

CURRICULUM VITAE

PROF. DR. İBRAHİM SANİ MERT

1. PERSONAL DETAILS AND THE DATE OF THE CV

Surname: Mert

First name: İbrahim Sani

ORCID ID: 0000-0002-2850-1865

Web of Science ResearcherID: AAT-5831-2021

Birth day: October 26, 1971

e-mail: sanimert@gmail.com

Address: Ciplakli Mahallesi, Akdeniz Blv. No:290/A, 07190 Döşemealti, Antalya, Turkey

Cell Phone: +90 505 8117047

Date of the CV: September 30, 2022

2. DEGREES

Prof. 2018 Department of Business Administration, Antalya Bilim University, Antalya, Turkey.

Assoc. Prof. 2016 Department of Business Administration, Hasan Kalyoncu University, Gaziantep, Turkey.

Assoc. Prof. 2012 In the field of "Management and Strategy", The Council of Higher Education, Turkey.

3. EDUCATION AND EXPERTISE

Ph.D. 2003 Business Administration, Hacettepe University, Beytepe, Ankara, Turkey. Dissertation subject: "The relationship between thinking styles and ethical perception" Advisor: Prof. Dr. Hatice Azize Ergeneli.

M.S. 1997 Management and Organization, Marmara University, Bahçelievler, İstanbul, Turkey. Thesis subject: "Creative problem solving in decision making" Advisor: Prof. Dr. Uğur Yozgat.

B.S. 1993 Business Administration, Military Academy, Çankaya, Ankara, Turkey.

4. LANGUAGE SKILLS

Native language: Turkish

Other language skills: English (fluent)

5. CURRENT EMPLOYMENT

- Full professor, Department of Business Administration, School of Business and Social Sciences, Antalya Bilim University, Antalya, Turkey, 2017-cont.
- Director of Graduate School (Graduate Education Institute), Antalya Bilim University, Antalya, Turkey, 2018-cont.

6. PREVIOUS WORK EXPERIENCE

- Associate Professor, Department of Business Administration, School of Business and Social Sciences, Antalya Bilim University, Antalya, Turkey, 2016-2018.
- Vice Dean, School of Business and Social Sciences, Antalya Bilim University, Antalya, Turkey, 2016-2018.
- Associate Professor, Department of Business Administration, School of Business and Social Sciences, Hasan Kalyoncu University, Antalya, Turkey, 2015-2017.
- Assoc. Prof., Vice Dean, Business Administration Department, Hasan Kalyoncu University, Gaziantep, 2015-2017.
- Staff Officer, (Retired from Army as Senior Colonel) Crisis Operation Management Center, 2nd Army Headquarters, Malatya, Turkey, 2014-2015.
- Military Advisory Team Leader, NATO-ISAF, Kabul / Afghanistan, 2011-2012. (Led a military advisory team of 25 NCOs/officers and gave military advising to an Afghanian Brigade that supports and protects the HQs of General Staff and MoD.)
- Human Resources Project Manager, Dr., HQ of TGS – Project Development Office, Department of Personnel, Ankara, 2007-2014.
- Staff Officer, Crisis Operation Management Center, Turkish General Staff Headquarters (HQ of TGS), Ankara, 2006-2007.
- Company Commander, Artillery, 34th Homeland Security Brigade, Patnos, Ağrı, 2003-2006. (Actively participated and led a unit in anti-terrorist operations.)
- Guest lecturer / Military Advisor, Azerbaijan Military Academy, Baku, Azerbaijan, 2000-2001.
- Instructor (Research Assistant), Turkish Military Academy, Department of Management and Organization, Ankara, 1998-2003.
- Team / Company Leader, Gendarmerie Special Forces, Yüksekova, Hakkari, 1996-1998. (Actively participated and led a unit in cross-border anti-terrorist operations in Northern part of Iraq.)
- Platoon Leader, Air Defense Artillery Battery, Land Forces Command, Tekirdağ, 1994-1996.

7. CAREER BREAKS

Retired from the Army as a senior colonel in 2015 after serving 22-year active duty.

