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Research Article

The Influence of Green Competence Building, Green Training, and Gender Diversity on Environmental Performance

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Abstract
The aim of this research was to examine how the development of green skills, environmental training, and gender diversity influence the overall environmental impact. This research uses an explanatory approach. The type of data is primary data and data collection using a questionnaire. The sample used was ITEBIS PGRI Dewantara lecturers as many as 72 respondents. Analysis of data through multiple linear regression revealed a noteworthy correlation between Green Competence Building and Environmental Performance. The study also found a strong positive relationship between Green Training and Environmental Performance. Additionally, Gender Diversity among educators was shown to have a significant positive impact on Environmental Performance, indicating that an increase in Gender Diversity leads to improvement in Environmental Performance.

Keywords: Green Competence Building, Green Training, Gender Diversity, Environmental Performance

1. Introduction

Higher Education is an institution that is deliberately designed to carry out education. The setting of the school grounds plays a crucial role in shaping the learning experience of students at a formal educational institution. This setting is made up of both the physical layout and the social dynamics. The physical aspect encompasses the buildings, amenities, and overall infrastructure of the school. On the other hand, the social aspect involves the interactions between students and various key figures such as program heads, academic staff, teachers, and members of the community (Curahman, 2020).

Higher education is essential to effectively handle and diminish the adverse effects on the environment caused by its operational activities. To support universities that prioritize and care about the environment, it is necessary to encourage the organization within the company. Organizations must also develop and communicate their strategies based on vision, direction and operations that are environmentally based (Zhang et al., 2019). Therefore, various innovations are sought by organizations in achieving their environmental goals (Ullah et al., 2022). Incorporating strategies concerning operational functions in order to enhance their ecological impact (Domingues et al., 2023). Environmental performance can cover various aspects, including waste management, resource use, greenhouse gas emissions, and sustainability in general.

Environmental performance is influenced by Green Competence Building. According to Cedefop (2015), Green Competence Building involves acquiring the necessary expertise to modify products, services, and operations in response to climate change and relevant environmental regulations. All industries will require Green Competence Building across all workforce levels. Every sector and every

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employee will need to possess green skills to meet the demands of an environmentally conscious market.

According to Alamsyah & Rochmatulaili (2023), The Environmental Performance of College education personnel can be influenced by Green Competence Building. When the Green Competence Building of education personnel improves, it can lead to a positive impact on Environmental Performance. Green Competence Building involves individuals' capacity to engage with their surroundings in a positive manner, showing genuine enthusiasm. People with Green Competence Building not only show increased efforts, but also prioritize actions that promote environmental awareness. This suggests that anyone who cares about environmental preservation considers efforts to raise awareness crucial.

Besides being influenced by Green Competence Building, Environmental performance is influenced by green training. Green Training is one of the trainings related to relevant environmental conservation topics, which allows all employees to integrate company performance with environmental issues (Govindarajulu & Daily, 2004). Employee engagement involves utilizing feedback from workers to enhance their dedication to the success of the organization and create sustainable opportunities. It fosters employee participation and innovation to drive the achievement of the organization's environmental objectives. Employee engagement also has a positive impact on the place where employees work and can improve current environmental conditions.

The diversity of genders has an impact on environmental outcomes. Gender identity is a social construct that is shaped by individual traits and cultural influences. According to Anggraeni et al. (2016), Gender diversity refers to the representation of both males and females in roles on the board of directors (Fathonah, 2018). There are differences in characteristics, ways of thinking and leadership styles in men and women.

Having a diverse gender representation in a company has been shown to have a positive correlation with the environmental performance rating of the firm, particularly in sectors that have a larger impact on the environment (Lu & Herremans, 2019). Having a variety of genders on the team creates a dynamic blend of perspectives and backgrounds that can improve the decision-making abilities of the board. The connection between gender diversity and sustainability ratings is especially strong for companies with a larger market value. This confirms the premise that larger firms are more sophisticated and better able to fulfil gender diversity and environmental performance (Provasi & Harasheh, 2021). The aim of this research is to investigate the impact of developing green skills, providing green education, and promoting gender diversity on environmental sustainability.

2. Methods

This study employs an explanatory method. Primary data is obtained through the use of a questionnaire for data collection. The study involved 72 lecturers from ITEBIS PGRI Dewantara as participants. The data was analyzed using multiple linear regression techniques.

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3. Results and Discussion

3.1. Research Results

3.1.1. Data Analysis

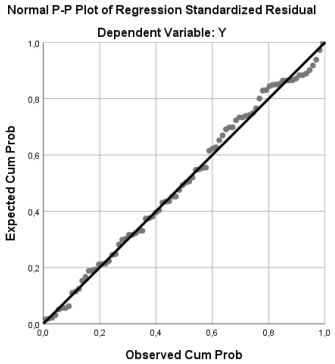

Figure 1. Normality Test Results

The data in figure 1 shows that the work motivation variable is distributed normally or closely resembles a normal distribution based on the Normal P-P Plot. This is indicated by the data points being dispersed or clustered near the diagonal line in the plot, following its pattern.

Table 1. Coefficients Results

Coefficients[a]								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	9.524	1.929		4.938	.000		
	X1	.215	.142	.221	2.109	.014	.842	1.028
	X2	.324	.189	.364	1.892	.047	.896	1.524
	X3	.632	.206	.555	3.061	.003	.867	1.004

a. Dependent Variable: Y

According to table 1, the VIF values for all independent variables in this research are less than 10, and the tolerance values for all independent variables are more than 0.10. As a result, the regression model does not exhibit multicollinearity among the independent variables.

