

**THESIS**

**THE PRACTICE OF GREEN REWARD AND COMPENSATION  
ON ENVIRONMENTAL PERFORMANCE AT ROYAL  
KAMUELA VILLAS & SUITES AT MONKEY FOREST, UBUD**



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**TOURISM DEPARTMENT  
POLITEKNIK NEGERI BALI  
BADUNG  
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ENVIRONMENTAL PERFORMANCE AT ROYAL KAMUELA VILLAS &  
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Badung, 03 August 2022  
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**THE PRACTICE OF GREEN REWARD AND COMPENSATION  
ON ENVIRONMENTAL PERFORMANCE AT ROYAL  
KAMUELA VILLAS & SUITES AT MONKEY FOREST, UBUD**

This Thesis is submitted to Tourism Department of Politeknik Negeri Bali in Partial  
Fulfillment of the Requirement for the Degree of Applied Bachelor in Tourism.



**TOURISM BUSINESS MANAGEMENT STUDY PROGRAM  
TOURISM DEPARTMENT  
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KAMUELA VILLAS & SUITES AT MONKEY FOREST, UBUD**

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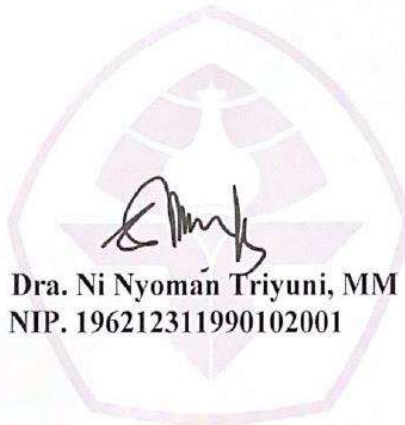


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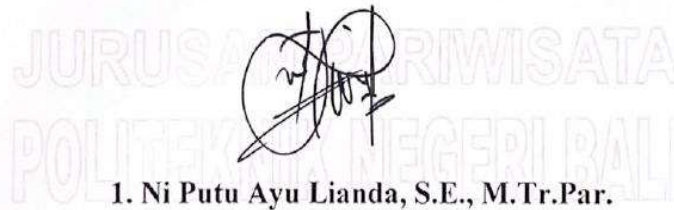
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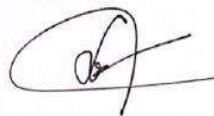
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## PREFACE

Praise God Almighty, for his grace and blessing the writer nicely complete the thesis entitled: **“The Practice of Green Reward and Compensation on Environmental Performance at Royal Kamuela Villas & Suites Monkey Forest, Ubud”**.

While finishing this thesis, the writer gives her regard and thanks to those who have given support, advice, and help. They are:

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The writer realized that this thesis is not perfect enough, therefore the writer is pleased to receive suggestions and constructive criticism to develop this thesis better in the future and beneficial for many people. Thank you.

Badung, July 2022

The Writer



## **ABSTRAK**

### ***PRAKTER DARI GREEN REWARD AND COMPENSATION TERHADAP KINERJA LINGKUNGAN DI ROYAL KAMUELA VILLAS & SUITES AT MONKEY FOREST, UBUD***

Putu Ari Pratiwi  
NIM.1815834087

Penelitian ini berfokus terhadap praktik dari *Green Reward and Compensation* yang merupakan salah satu faktor *Green Human Resources Management* terhadap Kinerja Lingkungan di Royal Kamuela Villas and Suites at Monkey Forest Ubud. Penelitian ini memiliki tujuan untuk mengetahui bagaimana praktik *Green Reward and Compensation* ini memiliki pengaruh terhadap kinerja lingkungan di Royal Kamuela Villas & Suites at Monkey Forest Ubud dan mengetahui seberapa besar pengaruh dari praktik *Green Reward and Compensation* terhadap Kinerja Lingkungan di Royal Kamuela Villas and Suites at Monkey Forest Ubud. Metode pengumpulan data penelitian ini dilakukan dengan studi kepustakaan, wawancara, kuesioner, dan observasi. Penentuan sampel dalam penelitian ini menggunakan sampel total atau studi kasus dengan total sebanyak 45 responden. Pengumpulan data menggunakan kuesioner yang disebarakan offline ke semua karyawan di Royal Kamuela Villas & Suites at Monkey Forest Ubud. Hasil dari kuesioner diolah dengan bantuan *software IBM SPSS 25 for windows*. Teknik analisis data menggunakan uji instrumen seperti uji validitas dan reabilitas, analisis korelasi, uji asumsi klasik, analisis regresi berganda, uji t, uji f dan koefisien determinasi. Hasil penelitian menunjukkan bahwa praktik dari *Green Reward and Compensation* memiliki pengaruh yang positif simultan dan signifikan terhadap Kinerja Karyawan yang di dapat dari hasil uji regresi linear berganda dan uji t dan selanjutnya besar pengaruhnya yang didapat dari hasil koefisien determinasi yaitu 87,4 persen dimana 12,6 persen lainnya dipengaruhi oleh faktor yang tidak diteliti oleh peneliti, seperti di dalam *Green Human Resources Management* terdapat faktor-faktor lainnya seperti *Green Recruitment and Selection, Green Training and Development, and Green Performance Appraisal* yang mempengaruhi Kinerja Lingkungan. Penelitian ini berguna untuk Royal Kamuela Villas & Suites at Monkey Forest Ubud agar tetap memperhatikan dan mengembangkan kinerja lingkungan dan dengan memberikan *Green Reward and Compensation* dapat memotivasi karyawan agar lebih memperhatikan lingkungan.

