The Role of Environmental Ethics in Mediating of Influence of Leadership and Cultural Organization Toward Employee Performance of Environmentally Friendly

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Abstract

This study aims to know the influence of environmental impact leadership and organizational culture of environmentally friendly employee on the performance of environmentally friendly with environmental ethics as an intervening variable. Analytical techniques used in this study is the path analysis.

The result show that: 1) environmental leadership has a positive influence on employee performance of environmentally friendly, 2) organizational culture of environmentally friendly had no influence on employee performance of environmentally friendly, 3) the environmental ethics in mediating the influence of environmental leadership on employee performance of environmentally friendly, 4) the environmental ethics in mediating the influence of organizational culture on employee of environmentally friendly performance of environmentally friendly.

Keyword: *environmental ethics, environmental leadership, organization culture, employee performance, environmentally friendly*

Introduction

Environmental quality, diminishing already threatened the life of humans. Global environmental crisis is happening right now in the form of: (1) the destruction of forests, soil, the ozone layer; (2) pollution: air, water, soil, the sea; (3) extinction: energy and mineral resources, biodiversity (land, sea, air), springs; (4) global climate change and environmental disasters: floods, landslides, droughts, storms, sea level rise; (5) social problems related to poverty, hunger, injustice, violence, social conflict, human rights abuses, illness, death. Global environmental crisis has become a very big threat, serious and real to life (Keraf, 2011).

Enger and Smith (2008) states that there is a relationship of mutual harmony between the environment and human especially human behavior on the environment. Reciprocal relationship between humans and the environment can be seen in the activities of the community in managing the surrounding environment as society's customs in ritual ceremonies held by Kasunanan Palace Surakakarta and Mangkunegaran, rituals milling cane sugar factory Gondang and others.

Environmentally sound leadership is needed and is increasingly playing an important role in addressing environmental issues. The role of leader in the upper level and lower level largely determines the success of a program carried out by the organization, not least in the environmental program. Research Muchiri (2002) states that transformational leadership positive and significant impact on the behavior of employees and the commitment of employees and organizational performance. Podsakoff et al (1996) noted that the majority of research suggests that effective leaders

change the basic values, beliefs, habits (habits), the attitude of subordinates will be able to improve the performance exceeds the minimum level. Svenson & Wood (2006) showed that sustained ethical leadership is a process of continuous improvement relentlessly both within the organization and interaction with the environment and society. Environmental leadership can satisfy stakeholders (Robinson & Clegg, 1998). Ramus (2001) shows that the importance of the leadership role in breaking down barriers to the advancement of environmental organizations so that the company can improve its environmental performance. Contributions leader considered important because it is responsible for creating the conditions through the creation of strategic vision and promotion of certain forms in a sustainable manner so that competitive advantage can be achieved (Fernandez et al, 2003).

Organizational culture is a habit, tradition or common way of doing things and mostly come from the founder of the organization, on the other hand someone in an organization has its own culture. Someone who feels uncomfortable in a certain cultural environment will experience the helplessness and fears but if someone feels comfortable with the cultural environment will show a more positive attitude and choose to stay longer in the cultural environment .. The results Gordon & Tomaso (1992) shows that the company's performance is influenced by the culture of the organization, as well as research results Kotter and Heskett (1992) showed that the suitability of organizational relationships and strategies needed to support performance.

Ethics is a branch of philosophy regarding moral values and norms that determine human behavior in his life, as a branch of ethical philosophy emphasizes a critical approach in view of moral values and norms as well as the problems that arise in relation to the moral values and norms. Ethics is a critical and rational reflection on moral values and norms that define and manifest in attitudes and behavior patterns of human life both personally and as a group. Environmental ethics play an important role in improving the environmental performance of the organization. According Keraf (2011) mistakes the human perspective against him, nature and man's relationship to nature as greedy, greedy, patterns of consumption and production are excessive, exploitative and irresponsible of individuals, communities, businesses and government raises ethical bad environment (bad ethics). The better the environmental ethic of the individual, community, business and government, the better the results of the quality of the existing environment.

