

INTISARI

Pemanasan global (*global warming*) merupakan isu dunia yang tengah populer saat ini. Salah satu penyebab *global warming* yaitu kenaikan jumlah emisi karbon yang dihasilkan akibat pemanfaatan TI yang kurang maksimal dari aktivitas yang dilakukan secara *paper based* pada proses bisnis *human resource*. Solusi untuk mengatasinya yaitu dengan melakukan integrasi antara konsep *Green IT* dan *Green Human Resource* untuk mengurangi jumlah emisi karbon. Dalam dunia pendidikan hal tersebut diarahkan untuk meningkatkan kinerja operasional organisasi (efisiensi waktu dan biaya), memenuhi kebutuhan pengguna, dan mampu meningkatkan kualitas layanan kampus.

Penelitian ini bertujuan untuk menguji kontribusi *Human Resource* (kompetensi TI) terhadap kesiapan penerapan *Green IT* pada FT UGM menuju *Green Smart Campus*. Penelitian ini menggunakan *framework G-Readiness+*, yang terdiri dari enam komponen yaitu *attitude, policy, practice, technology, governance*, dan *Human Resource* (kompetensi TI). Populasi yang digunakan seluruh pengguna teknologi di FT UGM. Pengambilan sampel dilakukan secara *simple random sampling*. Pengambilan data dilakukan dengan menyebarkan kuesioner secara online maupun offline kepada responden. Analisis data pada penelitian ini menggunakan *Structural Equation Modelling* (SEM) pendekatan *Partial Least Square* (PLS) dengan menggunakan *software SmartPLS 3.2.7*.

Hasil penelitian menunjukkan bahwa komponen *Human Resource* (kompetensi TI) memiliki kontribusi positif terhadap kesiapan pelaksanaan *Green IT* pada Fakultas Teknik UGM menuju *Green Smart Campus*. Komponen *Human Resource* (kompetensi TI) meliputi kompetensi dalam pemanfaatan TI untuk proses bisnis sumber daya manusia, dimana proses bisnis sumber daya manusia dilakukan secara elektronik melalui media *e-recruitment, e-selection, e-training, e-performance, e-communication* dan *e-compensation*. Komponen *Human Resource* (kompetensi TI) dapat digunakan sebagai salah satu komponen inti dalam mengukur kesiapan *Green Smart Campus*.

Kata kunci – Relevansi Kompetensi IT, *Green IT Readiness+*, *Green Human Resource*, *Green Smart Campus*, SEM, PLS

ABSTRACT

Global warming is one of the major issues of the world today. One causes of global warming is increase in the amount of carbon emissions, that resulting from the utilization of IT which is less than the maximum of activities carried out in paper based on human resource business processes. The solution of this problem is to integrate Green IT concepts and Green Human Resource to reduce the amount of carbon emissions. In the education sector it is directed to improve the operational performance of the organization (efficiency of time and cost), fulfill of the user needs, and improve the quality of campus services.

This aim of this research to is examine the contribution of Human Resource (IT competence) on *Green IT* Readiness towards Green Smart Campus at the FT UGM. This research uses the G-Readiness+ framework which consist of six components. They are *attitude, policy, practice, technology, governance, and Human Resource* (IT competence). The population used by all *technology* users in FT UGM. The sampling was done by simple random sampling and the data were collected by spreading the questionnaire both online and offline to the respondent. The data analysis used Structural Equation Modeling (SEM) with Partial Least Square (PLS) approach which is using SmartPLS 3.2.7 software.

The results of this research shows that the *Human Resource* component (IT competence) has a positive contribution to the readiness of *Green IT* implementation on Faculty of Engineering UGM toward Green Smart Campus. Human Resource Components (IT competence) is competencies in the use of IT for human resource business processes. The Human Resource business processes are conducted electronically through e-recruitment, e-selection, e-training, e-performance, e-communication and e-compensation. The *Human Resource* component (IT competence) can be used as one of the main criteria in measuring Green Smart Campus readiness.

Keywords: *Relevance of IT competence, Green IT Readiness+, Green Human Resource, Green Smart Campus, SEM, PLS*