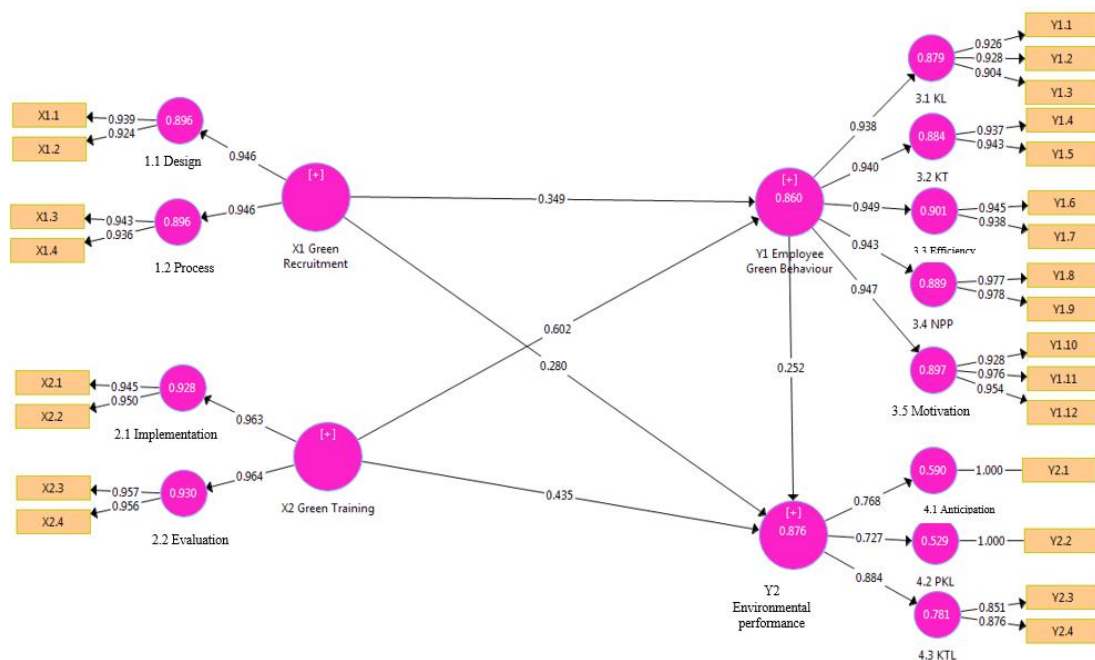## FINDINGS AND DISCUSSION
Model Testing Measurement (Outer Model)

**Figure 2 Model Values between Constructs and Dimensional Model Performance
Research**
Source: Data processing use SmartPLS software 3.2.8

Convergent Validity

Testing the validity of the first stage is used to identify that the unobserved variables can be measured using constructs each variable observed through Confirmatory Factor Analysis (CFA) or commonly called factor analysis. According Ghozali, an indicator is considered to have a high degree of validity if it has a loading factor value greater than 0.70.

Average Variance Extracted (AVE)

Discriminant validity uses looking at the value of AVE (Average variance Extracted). AVE good value if it has a value greater than 0.50 (Imam Ghozali, 2016).

Table 1 AVE (Average Varience Extracted)

Variable	Dimention	AVE Value	
Green Recruitment (X₁)	1.1 Design	0.867	0.783
	1.2 Process	0.883	
Green Training (X₂)	2.1 Implementation	0.898	0.842
	2.2 Evaluation	0.915	
Employee Green Behaviour (Y₁)	3.1 KL	0.846	0.794
	3.2 KT	0.884	
	3.3 Eficiency	0.886	
	3.4 NPP	0.956	
	3.5 Motivation	0.908	
Environmental performance (Y₂)	4.1 Anticipation	1.000	0.571
	4.2 PKL	1.000	
	4.3 KTL	0.746	

Source: Results Of Analysis Using Smart PLS 3.2.8

Can be seen from the table that the AVE Value for all study variables and dimensions of research has been valued at over 0.5 so that the value of AVE for testing discriminant validity has met for further testing. Thus, the test has been met Discriminant Validity Convergent Validity well as with the test so that it can be concluded that research model has been Valid.