8. PUBLICATIONS

Articles Published in SSCI, SCI-E, and ESCI (Web of Science) Journals

- Tufan, C.; Namal, M.K.; Arpat, B.; Yesil, Y.; Mert, I.S. (2023). The Mediating Effect of Organizational Justice Perception on the Relationship between Ethical Leadership and Workplace Deviant Behaviors. *Sustainability*, 15, 1342. <https://doi.org/10.3390/su15021342>
- Mert, İ. S., Köksal, K. (2022). The Role of Coast Guard Courage in the Relationship between Personality and Organizational Commitment. *Military Psychology*, 34(6), 706-721. DOI: 10.1080/08995605.2022.2057788
- Mert, İ. S., Sen, C., Alzghoul, A. (2022). Organizational justice, life satisfaction, and happiness: The mediating role of workplace social courage. *Kybernetes*, 51(7), 2215-2232.
- Mert, İ. S., Köksal, K. (2022). The Effect of Workplace Social Courage on Life Satisfaction: A Scale Adaptation. *Ege Academic Review (EAR)*, 22(3): 241-252.
- Sen, C., Mert, I.S. and Abubakar, A.M. (2022). The nexus among perceived organizational support, organizational justice and cynicism, *International Journal of Organizational Analysis*, 30(6), 1379-1396. <https://doi.org/10.1108/IJOA-11-2020-2488>
- Mert, İ. S., Aslan, H. (2021). The Effect of Inclusive Leadership on Employee Empowerment and Innovative Work Behavior: An Empirical Study from Turkey. *Pacific Business Review*, 14(4), 31-39.
- Aslan, H., Mert İ. S., Sen, C. (2021). The Effect of Inclusive Leadership on the Work Engagement: An Empirical Study from Turkey, *Journal of Asian Finance, Economics and Business*, 8(11), 0169–0178.
- Mert, İ. S., Sen, C. (2021). Professional Military Education in the Turkish War of Independence, *CTAD*, Year 17, Issue 33, pp. 441-465.
- Etehadı, B., Abubakar, M., Behraves, E., Yıldız, H., Mert, İ. S. (2020). Antecedents of Innovative Performance: Findings from PLS-SEM and Fuzzy Sets (FsQCA). *Journal of Business Research*, 114, 278-289.
- Al, Z., Mohammad, F., Mert, İ. S. (2019). Does Employees' Psychological Capital Buffer the Negative Effects of Incivility? *Euromed Journal of Business*, 14 (3), 239-250.
- Mert İ. S., (2013). An Investigation of the Relationship between Performance and Potential in Appraisal of Managers in Public Sector, *TODAIES'S Review of Public Administration*, 7(2), 1–24.
- Gürbüz S., Mert İ. S. (2011). Impact of the strategic human resource management on organizational performance: Evidence from Turkey, *The International Journal of Human Resource Management*, 22(8), 1803-1822.
- Mert İ. S., Keskin N., Baş T. (2011). Can injustice be a management strategy? An exploratory research in the banking sector. *TODAIES'S Review of Public Administration*, 5(2), 129-165.

- Gürbüz, S., Mert İ. S., (2009). Validity and reliability tests of organizational justice scale: An empirical study in a public organization, *TODAIES's Review of Public Administration*, 3(3), 117-139.

