

## **Abstract**

With this dissertation, I contribute to advancing the definition and measurement of corporate environmental sustainability by structuring the empirical research applying measures of corporate environmental performance (CEP) and extending it through providing empirical evidence on the usefulness of selected metrics. First, I conduct a systematic literature review of empirical publications in top tier business journals to structure the multiple existing perspectives on CEP and categorize existing measurement approaches along major dimensions of this multi-dimensional construct. As I document these perspectives have so far not been clearly differentiated, I provide structured guidance, aiming to improve the validity and comparability of future research. Second, I add to the stream of research evaluating the usefulness of different CEP measures. Next to discussing the variety of metrics used in extant empirical studies, I provide additional evidence on the limited usefulness of ESG ratings in their current form through an investigation into firms' use of such ratings in response to different stakeholder demands. Third, I develop a set of novel metrics capturing firms' investment in different types of green human capital – using online job posting data – to provide insights into the strategic approaches firms pursue with respect to environmental sustainability and demonstrate their predictive power for firms' future environmental impact. My findings have practical implications for policy makers, corporate executives, investors, and rating agencies, highlighting the need to focus on substantive action in order to make progress toward reaching the climate targets, rather than treating sustainability as a mere accounting exercise.