

Application Of Green Practice In F&B Department To Improve Environmental Performance At Royal Tulip Springhill Resort Jimbaran

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Abstract: This study aims to analyze how the influence of green action, green food, and green donation to improve environmental performance in the F&B Department at Hotel Royal Tulip Springhill Resort Jimbaran. Data collection methods used were observation, interviews, questionnaires, and literature study. The number of respondents in this study amounted to 28 employees of the F&B Department at Hotel Royal Tulip Springhill Resort Jimbaran using the saturated sample method. The data analysis technique used is multiple linear regression analysis. Before conducting the analysis, the validity and reliability tests were conducted on the questionnaires distributed to the respondents. Based on the results of the t-test that has been carried out, it is concluded that the three independent variables partially have a positive influence on improving environmental performance in the F&B Department at Hotel Royal Tulip Springhill Resort Jimbaran. This is evidenced by the results of t-count > t-table, namely the green action variable is $2.349 > 2.06390$, the green food variable is $2.686 > 2.06390$, and the green donation variable is $2.124 > 2.06390$. Based on the results of the F test, the three independent variables simultaneously have a positive effect on improving environmental performance at the Royal Tulip Springhill Resort Jimbaran. This is evidenced by the significance value of F of $0.000 < 0.05$. Based on the results of multiple linear regression analysis, the regression coefficient value of each variable is obtained, namely the regression coefficient of X1 of 0.436, X2 of 0.326, and X3 of 0.506. Thus, the third variable, namely green donation, has the most dominant effect on environmental performance. With the positive influence of green practice (green action, green food, and green donation) on environmental performance, the Royal Tulip Springhill Resort Jimbaran Hotel must implement the application of green practice in the F&B Department in order to improve environmental performance.

Keywords: Environmental Performance, Green Action, Green Food, Green Donation, Hotel

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Introduction

Bali is one of the tourist areas that are in demand by all domestic and foreign tourists. The development of Bali tourism by upholding the traditions and culture as well as its natural beauty. With a variety of tours, Bali is increasingly in demand by tourists (Suarka et al., 2017). However, with the development of tourism in Bali which tends to be massive, causing a lot of exploitation to occur, causing tourism development to tend to be only for commercial purposes without paying attention to the impact on environmental degradation and local culture typical of Bali.

Along with these developments, there has emerged a sustainable tourism development where the development of tourism is more conservative and pays more attention to the impact on the environment. Sustainable tourism development, is development that ensures that optimal benefits will be obtained in a sustainable manner, can only be realized with a comprehensive and integrated approach (policy) (Setijawan, 2018). Sustainable development prioritizes the relationship between humans and nature. Various human actions can affect nature

in both beneficial and destructive ways so that sustainable development depends on various actions taken by humans themselves (Arida, 2016). Through integrated sustainable tourism development in an integrated and organized effort to develop the quality of life by regulating the provision, development, utilization and maintenance for the creation of sustainable resources in the future (Ardiansyah & Chandra, 2021). One of the concepts of sustainable tourism development that has begun to be implemented is green hotels.

Hotel is a place where lodging, food and drink are provided and other services for rent for guests or people who stay temporarily (Destiana, 2018). Green hotel as a form of concern for the environment and sustainable tourism development starting from hotel construction to the hotel management stage (Sinangjoyo, 2015). Through the green hotel concept, it becomes a "must" for hotel managers in running their business because the green hotel concept has a long-term investment value that is able to create tourist loyalty, create management reputation, save operational costs, establish relationships with local communities and be able to create healthy management. . The development of the green hotel concept causes each hotel to have different policies in managing its management to facilitate the company's operations with the aim of making profits by paying attention to the impact of damage to the environment. One of the efforts to prevent environmental damage is by implementing green practice, through the application of green practice as an application, green-based activities through green practices as a form to support sustainable environmental performance.