To evaluate outer reliability models is to look construct latent variables are measured with two kinds of sizes of composite reliability and Cronbach alpha of blocks of indicators measuring the construct. The first stage, constructs declared reliable if the value of composite reliability above 0.70 (Imam Ghozali, 2016).

Table 2. Value Composite Reliability of Model Research

Variable	Composite Reliability	Condition	Cronbach's Alpha	Condition	Specification
Green Recruitment (X₁)	0.935	> 0,7	0.907	> 0,6	**Reliable**
Green Training (X₂)	0.955	> 0,7	0.937	> 0,6	**Reliable**
Employee Green Behaviour (Y₁)	0.979	> 0,7	0.976	> 0,6	**Reliable**
Environmental Performance (Y₂)	0.842	> 0,7	0.749	> 0,6	**Reliable**

Source: Results Of Analysis Using Smart PLS 3.2.8

Inner Evaluation Model

Evaluation is uses by looking at the model inner coefficient of determination. Coefficient of Determination aims to measure how far the model's ability to explain the variance in the dependent variable. Coefficient of determination is between 0 and 1. The coefficient of determination (R ²) ² close to the value 1. The value describes how much the independent variables in the equation are hypothesized to be able to explain the dependent variable. Chin (1998) in Yamin & Kurniawan (2011) describes the criteria thresholds in these three classifications R² values R ² = 0.67, 0:33, and 0:19 as substantial, moderate and weak.

Table 3. The value of R Square (R ²) of Model Research

construct	R Square	R Square Adjusted
Y1 Employee Green Behaviour	0.861	0.858
Y2 Environmental performance	0.876	0.872

Source: Results Of Analysis Using Smart PLS 3.2.8

Relations between the constructs based on Adjusted R-square value can be explained that the variable Employee Green Behavior (Y1) is equal to 0.858, this shows the 85.8% Employee variables of Green Behavior (Y1) can be affected by variables Green Recruitment (X1), and *Green Training* (X2), while the remaining 14.2% is influenced by other variables outside studied. While the relationship between the constructs based on Adjusted R-square value can be explained that the Environmental Performance variables (Y2) amounted to 0.872, this shows that 87.2% Environmental Performance variables (Y2) can be affected by variables Green Recruitment(X1), *Green Training* (X2), and the variable *Employee Green Behavior* (Y1), while the remaining 12.8% is influenced by other variables outside studied.

Hypothesis testing is done by the inter-construct the bootstrap resampling method. Calculation Hypothesis testing using SmartPLS 3.2.8 can be seen from the Path Coefficient, it's the value of t-statistic of the relationship between variables in the study. Statistics t test using a formula or by using SmartPLS 3.2.8 can be seen from the comparison between the value of t test on the value of table obtained from the formula:

$$DF = n\text{-}k$$

DF = n-k
DF = 100 – 4 = 96

In statistic table, the value of t table is 96 is equal to 1.98 with a significance level (α) of 0.05. How decisions are:
- If P-Values> 0.05 or t <t table, Ho is accepted and Ha rejected.
- If P-Values <0.05 or t> t table, Ho is rejected and Ha accepted.

The results of hypothesis testing using SmartPLS 3.2.8 software can be seen in Table 4.18 as follows:

Table 4. Path Coefficient value, t statistics, and *P-Values*

Relationship Between Constructs	Original Sample (O)	T Statistics (|O/STDEV|)	P Values	Information
Direct Effect				
- Green Recruitment -> Employee Green Behaviour	0.349	3.970	0.000	**Significantly Positive Influence**
- Green Training -> Employee Green Behaviour	0.602	7.150	0.000	**Significantly Positive Influence**
- Green Recruitment -> Environmental Performance	0.280	2.100	0.036	**Significantly Positive Influence**
- Green Training -> Environmental Performance	0.435	2.247	0.025	**Significantly Positive Influence**
- Employee Green Behaviour -> Environmental Performance	0.252	2.523	0.012	**Significantly Positive Influence**
Indirect Effect				
- Green Recruitment -> Employee Green Behaviour -> Environmental Performance	0.088	2.043	0.042	**Significantly Positive Influence**
- Green Training -> Employee Green Behaviour -> Environmental Performance	0.152	2.462	0.014	**Significantly Positive Influence**