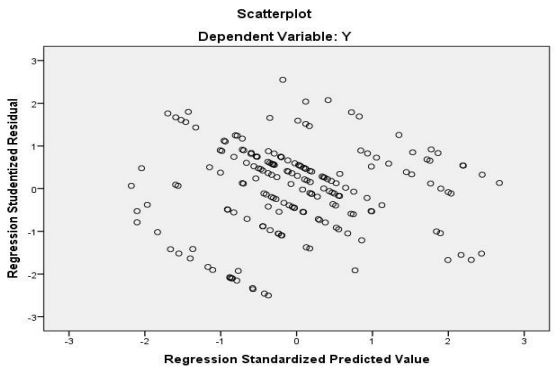

Figure 2. Heteroscedasticity Test Results

According to the information presented in Figure 2, it is apparent that there is no distinct trend and the data points are scattered, suggesting that heteroscedasticity is not present in the data analyzed in this study.

3.1.2. Hypothesis Test

1) Partial Test

a. The Influence of Green Competence Building on Environmental Performance

According to the data in table 1, it is evident that the Green Competence Building variable has a t value of 2.109 and a positive correlation with a significance level of 0.014, which is below the threshold of 0.05. This suggests a substantial positive impact of Green Competence Building on Environmental Performance.

b. Effect of Green Training on Environmental Performance

According to the information provided in table 1, the Green Training variable has a t value of 1.892, indicating a positively significant impact on Environmental Performance with a significance value less than 0.05. This suggests that Green Training has a notable positive influence on Environmental Performance.

c. The Effect of Gender Diversity on Environmental Performance

According to the data in table 1, the Gender Diversity variable has a t value of 3.061 and a significance value of 0.003, which is less than 0.05. This suggests that Gender Diversity has a significant positive impact on Environmental Performance.

2) Coefficient of Determination

Table 2. Coefficient of Determination (R^2) Test Result

Model Summary[b]				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	.704a	.496	.479	2.889

a. Predictors: (Constant), X1, X2, X3
b. Dependent Variable: Y

In table 2. shows that the R-Square value is 0.496. This means that 49.6% of the dependent variable, namely Environmental Performance, can be influenced by green competence building, green training and gender diversity, while the remaining 50.4% of Environmental Performance is influenced by other variables.

3.2. Discussion

3.2.1. The Effect of Green Competence Building on Environmental Performance

According to the findings of the research, it is evident that Green Competence Building has a noteworthy beneficial impact on Environmental Performance. This suggests that enhancing Green Competence Building among educators will lead to an enhancement in Environmental Performance.

According to Alamsyah & Rochmatulaili (2023), enhancing Green Competence among college educators in Surabaya has been shown to positively impact their Environmental Performance. As educators develop their Green Competence, it leads to a noticeable improvement in how they engage with their environment in a positive and enthusiastic manner. Therefore, individuals with Green Competence Building not only demonstrate increased diligence but also show a commitment to

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enhancing environmental consciousness. This suggests that any endeavor to raise environmental awareness is a crucial step in conservation for those who are passionate about environmental issues.

3.2.2. Effect of Green Training on Environmental Performance

According to the findings of the research, it is evident that there is a notable beneficial impact of Green Training on Environmental Performance, meaning that the more educators are given Green Training, the more it will improve Environmental Performance.

Environmental training can be a factor influencing green performance management (GPM) with the aim of encouraging employees to adopt voluntary behavior (Dessler, 2018). Green training is one of the training programs on essential environmental issues, which makes all employees able to combine company performance with environmental issues (Govindarajulu & Daily, 2004). Green training refers to training programs that encourage staff to acquire knowledge about environmental protection practices and consider environmental issues, which are important factors in achieving environmental goals (Jabbour & de Sousa Jabbour, 2016). Pham & Paillé (2020) also argue that green training and improvement refers to activities that make an organization's workers to pursue skills in maintaining environmental beauty and pay attention to environmental issues, which is important for the realization of environmental goals.

3.2.3. Effect of Gender Diversity on Environmental Performance

According to the findings of the research, it is evident that there is a notable beneficial impact of Gender Diversity on Environmental Performance, meaning that the more educators have Gender Diversity, the more it will improve Environmental Performance.

Resource-Based View (RBV) theory explains the relationship between the natural environment and the company's resources and capabilities. Natural RBV and its development propose three main strategies to improve environmental performance, namely pollution prevention, resource management, and sustainable development. This study anticipates that implementing EMA will improve performance by utilizing NRBV theory. In addition, the implementation of these strategies is expected to help companies achieve sustainable competitive advantage (Appannan et al., 2020).

The company's environmental performance is closely linked to the diversity of gender on its board of directors. Having women on the board can promote environmental awareness and dedication, leading to positive effects on the company's environmental performance. It is evident that involving different genders in key decision-making processes within the board plays a crucial role in motivating companies to embrace more sustainable practices (Al-Jaifi et al., 2023).

4. Conclusion

The study results indicate that Green Competence Building has a beneficial impact on Environmental Performance. This suggests that educators who possess Green Competence Building will see an enhancement in Environmental Performance. Similarly, Green Training has a positive influence on Environmental Performance, implying that educators who undergo Green Training will witness an improvement in Environmental Performance. Gender Diversity also plays a crucial role in boosting Environmental Performance, indicating that educators who embrace Gender Diversity will experience an enhancement in Environmental Performance.

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