Kata Kunci: *Environmental Performance, Green Human Resources Management, Green Reward and Compensation.*

## **ABSTRACT**

### **THE PRACTICE OF GREEN REWARD AND COMPENSATION ON ENVIRONMENTAL PERFORMANCE AT ROYAL KAMUELA VILLAS & SUITES AT MONKEYB FOREST, UBUD**

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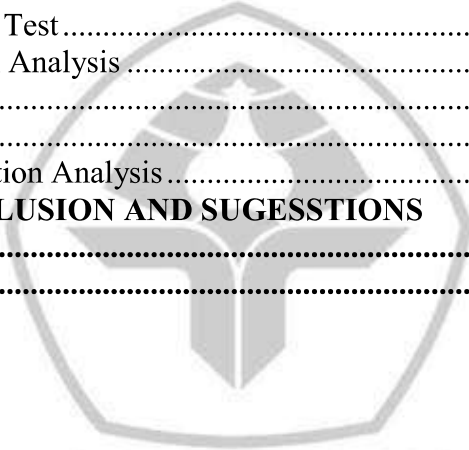
This research focuses on the practice of Green Reward and Compensation as one of the factors of Green Human Resources Management on Environmental Performance at Royal Kamuela Villas and Suites at Monkey Forest Ubud. This study aimed to determine whether the practice of Green Reward and Compensation has an influence on Environmental Performance at Royal Kamuela Villas & Suites at Monkey Forest Ubud and to find out how much influence the practice of Green Reward and Compensation has on environmental performance at Royal Kamuela Villas and Suites at Monkey Forest Ubud. The method of data collection in this research was done by literature study, interviews, questionnaires and observations. Determination of the sample in this study using a total sample or case study with a total of 45 respondents. Data collection using a questionnaire distributed offline to all employees at Royal Kamuela Villas & Suites at Monkey Forest Ubud. The results of the questionnaire were processed with IBM SPSS 25 software for windows. The data analysis technique uses test instruments such as validity and reliability tests, correlation analysis, classical assumption tests, multiple regression analysis, t tests, f-test and the coefficient of determination. The results showed that the practice of Green Rewards and Compensation had a positive simultaneously and significant influence on Employee Performance which can be obtained from the result of simple linear regression and t-test and the magnitude of the effect was obtained from the coefficient determination is 87.4 percent where the other 12.6 percent was influenced by factors not examined by the researcher like in Green Human Resources Management there are Green Recruitment and Selection, Green Training and Development, and Green Performance Appraisal. This research is useful for Royal Kamuela Villas & Suites at Monkey Forest Ubud to continue to pay attention and develop environmental performance and by providing Green Rewards and Compensation can motivate employees to pay more attention to the environment.

Keywords: Environmental Performance, Green Human Resources Management, Green Reward and Compensation

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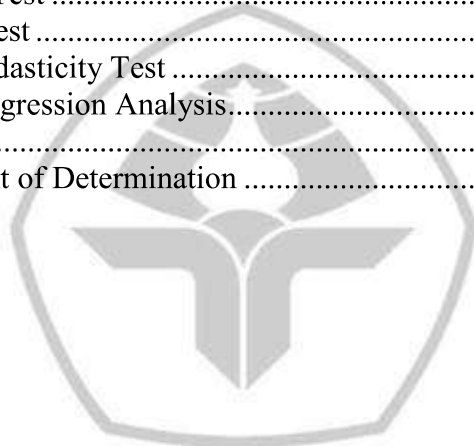
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# CHAPTER I

## INTRODUCTION

### 1.1 Background

Human resources are the main actors in the tourism sector who need to understand environmental management to increase business productivity and sustainability. In the field of Human Resources, the issue of Green Human Resource Management has emerged which has identified itself as a new line of research and has become a new competitive dimension (Shahriari et al., 2019). Green Human Resources Management (GHRM) is one of the tools used to manage the workforce in the tourism sector by involving elements of environmental sustainability. The current condition of the role of humans in the workforce is more focused on performance (Fauza, 2016) and workforce satisfaction (Nolandari et al., 2016). The development of the concept of GHRM needs to be optimized.