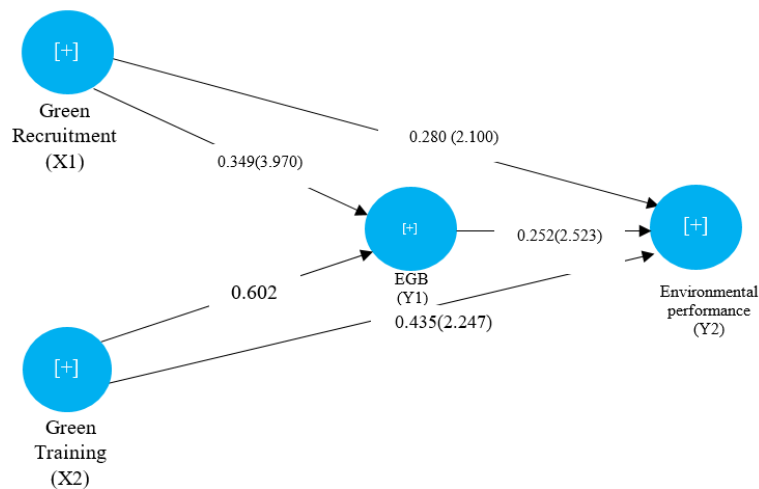**Source: Results Of Analysis Using Smart PLS 3.2.8**

Figure 3 Testing Indirect Effect with SmartPLS

There Influence of Green Recruitment (X1) significantly affect the Employee Green Behavior (Y1)

According to the table 4.18, note the value of t statistics amounted to 3.970 greater than t table = 1.98, and P-Values = 0.000, which is smaller than α = 0.05. Value is a positive coefficient that is equal to 0.352 meaning that the variable Green Recruitment (X1) has a positive effect on the variable Employee Green Behavior (Y1) amounted to 35.2%. Thus the hypothesis H1 in this study, which states that "Green Recruitment (X1) significantly influence *Green Employee Behavior* (Y1)" **received.**

There Effect of Green Training (X2) significantly affect the Employee Green Behavior (Y1)

According to the table 4.18, note the value of t statistics amounted to 7.150 greater than t table = 1.98, and P-Values = 0.000, which is smaller than them α = 0.05. Value is a positive coefficient that is equal to 0.599 meaning that the variable Green Training (X2) has a positive influence on Green Behavior Employee variable (Y1) amounted to 59.9%. Thus the hypothesis H2 in this study, which states that "Green Training (X2) significantly influence Green Employee Behavior (Y1)" **received**.

There Influence Employee Green Behavior (Y1) significantly to Environmental Performance (Y2)

According to the table 4.18, note the value of t statistics for 2,523 bigger than t table = 1.98, and P-Values = 0.012 which is less than α = 0.05. Value is a positive coefficient that is equal to 0.256 Green means the variable Employee Behavior (Y1) positive effect on the variable Environmental Performance (Y2) amounted to 25.6%. Thus the hypothesis H3 in this study, which states that "*Green Employee Behavior* (Y1) significantly influence Environmental Performance (Y2)" **received.**

There Influence of Green Recruitment (X1) significantly to the Environmental Performance (Y2)

According to the table 4.18, note the value of t statistics for 2,100 bigger than t table = 1.98, and P-Values = 0.036 smaller than α = 0.05. Value has a positive coefficient that is equal to 0,276 meaning that the variable Green Recruitment (X1) has positive influence on the Environmental Performance variables (Y2) amounted to 27.6% Thus the H4 hypothesis in this study, which states that "Green Recruitment (X1) significantly influenceEnvironmental Performance (Y2)" **received**.

