Green human capital and firms’ sustainable performance: A moderated mediation model of green transformational leadership and green competitive advantage

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| **Article History** | **Abstract**Authors are required to provide an abstract of no more than 150 words. The abstract should remain within the first page of the manuscript. For research articles, abstracts should give a pertinent overview of the work. We strongly encourage authors to use the following style of structured abstracts.**Purpose:** **Design/Methodology:** **Findings:****Practical Implications:****Originality:**  |
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Introduction

Provide the background and context of your study. Clearly define the research problem, state the objectives, and explain why this study is important. End the introduction with a brief outline of the paper and a clear statement of the research gap or hypothesis.

Literature Review

Summarize and critically analyze previous research relevant to your topic. Identify key theories, models, and findings from past studies. Highlight how your work extends, challenges, or fills a gap in the existing body of knowledge. Avoid simply summarizing; focus on synthesis and critical evaluation.

Results

Present the key findings of your research in a clear and concise manner. Use tables, figures, and charts where appropriate. Ensure that each table or figure is accompanied by a caption and is referred to in the text. Do not interpret results here — just report them objectively.

Table 1. Fixed Effects Parameter Estimates

|  |  |  |  |
| --- | --- | --- | --- |
| Parameter | Coefficient | Std. Error | P-value |
| Constant | –43.98 | 3.69 | 0.0000 |
| E Score (centered) | –26.07 | 13.93 | 0.061 |
| G Score (centered) | +22.44 | 10.49 | 0.032 |
| E × G (interaction) | +4.69 | 7.16 | 0.513 |
| Revenue | 8.47e-11 | 1.14e-10 | 0.458 |

Explain whether your findings support or contradict previous studies, and provide possible reasons. Highlight theoretical and practical

Discussion

Interpret the meaning of your results in the context of your research question(s) and the existing literature. Explain whether your findings support or contradict previous studies, and provide possible reasons. Highlight theoretical and practical implications of your findings. Address limitations of your study and suggest directions for future research.

Table 2. Results…

|  |  |  |
| --- | --- | --- |
| Parameter | Coefficient | Std. Error |
| Constant | 115.67 | 34.573 |
| E Score | -15.739 | 4.2837 |
| G Score (centered) | +23.08 | 7.41 |
| E × G (interaction) | +4.63 | 9.01 |
| Revenue | 2.013e-10 | 1.64e-10 |

Notes: if any

Conclusion

Summarize the main findings of your study without repeating details. Re-state the contribution of your research to theory, practice, or policy. End with a strong concluding remark that emphasizes the significance of your study and outlines potential avenues for further research.

Declaration

Funding:

Please add: “This research received no external funding” or “This research was funded by NAME OF FUNDER, grant number XXX” and “The APC was funded by XXX”. Check carefully that the details given are accurate and use the standard spelling of funding agency names at https://search.crossref.org/funding, any errors may affect your future funding.

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Conflicts of Interest:

Declare conflicts of interest or state “The authors declare no conflict of interest.” Authors must identify and declare any personal circumstances or interest that may be perceived as inappropriately influencing the representation or interpretation of reported research results. Any role of the funders in the design of the study; in the collection, analyses or interpretation of data; in the writing of the manuscript, or in the decision to publish the results must be declared in this section. If there is no role, please state “The funders had no role in the design of the study; in the collection, analyses, or interpretation of data; in the writing of the manuscript, or in the decision to publish the results”.

Data Availability Statement:

Please visit the link for [data availability sample](https://journal.seisense.com/jom/libraryFiles/downloadPublic/20) statements

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