Environmental performance is one of the company's performance that aims to improve or reduce the impact of environmental damage caused by the company. The more the company's contribution to the environment, the better the company's image in the eyes of the community (Rohdayatin et al., 2018). The study conducted by Milliman & Clair (Isrososiawan et al., 2020) states that there are many methods that can be used to measure environmental performance such as adopting company-wide metrics to measure resource use, acquisition and waste, implementing information systems to track resource movement. resources, and conducting field audits as a mechanism for employees to identify problems while obtaining information and feedback on the organization's environmental performance. The environmental performance indicators such as low environmental emissions, pollution prevention, waste minimization, and recycling activities can be used as environmental performance indicators.

Green practice is a program that encourages hoteliers to save water, energy and reduce solid waste, as well as reduce operational costs and protect the earth (Teng et al., 2012). Schubert (Leonardo et al., 2014) mentions in his study that green practices are an effort to preserve and protect the environment, and are strongly related to three dimensions, namely: green action, green food and green donation.

The development of green practice in a hotel is related to environmentally friendly business practices (Vu Minh Hieu, 2017). Other similar terms are environmentally friendly practices, environmentally friendly approach, and environmentally friendly attributes. With the application of green practice, it can protect the environment as well as products and services that are made to minimize the negative impact of a business on the ecosystem in a hotel (Atzori et al., 2018). As a form of environmentally friendly service, green practice is implemented in almost all sectors within the hotel, including its application in a restaurant. In a restaurant that implements green practice, it includes the fulfillment of indicators such as energy efficiency and preservation/protection, water saving, waste management and composting, reduction of chemicals and pollution. The application of green practice in restaurant services is basically intangible, but its operation depends on the physical components and tangible aspects of this service product and is believed to have a major impact on environmental sustainability in a hotel (Thendean et al., 2020).

One of the hotels that implements green practice as an effort to support environmental performance, namely Hotel Royal Tulip Springhill Resort Jimbaran. Where this application is carried out at one of the restaurants, namely Basil and Thyme Restaurant. At Basil and Thyme Restaurant there is the application of green practice in the process of serving guests. Green practices implemented are the use of paper straws and glass covers, food and beverage menus in the form of brochures replaced with barcodes, the use of EDC (Electronic Data Capture) machines in the payment process at restaurants and in-room dining, as well as reducing the use of electrical energy and water. The application of green practice is a new concept that is trying to be applied to achieve environmental performance, although there are still many green practices that have not been applied to the F&B Department and in its application there are also several obstacles that must be faced, so that in dealing with each obstacle a good and efficient strategy is needed. to continue to be able to carry out the concept of green practice as a form of effort to support performance. Thus the application of green practice at the Royal Tulip Springhill Resort Jimbaran is expected to be a reference to support the policy of implementing green practice in an effort to support environmental performance in a hotel.

Based on this background, the authors are interested in researching and seeking more detailed information about "Application of Green Practice in the F&B Department to Improve Environmental Performance at Royal Tulip Springhill Resort Jimbaran".

Methodology

This research was conducted for six months at Royal Tulip Springhill Resort Jimbaran Hotel. In this study, the object to be studied is the effect of implementing green practice (green action, green food, green donation) on environmental performance at Royal Tulip Springhill Resort Jimbaran Hotel. The type of data used in this research is quantitative and qualitative data, while the data sources used are primary data and secondary data. The method used in determining the sample is saturated sample where the saturated sample is a sampling technique when all members of the population are used as samples. The number of samples in this study was adjusted to the total population of 28 people. Data analysis techniques used in this study include validity and reliability tests to test the validity of the reliability of the questionnaire, classical assumption test (normality test, linearity test, multicollinearity test, and heteroscedasticity test), multiple linear regression analysis, hypothesis testing (t test and F test).), and the coefficient of determination R^2 .

