

MAJOR NO H15

**MAJOR: HUMAN RESOURCE MANAGEMENT
CLIMATE-RISK IN GREEN HR ANALYTICS**



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DEDICATION

I deeply dedicate this thesis to the memory of my late grandmother, whose unconditional love, prayers, and enduring support have been my greatest source of strength. From the very beginning of my academic career to this day, her unwavering belief in me gave me the confidence to persevere. I am truly who I am today because of her.

This work is also dedicated to all those who strive for knowledge and personal growth, and who remain patient and determined in the face of challenges.

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ABSTRACT

This study investigates the strategic integration of climate risk within human capital frameworks, focusing on climate risk in green human asset analytics within the vulnerable textile industry of Pakistan. Operating under severe ecological pressures, intensive manufacturing sectors require analytical management models to preserve workforce productivity and achieve corporate resilience. Grounded in the ability, motivation, and opportunity framework alongside dynamic capabilities theory, this empirical research examines the direct impact of green human resource management practices on organizational sustainability. A quantitative explanatory survey design was deployed to collect primary data from a verified sample of 500 human resource professionals, employees, and factory workers. Partial Least Squares Structural Equation Modeling was applied to evaluate the hypothesized structural paths. The underlying model specifically tests the foundational mediating mechanism of employee ecological behavior alongside the critical moderating influence of climate risk analytics capability. This study provides an advanced paradigm for institutional adaptation, bridging sustainable workplace policies with empirical environmental indicators within developing nations.

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