



**BAB VI
PENUTUP**

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6.1. Kesimpulan

Berdasarkan analisis dan hasil penelitian yang diperoleh, maka kesimpulan dalam penelitian ini adalah sebagai berikut :

1. *Socially Responsible Human Resource Management (SRHRM)* berpengaruh terhadap variabel *Training Effort* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan. Dengan demikian dugaan hipotesis yang berbunyi ” *Socially Responsible Human Resource Management (SRHRM)* berpengaruh terhadap *Training Effort* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan” terbukti dan dinyatakan diterima kebenarannya.
2. *Research and Development (R&D) Effort* berpengaruh terhadap variabel *Training Effort* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan. Dengan demikian dugaan hipotesis yang berbunyi ” *Research and Development (R&D) effort* berpengaruh terhadap *Training Effort* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan” terbukti dan dinyatakan diterima kebenarannya.
3. *Socially Responsible Human Resource Management (SRHRM)* tidak berpengaruh terhadap variabel *Organizational Citizenship Behavior for the Environment (OCBE)* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan. Dengan demikian dugaan hipotesis yang berbunyi ” *Socially Responsible Human Resource Management (SRHRM)* berpengaruh terhadap *Organizational Citizenship Behavior for the Environment (OCBE)* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan” tidak terbukti dan dinyatakan ditolak kebenarannya.
4. *Research and Development (R&D) Effort* berpengaruh terhadap variabel *Organizational Citizenship Behavior for the Environment (OCBE)* di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan. Dengan demikian dugaan hipotesis yang berbunyi ” *Research and Development (R&D) effort* berpengaruh terhadap *Organizational Citizenship Behavior for the*

Environment (OCBE) di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan” terbukti dan dinyatakan diterima kebenarannya.

5. *Training Effort* berpengaruh terhadap variabel *Organizational Citizenship Behavior for the Environment* (OCBE) di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan. Dengan demikian dugaan hipotesis yang berbunyi ”*Training Effort* berpengaruh terhadap *Organizational Citizenship Behavior for the Environment* (OCBE) di PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan” terbukti dan dinyatakan diterima kebenarannya.

6.2. **Saran**

Saran yang diberikan dalam penelitian ini adalah sebagai berikut :

1. Diharapkan PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan dapat mempertahankan *Socially Responsible Human Resource Management* (SRHRM) dan *Research and Development (R&D) effort* agar dapat melakukan *Training Effort* secara baik sehingga mampu menciptakan atau melahirkan *Organizational Citizenship Behavior for the Environment* (OCBE) pada setiap karyawan, hal merujuk pada penelitian sebelumnya bahwa dengan meningkatkan *Socially Responsible Human Resource Management* (SRHRM) dan *Research and Development (R&D) effort* maka penerapan *Training Effort* berjalan dengan baik dan mampu menciptakan *Organizational Citizenship Behavior for the Environment* (OCBE) pada karyawan sehingga dapat mempertahankan citra baik PT. Bank Mandiri (Persero) Tbk. KCP Pamekasan.
2. Penelitian selanjutnya diharapkan dapat menambahkan atau mengembangkan variabel lain selain dari variabel yang digunakan pada penelitian ini yang diduga mempengaruhi *Training Effort* dan *Organizational Citizenship Behavior for the Environment* seperti *Green Transformasional Leadership*, *Green Innovation*, *Green Performance Employee*, dan lainnya.



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