Articles Published in Other International Peer Reviewed Journals

- Aloğlu, N., Mert, İ.S. (2022). Revision of The Patient Follow-Up Form Using the 5s Method, *International Journal of Health Management and Strategies Research*, 8 (3), 284-300. (Language of Publication-Turkish)
- Mert, İ.S. (2022). Bibliometric Analysis of Articles on Courage at Workplace, *International Journal of Economics and Administrative Sciences*, 8 (2), 235-251. DOI: 10.29131/uiibd.1211090 (Language of Publication-Turkish)
- Köksal, K., Mert, İ.S., Gürsoy, A. (2022). The Relationship Between Workplace Social Courage and Organizational Justice: Multigroup Analysis with Gender, *Süleyman Demirel University Visionary Journal*, 13(30), 29-41. <https://doi.org/10.21076/vizyoner.1136016> (Language of Publication-Turkish)
- Sen, C., Mert, İ.S. and Abubakar, A.M. (2021). Big Data Governance, Social Media Usage in Searching for Information and its Effects on T-Shaped Skills, *The Journal of Information Technologies (JIT)*, 14 (4), 425-434. (Language of Publication-Turkish)
- Mert, İ. S. (2021). Understanding Heroism: A Literature Review on the Phenomenon of Heroism. *The Journal of Defence and War Studies*, 31 (1), 117-144. (Language of Publication-Turkish)
- Mert, İ. S. (2021). An Explanatory Qualitative Research on The Discovery of Courage and Its Components: A Rediscovery of an Old Virtue. *Journal of Human and Work*, 8 (1), 19-32. (Language of Publication-Turkish)
- Mert, İ. S. (2021). Understanding Courage. *International Journal of Economics and Administrative Sciences*, 7 (2), 51-61. (Language of Publication-Turkish)
- Mert, İ. S. (2021). Modeling Courage: Some Models That Help to Understand and Apply Courage. *Journal of Social Sciences of Antalya Bilim University*, 2 (1), 60-80. (Language of Publication-Turkish)
- Bekmezci, M., Mert, İ. S., Abubakar, M. (2021). The Moderating Role of the Working Sector in Evaluating Life Satisfaction on Work-Life Balance. *Anadolu University Journal of Social Sciences*, 21(1), 1-22. (Language of Publication-Turkish)
- Bekmezci, M., Köksal, K., Mert, İ. S. (2021). Adaptation of The State Hope Scale: A Study on Life Satisfaction. *Journal of Management and Economics Research*, 19(2), 17-39. (Language of Publication-Turkish)
- Turunç Ö., Mert, İ. S. (2020). How Does Perceived Organizational Support Moderate the Relationship Between Creativity and Entrepreneurship? *Journal of Erciyes University Faculty of Economics and Administrative Sciences*, 1, 203-220. (Language of Publication-Turkish)
- Şen, C., Mert, İ. S. (2020). What Makes Scientific Realism Scientifically Much More Powerful Against Subjective Approaches? *Journal of Adıyaman University Social Sciences Institute*, 13(35), 219-244. (Language of Publication-Turkish)
- Mert, İ. S., Abubakar, M. (2020). Mediation Competency Scale: A Scale Development Study. *The Journal of Human and Work*, 7(1), 49-57. (Language of Publication-Turkish)

- Erogluer K., Mert, İ. S. (2020). A Qualitative Exploratory Factor Analysis to Identify Effective Factors in the Emergence of Creative Ideas in Turkey, *Journal of Business Research-Turk*, 12(2), 1722-1738. (Language of Publication-Turkish)
- Mert, İ. S. (2020). An Exploratory Research on Performance Feedback. *Pamukkale University Journal of Social Sciences Institute*, 38(1), 133-148. (Language of Publication-Turkish)
- Mert, İ. S. (2020). Human Resources Managers' Evaluation Toward the Problems, Solutions, and Effectiveness of Performance Appraisal Systems. *International Journal of Economic and Administrative Sciences*, 6(1), 79-96. (Language of Publication-Turkish)
- Aslan, H., Mert, İ. S. (2019). Investigating the Emotional Labor Levels of Employees in Terms of Some Demographic Variables. *Journal of Vocational School of Social Sciences, Selçuk University*, 22(2), 713-728. (Language of Publication-Turkish)
- Mert, İ. S., Aydemir, M. (2019). An Investigation on the Historical Roots of Managerial Courage: Courage in Old Turkic Inscriptions. *Journal of Social Sciences of Mus Alparslan University*, 7(6), 319-328. (Language of Publication-Turkish)
- Şen, C., Mert, İ. S., Eroğluer, K. (2019). The Volatility of Employees' Psychological Capital Sub-Dimensions with Demographic Features. *Afyon Kocatepe University Journal of Social Sciences*, 21(4), 1171-1192. (Language of Publication-Turkish)
- Şen, Cem., Mert, İ. S. (2019). Perception of Social Capital from the Perspective of Institutional, Resource Dependence and Transaction Cost Theories. *Çukurova University Journal of Social Sciences*, 28(2), 163-178. (Language of Publication-Turkish)
- Bekmezci, M., Mert, İ.S., Turgut, H. (2019). The Effect of Relationship with Co-Workers and Quality of Supervision on Normative Commitment: The Mediating Role of Agreeableness Personality Trait. *International Journal of Society Researches*, 12(18), 607-633. (Language of Publication-Turkish)
- Şen, C., Mert, İ. S. (2019). The Effects of Psychological Capital on Job Satisfaction, Organizational Commitment and Cynicism. *Journal of Social Sciences of Mus Alparslan University*, 7(4), 9-21. (Language of Publication-Turkish)
- Mert, İ. S., Şen, C. (2019). The Effect of Organizational Support, Organizational Justice and Self Evaluation on Psychological Capital. *Pamukkale University Journal of Social Sciences Institute*, 36, 213-231. (Language of Publication-Turkish)
- Aslan, H., Mert, İ. S. (2019). The Moderating Role of Psychological Capital in The Relationship Between Emotional Labor and Work Alienation. *International Journal of Society Researches*, 11(8), 1736-1772. (Language of Publication-Turkish)
- Mert İ. S., Gürbüz S. (2019). Fairness Reactions to Personnel Selection Methods: A Field Study in the Turkish Sample. *The Journal of Human and Work*, 6(1), 67-79. (Language of Publication-English)
- Mert İ. S., Bekmezci M., Erogluer K. (2019). The Effect of Informal Communication on Organizational Commitment. *Gumushane University e-journal of Faculty of Communication*, 7(1), 1-27. (Language of Publication-Turkish)

