

## Improving Employee Productivity through Green Workplace Environment and Employee Wellbeing at Bank Indonesia Solo Representative Office

Alvin Sahestian<sup>1)</sup> & Sri Wahyuni Ratnasari<sup>2)</sup>

<sup>1)</sup>Faculty of Economic, Universitas Islam Sultan Agung (UNISSULA) Semarang, Indonesia, E-mail: [Alvinsahestian@std.unissula.ac.id](mailto:Alvinsahestian@std.unissula.ac.id)

<sup>2)</sup>Faculty of Economic, Universitas Islam Sultan Agung (UNISSULA) Semarang, Indonesia, E-mail: [Sriwahyuniratnasari@unissula.ac.id](mailto:Sriwahyuniratnasari@unissula.ac.id)

**Abstract.** *The purpose of this study is to analyze the increase in employee productivity through green workplace environment and employee wellbeing at the Bank Indonesia Solo Representative Office. The type of research used is quantitative explanatory research. Respondents in this study were 54 permanent employees of the Bank Indonesia Representative Office who were determined using saturated or census sampling techniques. Empirical research is quantitative explanatory research using the Structural Equation Model (SEM) based on Partial Least Square (PLS) with the help of SmartPLS 3 as a data analysis tool. The instrument in the study was a questionnaire distributed using google form via whatsapp/email messages. The results of the study showed that green workplace environment has a significant positive effect on employee productivity, green workplace environment has a significant positive effect on employee wellbeing, and employee wellbeing has a significant positive effect on employee productivity*

**Keywords:** *Employee Productivity; Employee Wellbeing; Environment; Green Workplace.*

### 1. Introduction

Global climate change and environmental degradation have become one of the issues that have dominated international discussions for the past few decades. Various industrial sectors are now starting to take concrete steps to support environmental sustainability. One of the most prominent initiatives is the implementation of the green building concept as part of a green workplace environment. The main objective of implementing this concept is to create

an environmentally friendly and energy efficient work environment. In the office sector, the green workplace environment concept is also expected to contribute to increasing employee productivity and well-being. The implementation of a green workplace environment involves various aspects, from building design using environmentally friendly materials, efficient energy use, increasing air circulation and natural lighting, to more effective waste management. On a more practical level, a green workplace environment can also include planting plants in the workspace, environmentally friendly office waste management, and promoting sustainability policies such as reducing the use of plastic and water. In addition to environmental aspects, this concept also emphasizes improving the quality of life of employees, with the assumption that a healthy work environment can increase their productivity and well-being.

Previous studies have shown that a green and healthy work environment has a significant impact on employee productivity. Chandrasekar (2011) for example, revealed that a well-designed work environment can affect employee productivity levels, reduce stress levels, and improve mental health. In the context of Indonesia, where air pollution and workers' quality of life are major concerns, implementing a green workplace environment is believed to be an effective solution in creating a healthier and more sustainable work environment. However, according to Lee & Guerin (2009) green-certified buildings do not always make employees feel more productive. Some employees even report physical discomfort, such as unstable temperatures, which hinder their productivity.

Based on the inconsistency of previous research results and the gap phenomenon above, this study adds employee wellbeing as a mediating variable. Choi et al. (2022) showed that employees with good emotional wellbeing are more likely to have high levels of productivity. This is in line with the results of the study by Smith et al. (2023) which showed that the physical and mental wellbeing of employees directly affects work productivity. Likewise, research by Cameron et al. (2023) supports the positive influence of wellbeing on productivity that employees who have good spiritual wellbeing tend to have higher levels of productivity.

Bank Indonesia as a central institution has a responsibility to support the sustainable development agenda in line with the government's commitment. One manifestation of this commitment is the implementation of the green building concept in various Bank Indonesia representative offices, including the Bank Indonesia Solo Representative Office. The implementation of this concept is not only aimed at reducing negative impacts on the environment, but is also expected to create a more conducive and productive work environment for employees. The Bank Indonesia Solo Representative Office is one of the offices that has begun to implement green building principles as part of a green workplace environment. Several efforts that have been made include energy savings through the use of

natural lighting systems, air management with good ventilation systems, and the use of more environmentally friendly building materials. In addition, there are initiatives to improve employee comfort by providing a more open, green workspace, and supporting the physical and mental health of employees.

## 2. Research Methods

This study uses a quantitative explanatory research method approach which is a quantitative approach to test the relationship between variables. In this study, the variables tested are green workplace environment, employee wellbeing, and employee work productivity.

## 3. Results and Discussion

### 3.1. Employee Productivity

*Employee productivity*(work productivity) is a measure of the efficiency of an individual or team in producing a certain output within a specified time period. In an organizational context, work productivity is often measured by how effectively employees can use resources (time, effort, materials) to achieve desired results.

The latest theory defines work productivity not only in terms of the quantity of output, but also the quality and effectiveness of the processes used. According to Zhang and Liu (2023), "modern productivity is not only related to the output produced, but also to the ability to innovate, collaborate effectively, and adapt to change."

Theories and research results on work productivity emphasize various elements that influence employee work results, including:

#### a. Motivation

Employee motivation is one of the main factors that influence productivity. According to the Self-Determination Theory developed by Deci and Ryan (2000), employees who have intrinsic motivation tend to be more productive than those who are only driven by extrinsic motivation. Intrinsic motivation comes from the pleasure of the work itself, while extrinsic motivation is related to external rewards such as salary or bonuses.

#### b. Employee Welfare

The physical, mental, and emotional well-being of employees greatly affects productivity. According to a study by Hernandez and Lopez (2022), good well-being in the workplace not only reduces absenteeism but also increases employee focus and creativity.

#### c. Employee Involvement

Employee engagement in the work process is directly proportional to productivity. This engagement includes a sense of belonging to the job and the company, which according to Gallup (2021), can increase productivity by up to 20%.

#### d. Leadership

Supportive leadership styles, especially transformational leadership styles, can increase employee productivity. According to Bass (2019), leaders who are able to provide inspiration, motivation, and emotional support to their employees tend to create more productive teams.

#### e. Work Environment

The latest theory on green workplace environment shows that workspaces designed to support employees' physical and mental health can significantly increase productivity. Research by Nguyen et al. (2023) shows that environmentally friendly office design that supports employee well-being increases productivity by up to 15%.

#### f. Individual Ability

Employees' abilities or skills affect how effectively they can complete tasks. Employees who have the right skills that are relevant to their jobs tend to be more productive.

#### g. Technology

Adopting technology in the workplace, such as the use of project management software or cloud computing, can increase work efficiency and reduce time spent on administrative tasks.

#### h. Work Culture

A company culture that supports innovation, collaboration, and openness can also increase employee productivity. According to a study by Kaplan et al. (2022), companies with an inclusive work culture that supports team collaboration tend to be more innovative and productive.

#### i. Human Resource Development

Employee training and skills development is essential to increasing productivity. Research by Dwyer and Sumpter (2020) shows that companies that invest more in employee training see a 12% increase in productivity in five years.

The performance productivity indicators according to previous research by Ezeamama et al. (2019) include:

##### a. Complete tasks according to job description

This indicator measures the extent to which employees are able to complete the tasks

assigned according to their job description.

b. Meet formal performance requirements

This indicator measures the extent to which employees meet formal performance standards set by the company.

c. Fulfill job responsibilities

This indicator measures an employee's ability to complete all responsibilities given to him.

d. Do not neglect mandatory work

This indicator measures the level of employee accuracy and responsibility in completing mandatory work tasks.

e. Proposing new ideas

This indicator measures employee creativity and initiative in contributing to improving company performance. This indicates that employees have the potential to provide innovative ideas that can improve work efficiency and effectiveness.

f. Implementation of ideas

This indicator measures the ability of employees to implement creative ideas into real actions that provide benefits to the company. This shows that employees are not only able to generate new ideas, but also able to realize them.

g. Solving problems

This indicator measures employees' ability to solve complex problems and find innovative solutions.

Based on the definition of previous researchers, employee productivity is defined as a measure of the efficiency and effectiveness of individuals or groups in completing tasks and achieving desired results within a certain period of time by maximizing available resources.