There Effect of Green Training (X2) significantly to the Environmental Performance (Y2)

According to the table 4.18, note the value of t statistics for 2,247 bigger than t table = 1.98, and P-Values = 0.025 smaller than than α = 0.05. Value is a positive coefficient that is equal to 0.435 meaning that the variable Green Training (X2) has a positive influence on the Environmental Performance variables (Y2) amounted to 43.5%. Thus the H5 hypothesis of this study, which states that "Green Training (X2) significantly influence Environmental Performance (Y2)" received.

Their Influence Of Green Recruitment (X1) Significantly Affect The Performance Environment (Y2) Through A Variable Employee Green Behavior (Y1)

According to the table 4.18, note the value of t statistics variables Green Recruitment of 2,043 bigger than t table = 1.98, and P-Values = 0.042 smaller than α = 0.05. Value is a positive coefficient that is equal to 0.090 meaning that the variable Green Recruitment (X1) has a positive influence on the Environmental Performance variables (Y2) through Employee Green Behavior by 9.0%. Thus the H6 hypothesis of this study, which states that "Green

Recruitment (X1) significantly influence Environmental Performance (Y2) through a variable Employee Green Behavior (Y1)" **received.**

Their Influence of Green Training (X2) significantly to the Environmental Performance (Y2) through a variable Employee Green Behavior (Y1)

According to the table 4.18, known value of t statistics for variables Green Training of 2,462 bigger than t table = 1.98, and P-Values = 0.014 smaller than α = 0.05. Value is a positive coefficient that is equal to 0,153 meaning that the variable Green Training (X2) has a positive influence on the Environmental Performance variables (Y2) through Employee Green Behavior of 15.3%. Thus the hypothesis H7 in this study, which states that "Green Training (X2) significantly influence Environmental Performance (Y2) through a variable Employee Green Behavior (Y1)" **received.**

Discussion
Effect of Green Recruitment Against Green Employee Behavior (Y1) Directly

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H1) is unacceptable that the Green Recruitment positive and significant effect directly on the Employee Green Behavior of Employees. Variable Green Recruitment positive and significant impact directly against the Employee Green Behavior of Employees. These results indicate that Green Recruitment as an influence in the selection process with the employee candidates through paper-free system. In other words, if the recruitment is done using the online system will be more efficient than affect the Employee Green Behavior of Employees. The results also confirm the results of the WS Douglas Renwick et al (2012). Based on the observation that the recruitment of the Green Recruitment methods will affect the reputation of PT Wira Cipta Perkasa, to conduct the recruitment process through online applications that facilitate management in the selection of new employees.

Effect of Green Training Against Green Employee Behavior (Y1) Directly

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H2) is unacceptable that the Green Training positive and significant effect directly on the Employee Green Behavior. Variable Green Training positive and significant impact directly against the Employee Green Behavior. These results indicate that training as a development towards training employees about green environment can be implemented with training through the app or online. In other words, if the training has increased then it will affect the Employee Green Behavior. The result of this study also confirmed the results of Zoohag (2011).

Based on the observation that the Green Training at PT Wira Cipta Perkasa using online-based learning and training, the company is already implementing online learning such as e-learning, making it easier for employees to gain knowledge about the environment so that it can be applied at work. With their enhancement of Green Training system, it can increase the Employee Green Behavior PT Wira Cipta Perkasa

Influence of Employee Green Behavior (Y1) Against Environmental Performance (Y2)

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H3) can be accepted that the Employee Green Behavior significant effect on Environmental Performance. Variable Employee Green Behavior significant effect on Environmental Performance. These results indicate that the company create a culture of environmental awareness will affect employee attitudes towards the environment in the workplace so as to improve environmental performance. The results also confirm the results of research Brenton M Wiermik et al (2016)

Based on the observation that the Employee Green Behavior on employees of PT Wira Cipta Perkasa started making the program of activities to improve the taste employee awareness to the environment so as to improve environmental performance.

Effect of Environmental Performance Against Green Recruitment (Y2) Directly

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H4) is unacceptable that the Green Recruitment positive and significant effect directly on Environmental Performance. Variable Green Recruitment positive and significant impact directly on Environmental Performance. These results indicate that the Recruitment as a positive influence on their long-time employee by new employees who have new knowledge about the environment. In other words, if the Green Recruitment has increased then it will affect the Environmental Performance. The results also confirm the results of Renwick et al (2013).

Based on the observation that the Green Recruitment at PT Wira Cipta Perkasa who run the recruitment system based online by making the candidate of new employees who have knowledge of and concern for the environment will be a good influence on the long-time employee, so that the presence of these conditions, the environmental performance of PT Wira Cipta Perkasa will be increased.

Effect of Green Training Against Environmental Performance (Y) Directly

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H5) is unacceptable that the Green Training positive and significant effect directly on Environmental Performance. Variable Green Training positive and significant impact directly on Environmental Performance. These results indicate that Green Training as influence the discipline of employees in concern with the environment with the training of the environment. In other words, if the Green Training has increased then it will affect the performance of the environment. The results also confirm the results of the research of Christine McConnaughy (2014).

Based on the observation that the Green Training provides a good impact on the company, with the training such as the introduction of hazardous material and hazardous waste prevention methods can make the employees of PT Wira Cipta Perkasa better to understand environmental awareness so that it can affect environmental performance.

Effect of Environmental Performance Against Green Recruitment (Y2) In Indirect Through Green Behavior Employee variable (Y1)

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H6) is unacceptable that the Green Recruitment positive and

significant influence indirectly through the variable Employee Green Behavior on Environmental Performance. Variable Green Recruitment positive and significant impact indirectly through the Employee Green Behavior on Environmental Performance. These results indicate that Green Recruitment as a positive influence. In other words, if the Green Recruitment has increased then it will affect the Employee Green Behavior first and helps to improve the environmental performance. The results also confirmed from previous studies Thomas A. Norton (2015).

Based on the observation that the Green Recruitment was run by PT Wira Cipta Perkasa mighty by using a paper-free system or online recruitment will affect the Employee Green Behavior because employees have good habits with these things can affect environmental performance at PT Wira Cipta Perkasa.

Effect of Environmental Performance Against Green Training (Y2) In Indirect Through Green Behavior Employee variable (Y1)

Based on the empirical facts and supported by the results of previous studies, it can be concluded that the hypothesis (H7) can be accepted that the Green Training positive and significant influence indirectly through the Employee Green Behavior on Environmental Performance. Variable Green Training positive and significant impact indirectly through the Employee Green Behavior on Environmental Performance. These results indicate that Green Training as a positive influence. In other words, if the Green Training has increased then it will affect the Employee Green Behavior first and helps to improve the environmental performance. The results also confirmed previous research Brenton M Wiernik (2016)

Based on the observation that the Green Training at PT Wira Cipta Perkasa using online learning systems and training on environmental awareness Green eat affect the increase in Employee Behavior so if an Employee Green Behavior then environmental performance is also increased because employees have a sense of concern for the environment.

CONCLUSION AND SUGESTION
Conclusion
1) Green Recruitment, Green Training and Employee influence on the green behavior on Environmental Performance
2) Green Recruitment, Green Training influence on the Environmental Performance through Employee Green Behavior.

Suggestion
1) In the recruitment process shown in PT Wira Cipta Perkasa is not yet fully have the system of recruitment through an online system so it needs the process of hiring through the system. It will be much easier for management to select employees who applied for a job.
2) In the recruitment process include the candidates who understand the environment and incorporate environmental criteria in the job description

3) In training activities, the needed system improvements in learning as their application to allow employees to gain knowledge in a way easy access anywhere in order to increase employee interest in scientific development. Their knowledge of the environment is also very necessary to be able to improve the environmental performance of the company.

4) Creating a work culture that loves the environment so the employees have a sense of caring for the environment are applied on the job. Thus, there will be a new culture greener on PT Wira Cipta Perkasa.

5) Creating a CSR program in the company to increase the sense of employee awareness of the environment as well as conduct activities related to the environment.

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