- Mert İ. S., Toksöz M. E. (2018). Testing the Differential Relationship Dimensions in The Banking Sector with Five Factor Models: An Application in The Banking Sector. ASSAM International Refereed Journal, 5(12), 65-87. (Language of Publication-Turkish)
- Turunç Ö., Çalıskan A., Turgut H., Mert İ. S. (2018). Moderating Role of Job Satisfaction on the Relation between Leadership Styles and Organizational Silence. Journal of Business Research---Turk, 10(3), 350-361. (Language of Publication-English)
- Mert İ. S., Bekmezci M., Erođluer K. (2018). The Mediation Role of the Development of Personality Trait in The Effect of Job Independence on Satisfaction in The Work Itself: An Application in The Private Sector. The Journal of Defense Sciences, 17(2), 1-19. (Language of Publication-Turkish)
- Mert İ. S., Turgut H. (2018). Do We Have the Most Appropriate Human Resource in A Highly Mortality Salienced World? Evidence from Turkey. International Journal of Economics, Commerce and Management, 6(8), 169-180. (Language of Publication-English)
- Bekmezci M., Mert İ. S. (2018). The Effects of Organizational Levels of the Employee's on Job Satisfaction and Organizational Commitment. International Journal of Economic and Administrative Studies, 17, 747-759. (Language of Publication-Turkish)
- Mert İ. S. (2018). The Investigation of the Most Stressful Critical Incidents That Experienced by Nurses and Intern Nurses by Using Quantitative Research Method. Electronic Journal of Social Sciences, 17(67), 1043-1059. (Language of Publication-Turkish)
- Aydin B. O., Özen H., Mert İ. S. (2018). Use of Social Network Analysis in Determining Stakeholders: An Instance of Poisoned Soldiers in a Military Training Brigade Command. International Journal of Humanities and Social Science, 8(2), 143-151. (Language of Publication-English)
- Mert, İ. S., Aydın, B. O. (2018). Message Strategies in Crisis Communication: Investigation of Experts' Evaluations Toward Ermenek Coal Mine Crisis. Bingöl University Journal of Social Sciences Institute, 8(16), 15-35. (Language of Publication-Turkish)
- Turgut H., Mert İ. S., (2017). "Time to Choose: Preference for Gains/Losses in Multiple Time Periods of University Students", European Journal of Business and Management, Vol 9, No 24, ss.54-60. (Language of Publication-English)
- Cem, Ş., Mert İ. S., Aydın, O. (2017). "The Effects of Positive Psychological Capital On Employee's Job Satisfaction, Organizational Commitment, and Ability Coping with Stress", Journal of Academic Research in Economics, Vol. 9, Number 2., ss.156-176. (Language of Publication-English)
- Vuran, Y., Mert, İ.S. (2017). "Recep Tayyip Erdoğan as A Charismatic Leader", Vol:3, Issue:13; pp:146-165. (Language of Publication-Turkish)
- Turgut H., Bekmezci M., Mert İ. S., (2017). "From Which Charactestics of the Job Employees Perform Are Their Job and Life Satisfactions Affected?", International Journal of Recent Scientific Research Vol. 8, Issue, 7, pp. 18526-18536. (Language of Publication-English)
- Ateş M.F., Mert İ. S., Turgut H., (2017). "The Indirect Effect of Organizational Prestige on the Effect of Organizational Trust and Organizational Support on Organizational Identification", European Journal of Business and Management, Vol 9, No 18, ss.103-117. (Language of Publication-English)

- Mert, İ., Çıplak, B. (2017). "An Investigation of Syrian and Other Foreign Students' Adaptations to The Turkish Education System and Their Communication in School", *International Journal of Economics and Administrative Sciences*, 3 (2), 68-79. (Language of Publication-Turkish)
- Vuran, Y. ve Mert, İ.S. (2017). "Virtual Leadership", *International Journal of Academic Value Studies*, Vol: 3, Issue: 9; pp: 63-78. (ISSN: 2149-8598) (Language of Publication-Turkish)
- Mert, İ. S., Bekmezci, M., (2016). "Job and Life Satisfaction in Dual-Career Family Employees", *Türk Sosyal Bilimler Araştırmaları Dergisi*, 1 (1), ss. 46-56. (Language of Publication-Turkish)
- İbrahimoğlu N., Mert İ. S., (2016). "An explanatory Research to Detect the Managerial Business Ethics Competencies and Unethical Managerial Behaviors", *Journal of Academic Research in Economics*, Vol. 8, Number 1, September, 101-114. (Language of Publication-English)
- Turgut H., Mert İ. S. (2014). "Evaluation of Performance Appraisal Methods through Appraisal Errors by Using Fuzzy VIKOR Method", *International Business Research*, Vol. 7, No. 10, pp.170-178. (Language of Publication-English)
- Turgut H., Mert İ. S. (2014). "The Effect of Employees' Job Satisfaction on Life Satisfaction: A Field Research in Public and Private Sector", *Suleyman Demirel University the Journal of Faculty of Economics and Administrative Sciences*, Vol.19, No.4, pp.77-91. (Language of Publication-English)
- Mert İ. S., Bayramlık H., Turgut H., (2014). "A Qualitative Research to Define the Successful Decision Making Competencies in Public Sector: Evidence from Turkey", *International Journal of Academic Research in Business and Social Sciences*, May 2014, Vol. 4, No. 5, pp.395-409. (Language of Publication-English)
- Mert İ. S., Baş T., Yıldız G., (2013). "The Evaluation of Strategic Management Approaches Through Cultural Fitness", *Journal of Academic Research in Economics*, Vol. 5, Number 2, September, pp.197-208. (Language of Publication-English)
- Turunç Ö., Çelik M., Mert İ. S., (2013). "The Impact of Leadership Styles on Ethical Behavior", *Journal of Academic Research in Economics*, Vol. 5, Number 1, June, 60-86. (Language of Publication-English)
- Mert İ. S., Uludağ C., (2011). "An exploratory qualitative research for determining spiritual values: example of security sector", *Adıyaman University Journal of Social Sciences*, Vol. 4 Issue 6, pp.123-156. (Language of Publication-Turkish)
- Mert İ. S., (2011). "The Perception of the Employees toward the Outcomes and Detriments of Performance Appraisal System.", *Business & Economics Research Journal*, Vol. 2 Issue 3, pp.87-108. (Language of Publication-Turkish)
- Mert İ. S., Keskin N., Baş T., (2011). "The reliability and validity analyses of motivational language theory and scale", *Dogus University Journal*, Vol. 12 Issue 2, pp.243-255. (Language of Publication-Turkish)
- Mert İ. S., (2011). "The Motivational Language Used by Managers and Its Effect on Performance." *Balikesir University Journal of Social Sciences Institute*, Vol. 14 Issue 26, pp.197-213. (Language of Publication-Turkish)
- Mert İ. S., Keskin N., Baş T., (2010). "Leadership Style and Organizational Commitment: Test of a Theory in Turkish Banking Sector", *Journal of Academic Research in Economics*, Vol. 2, Number 1, May, pp.1-19. (Language of Publication-English)
- Baş T., Keskin N., Mert İ. S., (2010). "Leader member exchange (LMX) model and validity and reliability of its instrument in Turkish Sample", *Ege Academic Review*, Vol.10, Issue 3. pp. 1013-1039. (Language of Publication-Turkish)

- Mert İ. S., (2010). "The Effects of Job Satisfaction's Sub-dimensions on Organizational Citizenship Behavior: A Research on Managers", Journal of Defense Science, Vol. 9, Issue 2, pp.117-143. (Language of Publication-Turkish)
- Mert İ. S., (2010). "Terror Management Theory and Courage: A Conceptual Discussion", Security Strategies Journal, Dec, Vol. 6 Issue 12, pp.57-80. (Language of Publication-Turkish)

Articles Published in National Peer Reviewed Journals

- Mert, İ. S. (2020). Military Ethics. Turkish Journal of War Studies, 1(1), 24-34. (Language of Publication-Turkish)
- Çalışkan, A., Turunç, Ö., Mert, İ. S. (2019). The Effect of Empowerment on Job Performance: The Mediating Role of Organizational Support. Journal of Social Sciences of Toros University, 6(10), 1-22. (Language of Publication-Turkish)
- Bekmezci, M., Mert, İ. S. (2018). Turkish Validity and Reliability Study of Life Satisfaction Scale. Toros Journal of Social Sciences Institute, 5(8), 166-177. (Language of Publication-Turkish)
- İştin, İ., Mert, İ. S. (2018). Increasing Efficiency of Conciliation Institution: A Qualitative Research on the Problems and Solutions of Legal and Communication Problems Encountered in the Conciliation Process. Journal of Antalya Bilim University Faculty of Law, 6(11), 13-43. (Language of Publication-Turkish)
- Mert, İ. S., Bekmezci, M., (2016). Job and Life Satisfactions of Employees in Dual Career Families. Journal of Turkish Social Sciences Research, 1 (1), 43-55. (Language of Publication-Turkish)
- Mert İ. S., Uludağ C., (2010). Analytic Hierarchy Process in Performance Evaluation. (ABMYO Journal) T.C. Anadolu Bil Meslek Yüksekokulu Journal, 18, 53-68. (Language of Publication-Turkish)
- Gürbüz S., Pekmezci M., Mert İ. S., (2010). Impact of Organizational Factors on Intrapreneurship: Is Job Satisfaction a Mediator? Organization and Management Science Journal, 2(2), 127-135. (Language of Publication-Turkish)
- Mert İ. S., Güney S., Güney S., (2009). The Relationship between Innovation and Creativity in the Process of Entrepreneurship, T.C. Anadolu Bil Vocational School Journal, 12, 17-39. (Language of Publication-Turkish)
- Gemlik N., Mert İ. S., Sığrı Ü., (2008). Hospital Managers' Leadership Orientation in Achieving Organizational Change: A Comparative Study between Public and Private Sectors. Çağ University Journal of Social Science, December 5(2), 61-82. (Language of Publication-Turkish)
- Gürbüz S., Mert İ. S., (2008). The Importance of Social Culture in 360 Degree Performance Feedback. Çağ University Journal of Social Science, December 5, (2), 110-130. (Language of Publication-Turkish)
- Mert İ. S., (2001). Goal Theory: A Study Measuring the Impact of Goal Specificity and Feedback on the Performance. Journal of Army Academy, 11(1), 78-92. (Language of Publication-Turkish)
- Mert İ. S., (2001). An Empirical Research on Contingency Theory. Science Journal of Army Academy, 3(1), 44-80. (Language of Publication-English)

Published Books

- Alođlu, N., Mert İ. S., (2022). Lean Health: Applicable Examples for Healthcare Professionals, Akademisyen Publications, Ankara. (Language of Publication-Turkish)
- Mert İ. S., (2007). Courage Management, Hayat Publications, İstanbul, (Language of Publication-Turkish)
- Zel U., Mert İ. S., (2000). Creativity and Problem Solving Methods, Military Academy Printers, Ankara. (Language of Publication-Turkish)

Published Books Chapters

- In; Managerial future, Chapter Name: (The Future of Courage Management) (2022)., Authors: Mert, I.S., Nobel Press, Editor: Kara, A.U. and Boztoprak, H., (Language of Publication-Turkish)
- In; Hand Book of War Studies, Chapter Name: (Military Ethics) (2021)., Authors: Mert, I. S., Kronik Press, Editor: Uyar, M., (Language of Publication-Turkish)
- In; Surgical Sciences in the Light of Current Developments, Chapter name: (Detection of Waste with Value Flow Map in the Intensive Care Units) (2021)., Authors: Alođlu, N. and Mert, I. S., Ankara: İKSAD Publishing House, Editors: M. EROĐLU, H. ELKAN, Z. AYHAN, O. HABEK. (Language of Publication-Turkish)
- In; Social and Humanities Sciences: Theory, Current Researches, and New Trends, Chapter name: (Courage Management: Courage as a Management Tool) (2020)., Authors: Sen, C. and Mert, I. S., Montenegro: IVPE, Editor: Hasan Babacan, Ruhi Inan, (Language of Publication-English)
- In; Strategy Idea: Theory, Paradox, Application, Chapter Name: (Contribution of Business Management Strategy Studies to National Strategy Formation) (2020)., Authors: Mert, I., S., Istanbul Bilgi University Press, Editors: A. L. Karaosmanoglu and E. