Influence of Transformational Leadership, Organizational Culture, and Employee Green Behavior (Egb) to the Performance of Tourism Personnel in the Development

Kamnasar[1], Lenny Christina Nawangsari[2]
Bachelor of Management, Jakarta

Abstract:- This research aims to know and analyze the influence of Transformational leadership style, organizational culture and EGB to the performance of employees in the development of tourism in Muna District tourism office. This type of quantitative study with associative methods of exportation by using surveys with data types and sources is the primary data of secondary data, where primary data is obtained from questionnaires and interviews to the designated tourism and culture officers and secondary data acquired from the agencies and Dinas related to the research using the SEM method with Software Partial Least Square (PLS) 3.2.8. Analysis of The matrix outer model and Inner Modeler using the technique Confimatory Factor Analysis (CFA) testing is based on the value of cross loading with the measurement of construction and the value of the Average Variance Extracted. The research object is the Department of Tourism of South East Sulawesi, with a population and sample rate of 119 people. The results of the research show that the transfomational leadership, organizational culture, and Employee Green Behavior (EGB) have an influence on the performance of employees in tourism development at the Muna district, Southeast Sulawesi province.

Keywords:- *Development of Tourism Influenced by Transformational Leadership and Organizational Culture through Employee Green Behaviour (EGB) to Employee Performance.*

I. INTRODUCTION

The tourism sector is the biggest force in financing and moving the global and national economies. Even the tourism sector will become the main industry driving economy and foreign exchange in the 21st century, Gde Pitana, I Ketut Surya Diarta (2010). Results of the world's development and recognition of Indonesian tourism in 2019:
1. World Travels & Tourism Council, in the year 2019 puts Indonesia as ranked to 9 countries with the best tourism developments in the world,
2. Trip Advisor puts Indonesia in 2019 to reach first place as the best destination in the world,
3. Traveller Choice Trip Advisor the year 2019 puts Indonesia as the best destination that can be trusted, appreciated and worth a visit,
4. World Economic Forum and Commiitted to Improving the State of The World, which analyses foreign exchange in tourism in the last four years Indonesia experienced a very significant development in foreign exchange, proved to be:
- The year 2015 recorded tourism accounted for 12.2 billion US dollars;
- The year 2016 rose to 13.6 billion US dollars;
- The year 2017 rose to 15 billion US dollars;
- The year 2018 rose to 18.06 billion US dollars;

- January-June year 2019 of 10.84 billion US dollars.

5. The United Nations (PBB), the world Bank and the World Tourism Organization (WTO), also acknowledge that tourism is an integral part of human life, particularly in regard to social, economic, global, and economic activities. Rural.

Tourism in Indonesia will continue to increase over time as seen from various indicators, especially in terms of natural destinations and cultural developments that are amazing in the eyes of the world. Indonesia which is an archipelago country number of foreign tourists visit to Indonesia during the year 2019 has reached an increase of 5.9% which is 15.26 million Wisman. Compared with the same period throughout 2018 as many as 14.04 million. The growth of tourism is significant for developing countries including Indonesia, as it offers a way to exclude ourselves from the economic and cultural retardation. Natural and cultural richness is an important component of tourism in Indonesia that spreads from clusters of thousands of large islands and small islands. From this sector has been a better growth year after year, along with the change in the world trend of tourism Indonesia, with the national Visit tourism "Wonderful Indonesia".

From the performance data of the officers in the District tourism office of Muna from 2016, 2017, 2018 have a very different change. Tourism agency as a government institution is a form of organization/institution is expected to implement model of behavior of organizations that have developed experts in their field through various research. Here are the performance data from the Tourism and Culture department employees of Muna district, pictured in table 1 below:

Number	Description	Years 2016	Years 2017	Years 2018
1	Excellent	15,66 %	22,33 %	19,33 %
2	Good	21,21 %	28,21 %	23,08 %
3	Enough	40,30 %	35,17 %	39,80 %
4	Not good	18,83 %	14,29 %	17,79 %

Table 1:- Performance Data of Muna District Tourism and culture officer.
Source: Muna Regency Tourism Office

Based on table 1 on employee performance assessment, authors are collecting data based on the results of previous research with any factors that may affect employee performance. To find out what affects the decline in performance of employees, researchers try to conduct preliminary research by surveying/distributing the questionnaire to the staff of the Muna District tourism office.

II. THEORICAL REVIEW

➤ *Transformational Leadership*

Erik Rees (2011), a transcformasional leadership is a long-term perspective, which not only emphasizes attention to the present situation but also pays attention to the future situation. Transformational leadership can be defined as a leadership that is able to make organizational changes.

➤ *Organizational culture*

According to Robbins and Judge in Diana Angelica (2008:256) The organizational culture is a shared value system in an organization that represents the level of member's efforts in conducting activities to achieve organizational objectives while according to Erni (2011:74) Organizational culture is the style and way of life of an organization that is a reflection of the values or beliefs that have been embraced by all members of the organization.

➤ *Employee Green Behavior (EGB)*

Yang and Dilchert (2014a) defines EGB as a measurable individual behaviour that contributes to environmental sustainability objectives in the context of work. Lenny and Ahmad, (2019), Green Performance management is the process by which employees are required to improve professional skills to achieve the objectives and objectives of the Organization in a better way.

➤ *Employee performance*

According to A. A Anwar Prabu Mangkunegara (2011:67) performance is the result of work in quality and quantity achieved by an employee in carrying out its duties in accordance with the responsibilities given to him. Based on the understanding, performance is essentially the real behavior of employees as achievement of work produced in accordance with the role in the company.
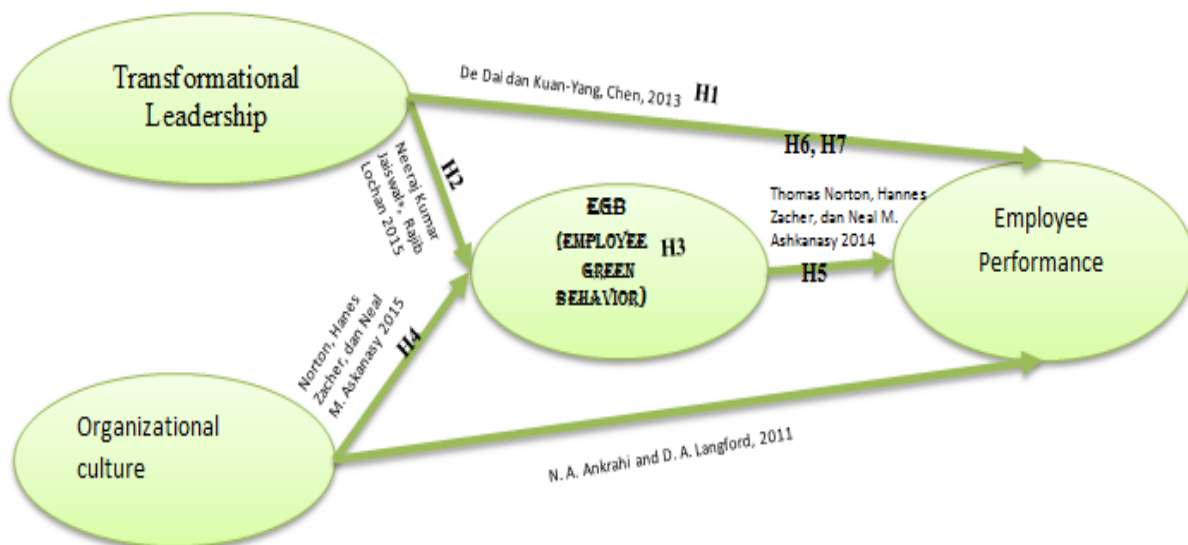

Fig 1:- Leadership indicators, organizational culture, EGB and employee performance

➤ *Hypotheses*

Hypothesis Testing Results:

Hypothesis 1: Transfomational leadership has a positive and significant influence on personnel performance;

Hypothesis 2: Transfomational leadership has a positive and significant influence on EGB;

Hypothesis 3: Organizational culture has a positive and significant influence on personnel performance;

Hypothesis 4: Organizational culture has a positive and significant influence on EGB;

Hypothesis 5: Employee Green Behavior has a positive and significant influence on employee performance;

Hypothesis6: Transfomational leadership and organizational culture have a positive and significant influence on EGB;

Hypothesis 7: Transfomational leadership, organizational culture and EGB have a positive influence together and are significant to employee performance.

III. RESERCH METHODS

1. Types of research

This research is a type of causality research with a quantitative research approach. According to Sugiyono (2018:7) quantitative method is called traditional method, because quantitative method has been used by researchers so that it becomes tradition as method for research, next quantitative method can be interpreted as method based on positivism philosophy, used to research on certain populations or samples, data collection using research instrument, quantitative/statistical data analysis with aim to test hypotheses has been established. According to the proposed conceptual model, the research variables consist of free variables, i.e. transformational leadership, organizational culture, and EGB (Employee, Green, Behavior) as well as variable dependent, i.e. employee performance. It is a latent variable that has no bias measured directly, so that each of these latent variables is determined the indicator variable.

2. Population and samples

The population is a generalization area consisting of objects that have certain qualities and characteristics set by researchers to be studied and withdrawn in conclusion (Sugiyino 2018:80). The population in this research is meant to be the tourism office of Muna District in accordance with the criteria set by the total number of employees is 119 people.

Samples are part of the number and characteristics that the population belongs to. When the population is large, and researchers are unlikely to learn all that exists in the population. What is learned from that sample, the conclusion will be enforceable for the population. Therefore, samples taken from the population must be completely representative or representative of the samples to be processed. In this research sampling techniques used using saturated sampling techniques are processed is the total of the entire officer in the Institution of Tourism Office of Muna District, South East Sulawesi.

No	Alternative Answer	value
1	Highly Agree (HA)	5
2	Agree (A)	4
3	Hesitant (H)	3
4	Disagreeing (D)	2
5	Highly Disagree (HD)	1

Table 2. Likert Scoring Scales
Source: Processing Results3.

3. Partial Least Square (PLS)

According to Imam Ghozali (2014) PLS (Partial Least Square) is an alternate model of coverance-paradictive analysis in high complexity situation and low theory support. According to Jogiyanto (2019:161) PLS (Partial Least Square) is a multivariate statistical technique that performs the comparison of double-dependent variability and multiple independent variables.

| Variable	Composite Reliability	Terms	Cronbach's Alpha	Terms	Description
Transformational Leadership (X₁)	0.937	> 0,7	0.923	> 0,6	Reliability
Organizational culture (X₂)	0.927	> 0,7	0.905	> 0,6	Reliability
Employee Green Behaviour (X₃)	0.955	> 0,7	0.946	> 0,6	Reliability
Employee performance (Y)	0.957	> 0,7	0.949	> 0,6	Reliability

Table 3. The value of Composite Reliability of the AVE (Average Varience Extracted) Research Model
Source: Analysis result using Smart PLS 3.2.8

4. Measuring model (Outer Model)

The Outer model is a measurement model for assessing the validity and reliability of the model. Through the process of iterating algorithms, the Measurement model parameters (convergent validity, discriminant validity, composite reliability and Cronbachs Alpha) are obtained, including the R2 value as the predictive model's precision parameter. The measuring Model is used to test the validity of the instrument and reliability of instruments. The validity test was conducted to determine the ability of the research instrument measuring what was supposed to be measured (Ghazali, 2014). The reliability test is used to measure the consistency of the measuring instrument to measure the consistency of respondents in answering an item of a questionnaire or research instrument.

Another test to evaluate the outer model is to see the reliability of the latent variables measured by two sizes of composite reliability and Cronbach Alpha of the indicator block measuring the construct. The first stage, the construct is considered reliable if it has a composite reliability value above 0.70 (Imam Ghozali, 2016). Here is the output of the outer model of composite reliability.
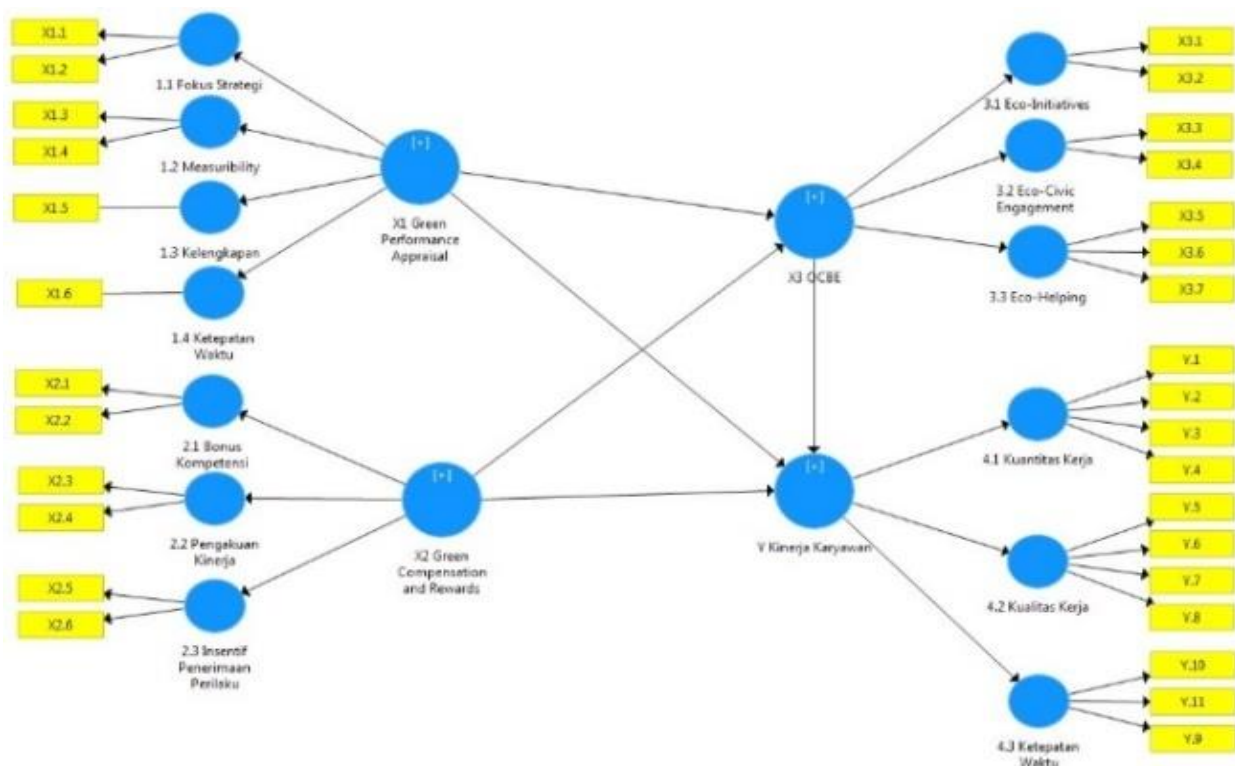
Using SmartPLS 3.2.8
Fig 2:- Model between the Konstruk and the dimensions of the research Model

Next for testing linear validity done by looking at the value of AVE (Average Varience Extracted). AVE value is good if it has a value greater than 0.50 (Imam Ghozali,2016). The following is the value of the AVE table:

Variable	Dimension		AVE Value
Transformational Leadership (X₁)	1.1 effect idealization	0.791	0.651
	1.2 Inspirational Motivation	0.798	
	1.3 Individual Considerations	0.817	
	1.4 Intellectual stimulation	0.811	
Organizational culture (X₂)	2.1 Confidence	1.000	0.678
	2.2 Aggression	1.000	
	2.3 Personality	0.816	
	2.4 Performance	1.000	
	2.5 Team Orientation	1.000	
Employee Green Behaviour (X₃)	3.1 Environmental awareness	0.794	0.702
	3.2 Task Control	0.748	
	3.3 Efficiency	1.000	
	3.4 Intentions of positive behavior	0.876	
	3.5 Motivation	1.000	
Performance Officer (Y)	4.1 Working quality	0.901	0.738
	4.2 Working Quantity	0.778	
	4.3 Cooperation Ability	0.853	
	4.4 Timing	0.782	

Table 4. AVE (Average Variance Extraction) Model Research
Source: Analysis result using SmartPLS 3.2.8

Table 4. Showing the AVE value of the research model. It can be seen from the table that the AVEonvergent Validity so that it can be concluded that the research model has been Valid. value for testing linear validity already meets for subsequent testing. Thus, the test linear Validity has been fulfilled as well with the test.

5. Structural testing Model (Inner Model)
This Model is the specification of relationship between latent variables, also called inner relation. This test is a test of the type and magnitude of the influence of the independent latent variables against the dependent latent variables. The test consists of two stages i.e. the R Square coefficient of determination (R ²) test, which calculates how large the independent latent variable explains the variances of the dependent latent variables and the hypothesis test which is testing of the research model hypothesis.

6. Test coefficient of determination/R Square
(R ²)
Evaluation of inner models is done by looking at coefficient of determination. The coefficient of determination aims to measure how far the ability of the model in explaining the variable variances of dependent. The value of coefficient of determination is between 0 and 1. The value of the coefficient of determination (R ²) approaches the value 1. The R ² value explains how large the independent variables hypothesized in the equation are able to describe the dependent variables. Chin (1998) in Yamin & Kurniawan (2011) explains the criteria for the limit of these R ² in three classifications i.e. values of R ² = 0.67, 0.33, and 0.19 as substantial, moderate, and weak.

Konstruk	R Square	R Square Adjusted
EGB	0.851	0.847
Kinerja Pegawai	0.864	0.861

Table 5:- R Square (R ²) Value of the research Model
Source: Adapted from Ghazali (2014)

Seen in table 5, the relationship between the construct based on the value of R-square Adjusted can be explained that the employee Green Behaviour (x3) variable is 0.861, it indicates that the 86.1% of employee Green Behaviour (x3) variables can be affected by the transformational leadership

(X1) variables, and organizational culture (X2), while the remaining 13.9% is influenced by other variables outside of the investigation While the relationship between the construction based on the R-square Adjusted value can be explained that the employee performance variable (Y) is 0.847, it shows that 84.7% of employee performance variables (Y) can be affected by the transformational leadership (X1) variable, organizational culture (X2), and the Employee Green Behaviour (X3) variable, while the remaining 15.3% is influenced by other.

The validity of the construction shows how well the results obtained from the use of a measurement.

Test validity	Parameter	Rule Of Thumbs
Validitas Konvergen	*Loading Factors*	More than **0,7**
	Average variance extracted (AVE)	More than **0,5**
	Communality	More than **0,5**
Validitas Diskriminan	*Cross loading*	More than **0,7** in one variable

Table 6:- Validity test parameters in models
Source: Analysis result using SmartPLS 3.2.8

7. Validating the overall structural Model with the Goodness of Fit Index (GoF)
The purpose of conducting Goodness of Fit Index (GoF) is to validate the combined performance between the measuring Model (outer model) and the structural model (inner model) obtained through the following calculations:

$$GoF = \sqrt{(AVE \times R^2)}$$

Based on table 6 it appears that the characteristics of the 119 respondents who are the tourism office of Muna Regency as follows:

a. Gender
According to the gender of the respondents the composition of more males, male males 62 people (52.10%) than females 57 people (47.90%).

b. Last Education
Characteristic respondents based on recent education, 84 respondents (70.59%) Educated Strata 1, 16 respondents

(13.45%) Have an education Strata 2, 12 respondents (10.08%) Has a Diploma education, and 1 respondent

a working period of more than 11 years, and 5 respondents (4.20%) Have a working period of less than 3 years.

c. Employment Period

Characteristic respondents based on the employment period, 57 respondents (47.90%) has a working period between 5-10 years, 49 respondents (41.18%) has a working period between 3 years and 5 years, 8 respondents (6.72%) has

d. Age

Characteristic respondents based on age, 56 respondents (47.06%) Aged between 36 to 45 years, 40 respondents (33.61%) Aged between 26-35 years, 13 respondents (10.92%) Aged over 45 years, and 10 respondents (8.40%) Less than 25 years old.

The relationship between the Original Konstruk	Original Sample (O)	T Statistics (O/STDEV)	P Values	description
Direct influence				
-Transformational Leadership-> EGB	0.420	4.683	0.000	Significant positive effect
-Organizational culture-> EGB	0.541	6.116	0.000	Significant positive effect
-Transformational leadership-> performance of employees	0.346	3.542	0.000	Significant positive effect
-Organizational culture-> employee performance	0.179	2.043	0.042	Significant positive effect
-EGB-> employee performance	0.431	3.888	0.000	Significant positive effect
Indirect influence				
-Transformational Leadership-> EGB->	0.181	3.036	0.003	Significant positive effect
-Organizational culture-> EGB-> employee performance	0.233	3.205	0.001	Significant positive effect

Table 7:- Path value Coefficient, T-Statistics, and
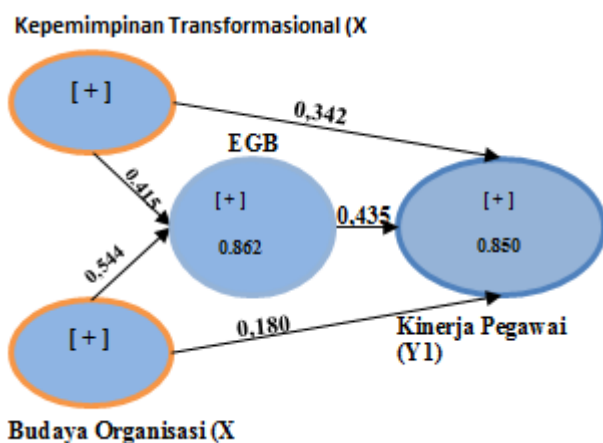P-Values
Source: Analysis result using SmartPLS 3.2.8

Fig 3:- the model between the construct and the dimensions of
the working research model
Source: Analysis result using SmartPLS 3.2.8

8. The discussion

A. *Effect of transfomational leadership on employee performance*

Based on the results of the hypothesis testing proves that transformational leadership has an influence on employee performance. The Transformational leadership style implemented by the leader is capable of conducting interpersonal approaches to subordinates so that the subordinates are pleased and satisfied with the means of superiors in directing the employee's performance broadly and

provide motivation to achieve the target that has been determined by the institution/company.

The perception of employee respondents to the leader felt more open in facing it. This leader is capable of conducting interpersonal approaches to subordinates, so that the subordinates are pleased and satisfied with the means of superiors in directing the employee's performance broadly and providing motivation to achieve the company's defined target/Lembagan.

Based on observations in the Institution of Tourism office in Muna District, the leader must be the best example, which can be followed by its employees, so it will produce respect and trust to the leader. Leaders should be able to stimulate their employees to come up with new ideas and ideas, leaders must also allow their employees to become problem solver and provide new innovations under his guidance.

B. *Transfomational leadership Influence on EGB*

The transformational leadership has an influence on Employee Green Behaviour (EGB). The style of leaders must pay attention, listen to complaints, and understand the needs of its employees. All these dimensions if implemented properly will help in maximizing the role of leader in the company.

On the research object at Muna District Tourism Department, Employee Green Behaviour (EGB) process has been running very well. The implementation process is very maximal where every employee is given direction by his leader to concern for the environment. This is influenced by the dimensions of concern environments namely:
a. Respectful attitude towards nature,
b. Compassion and concern for nature,
c. No harm, and
d. Life is simple and harmonious.

C. Influence of organizational culture to employee performance

Organizational culture has an influence on employee performance, organizational culture can be described in a distinctive way to how people think, even directing them to their acting. Organizational culture refers to the culture that applies to the company or agency, because generally the business or agency is in a form of oraganization. Organizational culture can be considered as the device's values, beliefs (beliefs), assumptions (assumption), or norms that apply to them.

A well-developed organizational culture within the company will influence the behavior of the next employee will affect the employee's job achievement. Organizational culture is one of the important criteria for determining the growth and success of a company. Organizational culture can form appropriate behaviors that are hoped by companies related to trust, namely:
a. Members get job satisfaction,
b. Members strive to develop themselves and their abilities,
c. The member adhering to the existing regulations.

D. Organizational culture influence on Employee Green Behavior (EGB).

Organizational culture has an influence on EGB. It is supported by the organizational culture against EGB to regulate organizational behavior at the collective employee level of the complete category (mandatory vs voluntary). Classifications of behavior are included within the boundaries of core tasks in the organizational culture explicitly to participate in the environmental management practices as EGB required. Classifying the culture of organizations that are outside the behavior of employees into the core work tasks of citizenship behavior for the environment or that require the initiative as a voluntary EGB.

As is the case with the cultural level of the organization of EGB taking place at the Muna Regency Tourism Office, behavior and confidence at the organizational culture level is an important contextual factor for EGB. Organizational goal setting has been proven to have positive results for the EGB needed on construction. This is in line with the principles of the institution that cares about the environment:
a. Respect for nature
b. Compassion and concern for nature
c. does not harm
d. Life is simple and harmonious.

E. The influence of Employee Green Behaviour (EGB) on employee performance

Employee Green Behaviour (EGB) has an influence on employee performance, this is demonstrated by the belief and habit of voluntary behavior in EGB. For example some research on behavioral control, Greaves, Zibarras and Stride (2013) reported positive effects of behavioral control perceived in mandatory and voluntary EGB.

Factors that contribute to or are a consequence of the necessary and EGB voluntary at the level of the category in particular, in discussing the category of variables in the level of efficiency of employees in the Department of Pariwiisata Muna District are:
a. To conserve or reduce the use of resources in conducting activities.
b. To maximize the use of all resources owned so that nothing is wasted.
c. To improve the performance of a working unit so that the output is maximal.

F. Influence of transformational leadership and organizational culture towards EGB

The Transfomational leadership and organizational culture have an influence on EGB. The positive effect of transformational leadership in the organizational culture against EGB implies that leadership and organizational culture should be trained and concerned about the working environment better. It is listed in the dimensions of environmental awareness in EGB, namely:
a. Respectful attitude towards nature,
b. Compassion and concern for nature,
c. No harm, and
d. Life is simple and harmonious.

Contextual leadership factors and organizational culture relevant to EGB types, which are influenced by motivation for example, Graves and Associates (2014) demonstrate a positive effect of the favorably Transformational leadership style as well as having a positive influence on EGB volunteer, employees through EGB leaders and the spirit of harmonious employee environment. The influence of external performance is greater when leaders demonstrate a higher level of concern for the environment with motivation:

How to stimulate a group of people who have distinctive needs and unique personalities to work together towards achieving leadership objectives in organizing.
a. The target of motivation is the need for physiological, safety and security needs, necessity of acceptance, self-actualisation.
b. The influence of transformational leadership, organizational culture and EGB jointly towards employee performance.

G. Transfomational leadership, organizational culture and EGB jointly towards employee performance.

The contextual factors of leadership and organizational culture are relevant for EGB types, for example, Graves and Associates (2015) demonstrate the positive influence of leadership styles on voluntary EGB. The research also found that external performance influences were greater when leaders demonstrated a higher level of concern for the environment. Transformational leadership also has a positive influence on EGB volunteer officers through EGB leaders and the environment spirit of harmonious officers.

This is in accordance with the previous history of the ' the ' Oieh Neeraj Kumar Jaiswal, and Rajib Lochan Dhar titled Transformational Leadership, Innovation climate, creative self – Efficacyand employee Creativity: A Multilevel Study, which contains:
a. Transformational Leadership in predicting employee creativity and role of climate mediation innovation and the role of creative self-efficacy moderation,
b. Transforming leaders can foster a climate for innovations that promote creativity about the work environment,

c. The significant moderate-acting role of creative self-efficacy is found in the relationship between transformational leadership, organizational culture and EGB towards climate innovation and the creativity of employee performance,

d. Employees with high self-efficacy creativity use creative behavior when they receive a supportive working atmosphere of leadership, organizational culture that supports the working limb.

The influence of leadership support, organizational culture and EGB on the performance of officers in the Muna District tourism office demonstrates a positive influence whereby conduct that supports innovation, appreciation and recognition, and management of goals and responsibilities Both publicly and specifically for voluntary environments that have a significant influence on willingness to promote environmental initiatives.

IV. CONCLUSIONS AND UGGESTIONS

A. Conclusion

Based on the results of the previous research and discussion, can be concluded:

1. Transformational leadership has a positive and significant influence on employees ' performance, the most powerful dimension of influence is intellectual stimulation.
2. Transformational leadership has a positive and significant influence on Employee Green Behavior, the most powerful dimension of influence is individual condistention.
3. The organizational culture has a positive and significant influence on the employee's performance, with the most powerful dimensions being the ability of cooperation,
4. The culture of the Organization has a positive and significant influence on Employee Green Behavior, with the most powerful dimension of personality influence,
5. EGB has a positive and significant influence on employee performance, with the most powerful dimension of intention of positive behavior,
6. Transformational Leadership and organizational culture has a positive and significant influence on Employee Green Behavior, with the most powerful dimension of influence is individual and personality considerations,
7. Transformational leadership, organizational culture and Employee Green Behavior have a positive influence together and significant to the performance of employees, with the dimensions that are the strongest influence is individual considerations, Personality and intention of positive behavior.

B. Suggestions

Based on the results of the loading factor of the four indicators, as well as the analysis of the discussion and some conclusions, the results for the largest transformational leadership are individual considerations where leaders should be able to stimulate their employees To bring up new ideas and ideas, and let employees become problem solver and give new innovations under his guidance, so that the motivation and innovation can be taken as follows:

1. The correlation of the variable influence of transformational leadership to the employees ' performance is the strongest effect of individual considerations that are influenced by the quality of work:
a. The quality of work is measured by employee perception of the quality of work produced,
b. Perfection of duty to the skills and abilities of employees.
2. The correlation of the distribution of the transformation of the transformational leadership of the Employee Green Behavior is the strongest of its strength is intellectual

stimulation that is influenced by the intention of positive behavior namely:
a. Perceived behavioral control
b. intention to behave obediently
3. The correlation of the distribution of variable culture of the Organization to the performance of the employees who are the most powerful of the personnel are the personalities influenced by the ability of cooperation are:
a. Cooperation encourages competition in achieving objectives and increased productivity.
b. Cooperation encourages individual efforts to work more productively, effectively, and efficiently
c. Cooperation encourages the creation of synergy so that the Cost of operationalization will be lower which causes the competitive ability to increase.
d. Cooperation encourages the creation of harmonious relations between the parties and increase the sense of solidarity.
e. Cooperation creates healthy practices and enhances the spirit of the group.
4. Results of the correlation of the distribution of variable culture organization against Employee Green Behavior the most powerful influence is personality that is influenced by the intention of positive behavior namely:
a. Perceived behavioral control
b. Intention to behave obediently.
5. Results of the correlation of a variety of transformational leadership in relation to the performance of the most powerful officers is the intention of positive behavior that is influenced by the ability of cooperation are:
a. Cooperation encourages competition in achieving objectives and increased productivity.
b. Cooperation encourages individual efforts to work more productively, effectively, and efficiently.
c. Cooperation encourages the creation of synergy so that the cost of operationalization will be lower which causes the competitive ability to increase.
d. Cooperation encourages the creation of harmonious relations between the parties and increase the sense of solidarity.
e. Cooperation creates healthy practices and enhances the spirit of the group.

6. For further researchers

The authors hope that further research can dig deeper into the variables that affect employee performance and the influence of Employee Green Behavior (EGB) as a mediator. In this study opened the possibility of other influences of transformational leadership and organizational culture to other variables.

REFERENCES

[1]. A.A. Anwar Prabu Mangkunegara (2011:67) HR performance evaluation of the six prints. Bandung: Refika Aditama.
[2]. Aryani & Sugiarti, (2010) "The influence of transformational leadership behaviour against performance is reviewed from the Learning and Growth perspective in the Balance Scorecard". Journal of Business and Management, Vol. 2, No. 2, 2002 HAL 107 - 118. Press, in www.ac ademy.umd.edu.
[3]. Bradley, Peter & Charbonneau, Danielle, (2004) Transformational Leadership: Something New, Something Old, Canadian Military Journal, Volue 5.
[4]. Chan, Alvin, (2004) "The Full Range Leadership Model and Its Application to The Singapore Armed Forces." In www.mindef.gov.sg, November 6, 2016.

[5]. Erik Rees (2011) "Seven Principles of Transformational Leadership Principles of Transformational Leadership".

[6]. Ghazali, 2014). Application Multivariete analysis with Smart PLS 3.2.8 Program. Mould to VII. Semarang: The publishing agency of Diponegoro University.

[7]. Gibson, J. L., Ivancevich, J. M., and Donnely, Jr., J. H (1997) "Organization: Behavior, Structur, Processes." Ninth Edition, Irwin, Jakarta.

[8]. Gao-Liang Wang (2012). "The influence of internal service quality on employee job satisfaction at Taiwan-listed international tourist hotels". Organisational culture as the moderator.

[9]. Gde Pitana, I Ketut Surya Diarta (2010). "Introduction to Tourism sciences". C. V Andi Ghozali, publisher of Undip, Semarang.

[10]. Hasibuan, Malayu S.P. (1999). "Organization and motivation: the basis of increased productivity in tourism"., Bumi Aksara, Jakarta.

[11]. Kim, A., Kim, Y., Han, K., Jackson, S. E., & Ployhart, R. E. (2014). "Multilevel influences on voluntary workplace green behavior: Individual differences, leader behavior, and coworker advocacy. Journal of Management ". Advance Online publication.

[12]. Kormos, C., & Gifford, R. (2014). "The validity of self-report measures of proenvironmental behavior: A meta-analytic review". Journal of Environmental Psychology, 40, 359-371.

[13]. Lenny & Ahmad., (2019). "Green Human Resources managemnent in Era Industry 4.0 at University, International Journal Economics, Business and management Research, Vol. 3, No. 08,: 2019, Jakarta.

[14]. McGraw Hill International 6th Edition, 1996. "Transformational Leadership, Center for Leadership Studies", School of Management Binghamton University, Binghamton, NY 13902, 6015.

[15]. Noor, Juliansyah. 2014. Research methodology and data processing using SEM. Jakarta.

[16]. Rees, Erik. (2001). "Seven Principles of Transformational Leadership: Creating A Synergy of Energy". Online: cicministry.org

[17]. Sharma and Khana. (2014). "Job Satisfaction Among Bank Employees, A Study on Districk Hamirpur" (HP).

[18]. Sugiyono (2018:7). Quantitative, qualitative, and R&D. Bandung Research methods: Alfabeta.

[19]. Thomas A Norton, Hanes Zacher, and Neal M. Askanasy, (2015). "On the Importance of Pro-Environmental Organizational Climate for Employee Green Behavior"