

## **Abstract**

Over the last few years, there has been much research regarding the interrelation between Green Transformation Leadership (GTL) and environmental outcomes or concerns. The effects of transformational leadership on employee's environmental performance, green innovation, and Citizenship behavior are indispensable in business research. The current study uses Resource based view (RBV) theory to examine that environmental leaders are prone to enrich environmental performance (EP), green product innovation (GPI), and organizational citizenship behavior towards environment (OCBE). Moreover, Green Human Resource Management (GHRM) mediates the relationship between Green transformational leadership and environmental concerns (environmental performance, green product innovation, and organizational citizenship behavior towards environment). In addition, Green Perceived Organizational Support investigates the moderating role green transformational leadership and environmental concerns. The research endorses cross-sectional design by enacting a random sampling technique with a sample of 337 employees of the Pakistan pharmaceutical industry. This study employs AMOS and Hayes's (2013) process to examine hypothesis. Findings reveal that Green Transformational Leadership is strongly associated with GHRM, Environmental Performance, Green Product Innovation, and OCBE. Furthermore, GHRM mediates significantly between GTL and environmental Concerns (EP, GPI, OCBE) but Green Perceived Organization Support (GPOS) does not moderate significantly in the relationship. This analysis of the evidence indicates how policymakers and organizations can enhance environmental effects and growth by utilizing the competitive edge of resources such as Green Transformational leadership and Green Human Resource Management.