GHRM is an innovative approach to the performance and function of Human Resources in an organization, where the environmental context is the basis of all initiatives undertaken. GHRM is expressed as the involvement of all activities in developing, implementing, and maintaining a sustainable system to make the organization's employees friendly with the environment (Owino, 2016). Another definition was also submitted by Opatha & Arulrajah (2014) Green Human Resource Management refers to policies, practices, and systems which make the employees of the organization go green for the benefit of the individual, society, the natural environment, and business. Green Human Resource Management is

divided into several factors: Green Recruitment and Selection, Green Training and Development, Green Performance Assessment, and Green Reward and Compensation (Isrososiawan et al., 2020).

This research will focus on Green Rewards and Compensation. Green reward and compensation are other factors of green human resources management. In the context of Green Human Resources Management, rewards and compensation can be assumed as potential tools for supporting environmental activities in organizations.

The Human Resource Department at Royal Kamuela Villas & Suites cares about its employees, employees are not only seen as assets but as colleagues, this can be seen by giving rewards. There are some Reward and Compensation at Royal Kamuela Villas & Suites at Monkey Forest, Ubud

**Table 1. 1 Green Reward and Compensation Name List**

No	Reward and Compensation Name
1.	Employee High Performance.
2.	Annual outing activities.
3.	Best Employee of the year.
4.	Gift for an employee at hotel anniversary.

Source: Royal Kamuela Villas & Suites, 2022

The last award was given in 2018. The following year it was adjusted to the HR budget plan and hotel income due to the Covid-19 pandemic. By providing green rewards and compensation, employees will be more enthusiastic and care more about the environment, so that all employees will compete to improve their environmental performance.



Environmental Performance is how the company takes part in preserving the environment. There is no data about the environmental performance at Royal Kamuela Villas & Suites at Monkey Forest, Ubud but at this time, the environmental performance that occurs in research companies has not been maximally implemented while Royal Kamuela Villas and Suites at Monkey Forest Ubud is very concerned with the environment because it is closed to the forest as one of the supporters in selling their hotel and also in their village which near from the hotel very concern with the environment and there is a community called Rumah Kompos Desa Adat Padangtegal. Where environmental performance will refer to the hotel's environmental results from environmental activities it implements to reduce negative effects on the environment. Therefore, departing from this background, the writer raises the research title “The practice of Green Reward and Compensation on Environmental Performance”.

## **1.2 Problems Identification**

Based on the background that has been described, the main issue that is used as a problem is “How does the practice of Green Reward and Compensation affect Environmental Performance at Royal Kamuela Villas & Suites at Monkey Forest, Ubud?”

## **1.3 Purpose of the Research**

Based on the problem identification above, the purpose of this research is “To identify how the practice of Green Reward and Compensation affects

Environmental Performance at Royal Kamuela Villas & Suites at Monkey Forest, Ubud”.

#### **1.4 Significance of the Research**

This research is expected to bring some benefits both theoretically and practically. The benefits to be obtained in this research are follows:

##### **1. Theoretical Significance**

This research is expected to support other research theoretically by providing additional information regarding technological development, especially the practice of green reward and compensation for environmental performance.

##### **2. Practical Significance**

The result of this research is expected to be useful for Royal Kamuela Villas & Suites, especially in the Human Resources Department in evaluating the practice of green rewards and compensation for environmental performance.



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## CHAPTER V

### CONCLUSION AND SUGGESTIONS

#### 5.1 Conclusion

The practice of Green Reward and Compensation at Royal Kamuela Villas & Suites such as employee got appreciation either in the form of giving financial rewards like bonuses of sufficient money to give appreciation for employees who have care with the environment, and there are non-financial rewards in the form of giving awards to employees who have carried out good environmental practices. The form of environmental performance carried out at Royal Kamuela Villas & Suites is that this company saves electrical energy using automatic lights that turn on and off at a predetermined time, sorting organic and inorganic waste in collaboration with an institution in the village which is named the Rumah Kompos Desa Adat Padangtegal. Besides that, it also recycles waste such as reusable paper, conducts general cleaning once a month. Green Reward and Compensation (Staff suggestions in environment management rewarded, Recognition-based rewards in environment management for staff, Financially and non-financially rewarding for employees for good environmental performance) simultaneously have a positive and significant impact on the environmental performance at Royal Kamuela Villas & Suites at Monkey Forest, Ubud. This means that increasing green reward and compensation will improve the environmental performance at Royal Kamuela Villas & Suites at Monkey Forest, Ubud.

## 5.2 Suggestions

1. For Royal Kamuela Villas & Suites at Monkey Forest, Ubud, the writer give suggest to keep pay attention and develop the environmental performance and also when giving reward and compensation to their employees to develop give motivate and through recognition and appreciation towards people who are dedicated to enjoy environmental goals, and managers who motivate their subordinates to undertake environmental initiatives.
2. For further researchers, the authors suggest adding other independent variables such as green recruitment and development, green performance appraisal, and etc. or can also develop indicators and adjust them to the research to be carried out, so as to increase knowledge and research in a company.



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