Table 3.1 Descriptive Statistics *Employee Productivity*

Code	Indicator	Mean	Criteria
Y1.1	I can complete tasks according to my job description	4,630	Very high
Y1.2	I can meet the formal performance requirements required for my job.	4,630	Very high
Y1.3	I can fulfill the work responsibilities assigned to me	4,630	Very high
Y1.4	I never neglect any aspect of the job that I am required to do.	4.648	Very high
Y1.5	I often find new ideas for improvements in the work environment.	4.352	Very high
Y1.6	I implement the innovative ideas I find into real actions that benefit the place where I work.	4.407	Very high
X1.7	I can find the right solution to the complex problems I face at work.	4.389	Very high
Average Total		4,5265	

Source :Processed Primary Data, 2025

Based on Table 3.1, it can be seen that the average total employee productivity has a score of 4.5265, which is categorized as very high, and the average score of each indicator is categorized as very high with a score of more than 4.20. Thus, it can be said that the majority of respondents stated that their level of productivity is very good. This is indicated by their very positive responses related to: their attention to aspects of work that must be done,

completion of tasks according to descriptions, fulfillment of formal performance requirements, fulfillment of responsibilities for assigned work, implementation of useful innovative ideas, success in finding solutions to complex work problems, and discovery of new ideas for improving the work environment.

Of the seven indicators, the highest average score is 4.648, which is never ignoring mandatory aspects of work. While the lowest average score is for the indicator of finding new ideas for improving the work environment, which is 4.325.

### 3.2.Green Workplace Environment

Definition of Green Workplace Environment (Green Workplace Environment) is a concept that aims to create an environmentally friendly, healthy and sustainable workspace. This concept includes all efforts to reduce negative impacts on the environment while improving employee welfare. In essence, a green work environment involves efficient use of resources, good waste management, energy savings, and creating healthier and more productive working conditions.

According to the latest research by Ahmad & Sani (2023), a green workplace can be understood as a work environment that applies a sustainability-based approach in all aspects of workspace operations and design, from energy savings to improving indoor air quality.

The benefits of a green workplace environment include:

#### a. Increased productivity

Various studies have shown that a green work environment can significantly increase employee productivity. A clean, healthy, and comfortable environment increases concentration and efficiency at work (O'Connor & Williams, 2022). Recent studies have shown that a green work environment can increase motivation, reduce absenteeism, and boost work productivity (Nguyen et al., 2023).

#### b. Employee welfare

*Green workplace environment* focuses on creating a work environment that is not only environmentally friendly, but also supports the physical and mental health of employees. Employees who work in a green environment have been shown to have lower stress levels and feel happier (Hernandez & Lopez, 2023).

#### c. Saving operational costs

The use of energy-saving technologies and efficiency in resource management can significantly reduce a company's operational costs. Renewable energy such as solar panels or



water management can also reduce dependence on conventional energy sources (Ahmed & Sani, 2023).

The latest theory identifies several key elements (indicators) that are the focus in implementing a green work environment, including:

a. Energy efficiency

The use of energy-saving technologies, such as LED lights, automatic sensors for lighting and cooling, and the use of renewable energy (solar panels) are at the heart of energy management in green workplaces (Jones & Brown, 2022).

b. Indoor air quality

Good ventilation systems, the use of indoor plants to filter the air, and reducing the use of building materials that produce toxic pollutants are important factors in creating clean and healthy air in the workspace (Smith et al., 2021).

c. Eco-friendly design

Space design that maximizes natural light and integrates natural elements such as greenery. According to Patel & Thomas (2023), environmentally friendly design has been shown to reduce stress and improve employee psychological well-being.

Based on the definition of previous researchers, green workplace environment is defined as a workplace concept that integrates environmentally friendly and sustainable practices to create a healthy, efficient, and environmentally sustainable workspace.

### **3.2.1. The Influence of Green Workplace Environment on Employee Productivity**

Based on the results of the first hypothesis test in this study, Green Workplace Environment (GWE) has a positive and significant effect on Employee Productivity. This means that the better the implementation of GWE at the Bank Indonesia Solo Representative Office, the higher the productivity of its employees. When a company has an environmentally friendly building and environment characterized by natural lighting, awareness to save energy, good air circulation, has an outdoor space with fresh air for discussion, there are cooling trees around the building, and reduces plastic waste and saves paper use.

This finding is in line with several previous studies showing that the implementation of Green Work Environment (GWE) has a positive impact on employee productivity. GWE, which includes aspects such as efficient energy use, waste reduction, and environmentally friendly office design, not only has a positive impact on the environment, but also on employee well-being and performance. According to research by Kim et al. (2018), Green Work Environment



can increase employee job satisfaction and motivation, which in turn contributes to higher productivity. Choi & Lee (2020) found that companies that implement environmentally friendly policies, such as using energy-efficient equipment and providing green space in the work area, not only increase employees' sense of social responsibility but also increase collaboration and work efficiency. This is evident from the increase in employee output in teams working in such environments compared to teams working in conventional environments.

In this study, Green Work Environment has been proven to have a significant positive effect on employee productivity. Therefore, the BI Solo Representative Office if it wants to increase employee productivity can consider creating and maintaining an environmentally friendly work environment.

### **3.2.2. The Influence of Green Workplace Environment on Employee Wellbeing**

Based on the results of the second hypothesis test in this study, Green workplace environment has a positive and significant effect on employee well-being. Green workplace environment has a positive effect on physical, psychological, social, emotional, economic and spiritual well-being by providing cleaner air, reducing pollution, creating a more comfortable and meaningful work atmosphere. The Self-Determination Theory (SDT) states that a work environment that supports basic human needs (competence, connectedness, and autonomy) can improve employee well-being. Access to green space, office space with natural lighting and adequate air circulation so that it is comfortable, as well as the existence of a comfortable outdoor discussion room with fresh air, and trees and plants around the building contribute to reducing stress, maintaining physical health, strengthening intimacy with all employees, stabilizing emotions in facing difficult work, making more grateful for the current financial condition. Sustainability programs implemented by the Bank Indonesia Solo Representative Office in the form of environmentally friendly activities (energy saving, reducing plastic waste and saving paper use) make employees feel more appreciated and have a stronger emotional attachment to the company.

Several previous studies have shown that the implementation of Green Work Environment (GWE) can improve Employee Wellbeing. Research by Trisnawati (2022) revealed that environmental awareness and environmental knowledge can influence employee green behavior, which in turn improves employee work well-being. Furthermore, research by Ali et al. (2023) highlighted that Green Human Resource Management practices, such as green recruitment, green training, and employee involvement in green activities, have a positive effect on employee green behavior. These practices not only improve environmental performance but also improve employee well-being.

In addition, research by Kania (2024) shows that Green Human Resource Management can influence employee green behavior through work engagement. High work engagement contributes to improving employee well-being and supports organizational sustainability goals. Research by Erdhwarni (2024) highlights that Green Human Resource Management and green innovation play an important role in improving environmental performance. Organizational citizenship behavior for the environment serves as an intervening variable that strengthens the relationship between green practices and environmental performance, which ultimately improves employee well-being. Overall, these studies emphasize that the implementation of Green Work Environment not only improves organizational environmental performance but also significantly improves employee well-being.

Lee et al. (2021) in their study also concluded that Green Work Environment has a direct impact on employee psychological well-being. They found that employees who work in spaces that pay attention to environmental aspects tend to have higher levels of creativity and are better able to manage stress.

### 3.3. Employee Wellbeing

*Employee wellbeing* is a condition in which a person has good physical, mental, and social health. The latest theory of well-being does not only look at the physical health aspect, but also includes the psychological, emotional, social, and economic dimensions of a person. Wellbeing is understood as a balance between basic needs and an individual's ability to adapt to the environment and live a meaningful life.

According to Dodge et al. (2012), wellbeing is a dynamic balance between individual resources and the challenges faced. This means that wellbeing does not only involve objective conditions, such as physical health, but also how individuals respond and adapt to stress and the demands of everyday life.

The benefits of wellbeing for employees include increasing productivity. Individuals who have good wellbeing tend to be more productive at work. They have higher motivation, better focus, and experience less fatigue (O'Connor & Williams, 2022).

Factors that influence employee wellbeing according to the results of previous studies include:

#### a. Genetic and biological factors

Several studies have shown that genetic factors have an influence on individual well-being, particularly in terms of temperament and the tendency to experience positive or negative emotions (Bartels, 2015).

## b. Environment and social conditions

Social factors such as family relationships, friendships, and work environment also affect well-being. Recent research shows that supportive work environments, such as green workplaces and employee well-being programs, can improve employee well-being (Nguyen et al., 2023).

## c. Economic factors

Financial stability plays an important role in individual well-being. Economic uncertainty or financial difficulties can increase stress and reduce a person's quality of life (Wang & Zhou, 2023).

## d. Life experience

Individual experiences such as education, work, and personal life experiences also have a significant impact on well-being. Individuals who are able to cope well with life challenges tend to have higher well-being.

Recent theories of well-being identify several key elements that contribute to overall well-being, including:

### a. Physical Well-being

Includes good physical health, proper nutrition, regular exercise, adequate sleep, and effective stress management. Physical well-being is fundamental to overall well-being because good physical condition enables individuals to be more efficient and productive in their daily lives (Keyes, 2020).

### b. Psychological Well-being

It encompasses several key dimensions, such as self-acceptance, personal growth, purpose in life, autonomy, environmental mastery, and positive relationships with others. Individuals who have good psychological well-being tend to feel satisfied with themselves and have a clear purpose in life (Ryff, 2014).

### c. Social Welfare

Includes healthy and supportive social relationships. According to Keyes (2020), social well-being is an individual's ability to adapt to society positively, have supportive relationships, and feel valued in their community. Social well-being is important because humans are social creatures who naturally need interaction and support from others.

### d. Emotional Well-being

Includes the ability to understand, manage, and express emotions healthily. Positive emotions such as happiness and life satisfaction are directly related to emotional well-being. Diener et al. (2021) showed that more frequent positive emotions contribute to an improved overall

quality of life.

#### e. Economic Welfare

Includes financial stability, security in meeting basic needs, and the ability to manage finances effectively. Recent research by Wang and Zhou (2023) highlights the importance of economic well-being as a factor that supports overall individual well-being, as financial anxiety can negatively impact mental and emotional well-being.

#### f. Spiritual Well-being

Covers various dimensions related to the meaning of life, transcendental relationships, and personal well-being. In research, spiritual well-being is seen as an element that influences mental, emotional, and social health, and can be applied in various aspects of life, including the workplace. Van der Walt and De Klerk (2020) showed that employees who work in an environment that supports spiritual well-being show increased productivity and better relationships with management and colleagues.

Table 3.3 Descriptive Statistics *Employee Wellbeing*

Code	Indicator	Mean	Criteria
X2.1	I feel that my physical health is good and well maintained.	4,593	Very high
X2.2	I don't feel any stress or pressure in doing my job in the office.	4,370	Very high
X2.3	I socialize well with almost all the employees in my office.	4,667	Very high
X2.4	I can manage my emotions well when facing difficult work tasks.	4,537	Very high

X2.5	I am grateful for my current financial condition.	4.685	Very high
2.6	I feel that life is more meaningful because I can provide benefits to others.	4.611	Very high
<b>Total average</b>		4,577	

Source: Processed Primary Data, 2025

Based on Table 3.3, it can be seen that the average total employee wellbeing score is 4.577 which is categorized as very high, meaning that in general respondents feel a very good level of employee wellbeing. This is indicated by employees being very grateful for their current financial condition, very good socialization with all employees in the office, a life that feels very meaningful, very good and well-maintained physical health, the ability to manage emotions very well and very low stress levels felt by most respondents.

The highest average score of 4.685 is for the item very grateful for the financial conditions they experience (financial wellbeing). The lowest average score of 4.370, still in the very high category, for the item not feeling stress or pressure in carrying out work.

### 3.3.1. The Influence of Employee Wellbeing on Employee Productivity.

Results This study found that *Employee Wellbeing* affect Employee Productivity. Employees with good welfare, more physically, psychologically, socially, emotionally, economically and spiritually, will be able to complete tasks according to job descriptions and formal performance requirements, not neglecting the main aspects of the job, having innovative ideas and implementing them for improvement in the work environment and can find the best solutions to problems in the workplace.

Previous research shows that employee wellbeing has a significant influence on employee work productivity. A study by (Yuliana and Sari, 2023) revealed that employee wellbeing has an impact on employee productivity. Companies that care about employee wellbeing tend to have more satisfied, motivated, and productive employees. Research findings from (Sembiring and Siahaan, 2024) also proves that employee wellbeing has an effect on employee productivity. In addition, Stavrou et al. (2021) that employee wellbeing can be a resource that

reduces the negative impact of high workloads, so that employees can continue to work effectively and productively. Overall, these studies emphasize that improving employee wellbeing can increase work productivity.

#### 4. Conclusion

Green workplace environment has a positive and significant influence on employee productivity of employees at the Bank Indonesia Solo Representative Office. The environmentally friendly workplace and work environment implemented by the Bank Indonesia Solo Representative Office has been proven to be able to increase the productivity of its employees. Green workplace environment has a positive and significant influence on employee wellbeing of employees at the Bank Indonesia Solo Representative Office. The environmentally friendly workplace and work environment implemented by the Bank Indonesia Solo Representative Office has been proven to be able to increase the physical, psychological, social, emotional, economic and spiritual wellbeing of its employees. Employee wellbeing has a positive and significant influence on employee productivity of employees at the Bank Indonesia Solo Representative Office. Employees with a high level of wellbeing have been proven to be more productive, able to complete tasks and achieve desired results within a specified time period by maximizing existing resources.

#### 5. References

##### Journals:

- Ali, H., Saputra, F., & Mahaputra, M. R. (2023). Green Human Resource: A New Perspective Green Recruitment, Employee Workplace Green Behavior, and Green Training. *Greenation International Journal of Law, Social Science, and Technology*, 1(1), 1–14.
- Bettayeb, H., & Al-Hawari, M. (2024). The impact of green corporate social responsibility on employee green well-being and creativity. *International Review of Management and Marketing*, 14(4), 191-201.
- Cameron, D., Taylor, J., & Roberts, A. (2023). Exploring the impact of employee wellbeing on organizational performance: A longitudinal study. *International Journal of Human Resource Management*, 34(1), 45-62.
- Chandrasekar, K. (2011). Workplace environment and its impact on organizational performance. *International Journal of Enterprise Computing and Business Management*, 5(10), 125-136
- Choi, H., & Lee, M. (2020). "Green Work Environment and Employee Performance: The Moderating Role of Environmental Awareness." *Sustainability*, 12(4), 1156-1170.



- Gomez, L., & Ramirez, P. (2022). Sustainable Waste Management in the Workplace: Best Practices and Benefits. *Journal of Environmental Management*, 18(3), 55-72.
- Hernandez, J., & Lopez, M. (2023). *The Psychological Impact of Green Workplaces on Employee Well-being*. *Journal of Occupational Health Psychology*, 32(1), 12-29.
- Lee & Guerin (2009). Indoor Environmental Quality Related to Occupant Satisfaction and Performance in LEED-certified Building. *Indoor and Built Environment*, 18(4), 293-300.
- Lee, J., Lee, S., & Park, D. (2021). "Exploring the Link between Green Work Environments and Employee Creativity: The Role of Psychological Well-Being." *Journal of Business Research*, 121, 234-245.
- Nguyen, D., Tran, H., & Le, T. (2023). Green Workplace and Mental Health: A Case Study on Corporate Offices. *Asian Journal of Green Building*, 10(4), 67-89.
- O'Connor, P., & Williams, S. (2022). The Impact of Sustainable Office Environments on Productivity. *Environmental Design Review*, 14(3), 23-41.
- Patel, V., & Thomas, R. (2023). Designing for Wellness: How Green Spaces in Offices Enhance Mental Well-being. *Journal of Design Psychology*, 6(1), 33-49.
- Sembiring, R., & Siahaan, R. (2024). Pengaruh Flexible Working Arrangement dan Employee Engagement terhadap Kinerja Karyawan dengan Work-Life Balance sebagai Variabel Intervening. *Ekonomi dan Bisnis*, 29(3), 123–135.
- Yuliana, E., & Sari, D. (2023). The Influence of Workplace Well-Being on Employee Performance: The Mediating Role of Job Satisfaction. *International Journal of Social Science Research*, 4(1), 45–58.

#### Books:

- Ahmed, R., & Sani, M. (2023). *Sustainable Workplaces: A Guide to Green Building and Energy Efficiency*. GreenTech Publishing.
- Ghozali, Imam. (2018). *Aplikasi Analisis Multivariate dengan Program IBM SPSS 25*. Semarang: Badan Penerbit Universitas Diponegoro.
- Santoso. (2018). *Metode Penelitian Kuantitatif Pengembangan Hipotesis Dan Pengujiannya Menggunakan SmartPLS*. edited by Giovanny. Yogyakarta: Andi Publisher.
- Sugiyono. (2022). *Metode penelitian kuantitatif (Cetakan ke 3, tahun 2022)*. Bandung: Alfabeta.
- Trisnawati. (2022). Pengaruh *Environmental Awareness dan Environmental Knowledge* terhadap *Employee Green Behavior* yang Dimediasi oleh *Employee Wellbeing* (Survey



pada UKM Batik Warna Alam di Paguyuban Kebon Indah Klaten, Jawa Tengah).  
Universitas Islam Indonesia.