The purpose of which will be obtained in this study was to determine the effect of: 1) leadership environmentally sound to employee performance environmentally, 2) organizational culture environmentally sound to employee performance environmentally sound, 3) the role of environmental ethics in mediating the effects of leadership environmentally sound to employee performance sound environment, 4) the role of environmental ethics in mediating the effects of environmental leadership on employee performance environmentally friendly.

Methods
This research was conducted in PTPN IX Central Java. The analysis technique used in this study is documentation, interviews and questionnaires. Population of this research is all employees of the management at the top, middle and bottom. The sample in this study were 60 respondents. The sampling technique used for sampling is random sampling

random sampling. The analysis technique used to test the research instruments include the validity and reliability testing; linearity test and path analysis.

Results and Discussion
Research and Feasibility Testing Instrument Model
Results of testing instruments to test the validity of the study indicate that all the variables in the status of valid and reliable, while testing the feasibility of the model indicate that the research data in a linear status.

Path Analysis
The test results show that the path analysis environmental leadership and organizational culture environmentally sound directly influence employee performance environmentally friendly as well as the influence of environmental leadership and environmentally friendly organizational culture on employee performance can be environmentally friendly through environmental ethics.

Managerial Implications
These results indicate that the environmental leadership began the management level down to the level of top management has contributed in improving the environmental performance of employees, this can be seen from the increasing commitment of awareness and concern the entire shareholder companies of the importance of environmental management. This condition can not be separated because of the demands of the company to comply with the legislation in force, especially Law No. 32 of 2009 on the Protection and Management of the Environment and Minister of Environment Regulation No. 5 of 2011 on Corporate Performance Rating Program in Environmental Management.

Environmentally sound organizational culture influence on employee performance environmentally friendly, since environmental protection and management in the enterprise has not become a habit that is applied in environmental protection and management of the company. This is because no part of the environment in the company's organizational structure and limited employees who are experts in the field of environment. During the handling of environmental issues addressed by the processing part so that the handling of problems related to the environment seem out of focus, implemented partially (only part or certain individuals) involved.

The environmental ethics is able to mediate the effects of environmental leadership to employee performance environmentally friendly. Increasing the understanding and implementation of environmental ethics that each employee will have a positive impact in providing environmental leadership influence on employee performance environmentally friendly. It is necessary for each employee attitudes and behaviors in order to achieve harmony, harmony and balance between company shareholders and the environment through the optimization of ecological aspects, efficiency, spiritual, future generations sustainability, quality of life and humanitarianism. Still the discovery of perspective employees anthropocentrism which holds that nature is a separate part of the man and that man is the center of the natural system has a major role to the case of existing environmental problems.

The environmental ethics is able to mediate the environmental influence of organizational culture on employee performance environmentally friendly. This is

because the organizational culture in the protection and management of the environment in the company has not become a habit that is applied in the company's environmental management system, so that internalize the importance of environmental protection and management to all company shareholders should be an important priority in the sustained improvement in the company. These situations can not be separated because they found the way employees view anthropocentrism. According to Eldon and Bradley (2008) anthropocentrism note the extent to which the environment in the interest of human beings is the main economic interest of man, so that this perspective can give birth exploitative behavior and is not responsible for the preservation of natural resources and the environment

Conclusion

The conclusion that can be generated are: leadership environmentally positive effect on employee performance environmental, organizational culture environmentally positive effect on employee performance environmentally friendly, environmental ethics may mediate the effect of leadership environmentally sound to employee performance environmentally friendly and ethical environment could mediate the influence of organizational culture environmentally sound to employee performance environmentally friendly.

The need to set up the environment in the part of the company's organizational structure for the handling of environmental protection and management can be done thoroughly so that is expected to become a listed company (listing) in the Indonesia Stock Exchange

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