Likert scale is a tool to measure attitudes, opinions and perceptions of a person or group about social phenomena. Likert scale is used as an assessment of each question indicator in a variable. The following is the weight of the assessment using the Likert scale in this study, as follows:

Tabel 1. Likert Scale

Evaluation	Scale
Strongly Disagree	1
Don't agree	2
Neutral	3
Agree	4
Strongly Agree	5

(Source: Processed data, 2021)

Results and discussions

Table 2. Characteristics of Respondents Based on Gender

No.	Gender	Frequency (Person)	Percentage (%)
1.	Man	21	75
2.	Women	7	25
Amount		28	100

(Source: Processed data, 2022)

Based on Table 2, it is known that the male respondents are 21 people or 75%, while the female respondents are 7 people or 25%. This shows that employees who work in the F&B Department who are respondents in this study are more dominantly male than female.

Table 3. Characteristics of Respondents Based on Age

No.	Age	Frequency (Person)	Percentage (%)
1.	20 – 25 years old	11	39,3
2.	26 – 35 years old	10	35,7
3.	> 35 years old	7	25,0
Amount		28	100

(Source: Processed data, 2022)

Based on Table 3, It is known that respondents aged 20-25 years were 11 people or 39.3%, respondents aged 26-35 years were 10 people or 35.7%, and respondents aged > 35 years were 7 people or 25%. . This shows that the most dominant respondents in this study were aged 20-25 years.

Table 4. Characteristics of Respondents Based on Position

No.	Position	Frequency (Person)	Percentage (%)
1.	Assistant F&B Director	1	3,6
2.	F&B Manager	1	3,6
3.	Restaurant Manager	1	3,6
4.	Head Bar	1	3,6
5.	Restaurant SPV	1	3,6
6.	Bar SPV	1	3,6
7.	Executive Chef	1	3,6
8.	Sous Chef	1	3,6
9.	CDP Pastry	1	3,6
10.	CDP Hot Kitchen	1	3,6
11.	CDP Cold Kitchen	1	3,6
12.	Demi Chef	3	10,7
13.	Commis Chef	3	10,7
14.	Bartender	2	7,1
15.	Activity	1	3,6
16.	Waiter/Waitress	3	10,7
17.	Steward	1	3,6
18.	Daily Worker	2	7,1
19.	Trainee	2	7,1
Amount		28	100

(Source: Processed data, 2022)

Based on Table 4, it is known that respondents who have positions as assistant F&B director, F&B manager, restaurant manager, head bar, restaurant SPV, bar SPV, executive chef, sous chef, CDP pastry, CPD hot kitchen, CDP cold kitchen, activity, and steward are 1 person. ; 2 respondents with the positions of bartender, daily worker, and trainee; and for the sake of chef, commis chef, and waiter/waitress totaling 3 people.

Table 5. Characteristics of Respondents Based on Length Of Work

No.	Length Of Work	Frequency (Person)	Percentage (%)
1.	< 2 tahun	13	46,4
2.	2 – 5 tahun	7	25,0
3.	> 5 tahun	8	28,6
Amount		28	100

(Source: Processed data, 2022)

Based on Table 5, it is known that respondents who have worked for < 2 years are 13 people or 46.4%, respondents who work for 2-5 years are 7 people or 25%, and respondents who work > 5 years are 8 people or 28, 6%. This indicates that the respondents in this study most dominantly had a working period of < 2 years.

Table 6. Validity Test Results

Statement	Pearson Correlation	r table	Description
Green Action (X₁)			
X1.1	0.808	0.3739	Valid
X1.2	0.840	0.3739	Valid
X1.3	0.870	0.3739	Valid
X1.4	0.809	0.3739	Valid
Green Food (X₂)			
X2.1	0.802	0.3739	Valid
X2.2	0.876	0.3739	Valid
X2.3	0.897	0.3739	Valid

X2.4	0.905	0.3739	Valid
Green Donation (X₃)			
X3.1	0.958	0.3739	Valid
X3.2	0.961	0.3739	Valid
Environmental Performance (Y)			
Y1	0.844	0.3739	
Y2	0.897	0.3739	Valid
Y3	0.885	0.3739	Valid
Y4	0.874	0.3739	Valid

(Source: Processed data, 2022)

Based on Table 6, it can be explained that each indicator of each variable has a Pearson correlation value of X1.1 of 0.808, X1.2 of 0.840, X1.3 of 0.870, X1.4 of 0.809, X2.1 of 0.802, X2.2 of 0.876, X2.3 is 0.897, X2.4 is 0.905, X3.1 is 0.958, X3.2 is 0.961, Y1 is 0.844, Y2 is 0.897, Y3 is 0.885, Y4 is 0.874. The Pearson correlation value is greater than r table, which is 0.3739, then the questionnaire statement indicator is feasible to use because it is declared valid and has met the data validation requirements.

Table 7. Reliability Test Results

Variable	Cronbach's Alpha	Standard	Description
Green Action (X1)	0.849	0.60	Reliable
Green Food (X2)	0.893	0.60	Reliable
Green Donation (X3)	0.913	0.60	Reliable
Environmental Performance (Y)	0.898	0.60	Reliable

(Source: Processed data, 2022)

Based on Table 7, it can be seen that the value of Cronbach's alpha of the green action variable is 0.849, the green food variable is 0.893, the green donation variable is 0.913, and the guest satisfaction variable is 0.898. All variables used in this study have Cronbach's alpha values greater than 0.60; it is concluded that all instruments are reliable.

Table 8. Normality Test Result

N	Test Statistic	Asymp. Sig. (2-tailed)
28	0.098	0.200

(Source: Processed data, 2022)

Based on Table 8, the data is normally distributed if it has a significance value of 0.05. The results of the normality test in Table 8, it is known that the number of samples in this study amounted to 28 respondents, the Kolmogorov-Smirnov (K-S) value was 0.098 and a significance level of 0.200 which was greater than 0.05; so it can be concluded that the data in the regression model has been normally distributed and can be continued for further analysis.

Table 9. Linearity Test Result

Significance of Deviation from Linearity
0.938

(Source: Processed data, 2022)

Based on Table 9, if the significance value is > 0.05 , then there is a linear relationship between the dependent and independent variables. Table 8, it is known that the deviation from linearity has a significance value of 0.938. The significance value is greater than 0.05. So, in this study, the results showed that there was a linear relationship between the independent variables, namely green action, green food, and green donation with the dependent variable, environmental performance because the significance value was $0.938 > 0.05$.

Table 10. Multicollinearity Test Result

Variable	Tolerance	VIF
X1	0.139	7.219
X2	0.259	3.859
X3	0.238	4.206

(Source: Processed data, 2022)

Based on Table 10, if the variable tolerance value is more than 0.10 or VIF is less than 10, it can be said that the model is free from multicollinearity symptoms. The results of the multicollinearity test in Table 4.9 above, the tolerance value of X1 is 0.139, X2 is 0.259, and X3 is 0.238. The VIF value of the X1 variable is 7.219, X2 is 3.859, and X3 is 4.206. This study obtained a tolerance value of all independent variables more than 0.10 and a VIF value of less than 10, so it can be concluded that the regression model made does not have symptoms of multicollinearity.

Table 11. Heteroscedasticity Test Results

Variable	Significance
X1	0.967
X2	0.521
X3	0.095

(Source: Processed data, 2022)

Based on Table 11, data is free from heteroscedasticity if it has a significance value > 0.05. The results of the heteroscedasticity test in Table 4.10 above, it can be seen that there is no effect of the independent variable on the absolute residual which is indicated by the significance value of each variable being tested more than 0.05, namely X1 of 0.967, X2 of 0.521, and X3 of 0.095. Thus, the model made does not contain symptoms of heteroscedasticity, so it is feasible to use.

Table 12. Multiple Linear Regression Analysis Results

		Coefficients ^a				
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-0.014	1.080		-0.013	0.990
	X1	0.436	0.186	0.399	2.349	0.027
	X2	0.326	0.12	0.334	2.686	0.013
	X3	0.506	0.238	0.275	2.124	0.044

(Source: Processed data, 2022)

Based on Table 12, the following regression equation is obtained:

$$Y = -0,014 + 0,436X1 + 0,326X2 + 0,506X3 \quad (1)$$

Description:

- Y = Environmental Performance
 X1 = Green Action
 X2 = Green Food
 X3 = Green Donation

According to the regression equation above, the results can be interpreted, namely:

- a. Constant, the constant value obtained is -0.014, meaning that if the three independent variables, namely green action, green food, and green donation, are considered constant (value 0), then the dependent variable, namely environmental performance, is -0.014.

- b. Green Action, the regression coefficient value for the green action variable is 0.436 with a significance level of 0.027 where the value is smaller than 0.05. This means that, if the green action increases by one unit, then the value of environmental performance will increase by
- c. Green Food, the regression coefficient value for the green food variable is 0.326 with a significance level of 0.013 where the value is smaller than 0.05. This means that, if green food increases by one unit, the value of environmental performance will increase by 0.326 units, assuming other variables are constant.
- d. Green Donation, the regression coefficient value for the green donation variable is 0.506 with a significance level of 0.044 < 0.05. This means that, if green donation increases by one unit, the value of environmental performance will increase by 0.506 units, assuming other variables are constant.

Table 12 show the results of the t test. Based on the t table, the t-table value is 2.06390 (df = n-k-1 = 28-3-1 = 24).

- a. Green Action, the value of t-count > t-table is 2.349 > 2.06390, so Ho is rejected and Ha is accepted. This means that partially the green action variable has a positive effect on environmental performance.
- b. Green Food, the value of t-count > t-table is 2,686 > 2.06390, so Ho is rejected and Ha is accepted. This means that partially the green food variable has a positive effect on environmental performance.
- c. Green Donation, the value of t-count > t-table is 2.124 > 2.06390, so Ho is rejected and Ha is accepted. This means that partially the green donation variable has a positive effect on environmental performance.

Table 13. F Test Result

ANOVA ^a							
Model		Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	325.216	3	108.405	75.415	0.000 ^p	
	Residual	34.499	24	1.437			
	Total	359.714	27				

(Source: Processed data, 2022)

Based on Table 13, if the significance probability value 0.05 then the independent variables jointly affect the dependent variable. The results of the F test in Table 4.13 above, obtained the Fcount value of 75.415 with a significance of 0.000; where the value is smaller than 0.05 which indicates that green action (X1), green food (X2), and green donation (X3) simultaneously affect environmental performance (Y), and the model is feasible to be used for further tests (model fit with data).

Table 13. Coefficient of Determination (R²)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951 ^a	.904	.892	1.199

(Source: Processed data, 2022)

Based on Table 13, the adjusted R square (R²) value is 0.892 or 89.2%. This shows that environmental performance has been able to be explained by green action, green food, and green donation by 89.2%; while the remaining 10.8% is explained by other factors outside the research model.

1. The effect of green action on environmental performance

The application of the green hotel concept in Indonesia has not yet been fully implemented. In fact, one of the benefits of applying the concept of green practice in hotels is that it can attract tourists. One part of green practice in this research is green action. Green action in the hotel is defined as a movement or action taken by the hotel to protect the surrounding environment. The first hypothesis states that there is a positive effect of green action to improve environmental performance at Hotel Royal Tulip Springhill Resort Jimbaran.

The test results show that the green action variable has a t-count $>$ t-table, which is $2.349 > 2.06390$. This means that green action has a positive effect on improving environmental performance, so H1 is accepted.

Royal Tulip Springhill Resort Jimbaran has implemented green action in the F&B Department, but the implementation has not been maximized. Royal Tulip Springhill Resort Jimbaran sometimes still uses plastic straws. The hotel should replace it with a straw and glass cover made of paper. Paper straws decompose more easily in 2-6 weeks, while plastic straws take a longer time to decompose, which takes 400-1,000 years to fully decompose. By switching to using paper straws instead of plastic straws, it means that the hotel has taken the right action because it cares about the hotel's environmental performance. Replacing straw and glass covers with paper is one of the green actions that can have a good impact on the surrounding environment because it reduces the use of plastic. The menu book used at the Royal Tulip Springhill Resort Jimbaran restaurant can be replaced by using a barcode. The use of barcodes for food menus is more environmentally friendly because there is no need to make many books for food menus, and their use is more practical and easy. Other actions include using recycled packaging products, using cleaning chemicals that are safe for the environment, and doing composting processes for food waste. In addition, the hotel can also regularly clean the sewers, use energy-saving LED lights, put up signs to save water and electricity around the restaurant area, and so on. Small actions as mentioned above are a form of concern for the Royal Tulip Springhill Resort Jimbaran Hotel for environmental performance. This study obtained the results that green action has a positive effect on environmental performance. This means that the increase in green action carried out by Royal Tulip Springhill Resort Jimbaran will improve the hotel's environmental performance. Environmental performance is how the company's performance to take part in preserving the environment. By implementing green action, Royal Tulip Springhill Resort Jimbaran has played an active role in efforts to improve its environmental performance. The good impact is that the hotel will get a good response and image from hotel visitors.

2. *The effect of green food on environmental performance*

Every year, the hotel industry contributes in contributing to waste that can pollute the environment. In order not to get worse, hotels must apply the concept of green practice in hotels. One form of green practice in this research is green food. Green food at the hotel is defined as the hotel using local and organic ingredients. The second hypothesis states that there is a positive effect of green food on improving environmental performance at Hotel Royal Tulip Springhill Resort Jimbaran. The test results show that the green food variable has a t-count $>$ t-table, which is $2.686 > 2.06390$. This means that green food has a positive effect on improving environmental performance, so H2 is accepted.

Royal Tulip Springhill Resort Jimbaran has implemented green food in the F&B Department, but its implementation has not been maximized. Some examples of green food that can be done by the hotel, for example buying and using organic materials for food preparation. Organic matter is grown without chemicals, while non-organic is grown using the help of pesticides. The use of pesticides can pollute the environment and cause damage to natural ecosystems. So, by using organic materials, the hotel has reduced environmental pollution and of course improved the hotel's environmental performance. Another action that can be taken as a form of implementing green food is to change the menu by using local or seasonal ingredients. The hotel can collaborate with local farmers to provide local raw materials, in addition to improving environmental performance, this action is also able to help the community's economy. Another green food action that can be taken is to provide information on menus that have special characteristics such as low fat. In addition, the hotel can also take advantage of vacant land that can be used to grow plants that can be used as kitchen spices. This study obtained the results that green food has a positive effect on environmental performance. This means that an increase in green food in the F&B Department at Royal Tulip Springhill Resort Jimbaran will improve the hotel's environmental performance. The act of using organic rather than non-organic food ingredients is one real example of the Royal Tulip Springhill Resort Jimbaran in improving environmental performance. Consistency is needed in the application of green food so that it can run optimally. If Royal Tulip Springhill Resort Jimbaran can implement green food well, then the hotel is considered to have succeeded in implementing a good management system in its environmental performance. This can be an added value for tourists who want to visit Royal Tulip Springhill Resort Jimbaran.

3. *The effect of green donation on environmental performance*

Environmental performance is one of the important aspects that must be considered by the hotel. One form of concern for the environment is by implementing green practice, one part of which is green donation.

Green donation at the hotel is defined as a form of concern for the hotel for the surrounding environment by providing funds to activities carried out by the community to preserve the environment. The third hypothesis states that there is a positive effect of green donation to improve environmental performance at Hotel Royal Tulip Springhill Resort Jimbaran. The test results show that the green donation variable has a t-count $>$ t-table, which is $2.124 > 2.06390$. This means that green donation has a positive effect on improving environmental performance, so H3 is accepted.

Royal Tulip Springhill Resort Jimbaran has implemented green donation at the F&B Department, but its implementation has not been maximized. Green donation actions that can be carried out by the hotel, especially in the F&B Department, are by providing free food to environmentalist communities. This is because donations are not only about money, but can be in the form of food. The collaboration with the environmentalist community is a form of concern for the Royal Tulip Springhill Resort Jimbaran Hotel to participate in preserving the environment. Another action that can be taken is to provide education in the form of socialization to hotel employees, visitors, and the surrounding community about the importance of preserving the environment. The application of green donation is not only about theory, but practice that is carried out directly. Therefore, the hotel can also involve its employees to participate in environmental conservation programs, for example the tree planting movement in an arid location. This study obtained the results that green donation has a positive effect on environmental performance. This means that an increase in the green donation given by Royal Tulip Springhill Resort Jimbaran will improve the hotel's environmental performance. The surrounding community will judge that the environmental performance of the Royal Tulip Springhill Resort Jimbaran hotel is good because it has actively participated in supporting community activities in preserving the environment. With the good image obtained by the hotel, it is a sign that the green donation which was carried out with the aim of improving environmental performance has been running smoothly.

4. The most dominant variable

Based on the results of multiple linear regression analysis, the most dominant variable that affects environmental performance can be seen from the regression coefficient value of each variable, where the regression coefficient for green action (X1) is 0.436 (43.6%), green food (X2) is 0.326 (32.6%), and green donation (X3) of 0.506 (50.6%). So, based on the three independent variables used, the third variable, namely green donation, has the most dominant effect on environmental performance.

The green donation variable was the most dominant in this study because the respondents considered the application of green donation to the F&B Department at the Hotel Royal Tulip Springhill Resort to have the most impact on the environmental performance of the hotel. With green donation, the public and visitors who come will judge that the environmental performance of the Royal Tulip Springhill Resort Hotel has been going well because the hotel has contributed in the form of donations to environmental sustainability.

The green food variable is a variable that needs to be improved because it has the lowest regression coefficient value. Respondents considered that the application of green food was still lacking, so that the impact on the hotel's environmental performance was not maximized. The Royal Tulip Springhill Resort Hotel needs to increase green food because this research shows that green food has a positive effect on environmental performance.

Conclusions

Based on the results of the research that has been carried out, it is concluded that simultaneously, the three independent variables, namely green action, green food, and green donation, have a positive influence on improving environmental performance at the Royal Tulip Springhill Resort Jimbaran Hotel. This is evidenced by the significance value of F of $0.000 < 0.05$. Increasing green practice will have an impact on improving the environmental performance of the hotel because the hotel has contributed to preserving the environment, so that its environmental performance will be considered good if it has successfully implemented green action, green food, and green donation.

Partially, the three independent variables partially have a positive effect on improving environmental performance at Hotel Royal Tulip Springhill Resort Jimbaran. This is evidenced by the results of t-count $>$ t-table, namely the green action variable is $2.349 > 2.06390$, the green food variable is $2.686 > 2.06390$, and the green donation variable is $2.124 > 2.06390$. This means that an increase in green action, green food, and green donation will improve environmental performance at the Royal Tulip Springhill Resort Jimbaran. If Royal

Tulip Springhill Resort Jimbaran can implement green practice well, then the hotel is considered to have succeeded in implementing a good management system in its environmental performance.

The most dominant variable affecting environmental performance is green donation with a regression coefficient value of 0.506 (50.6%). The green donation variable was the most dominant in this study because the respondents considered that the implementation of green donation at the F&B Department at the Royal Tulip Springhill Resort Jimbaran had the most significant impact on the hotel's environmental performance. With green donation, the public and visitors who come will judge that the environmental performance of the Royal Tulip Springhill Resort Hotel has been going well because the hotel has contributed in the form of donations to environmental sustainability.

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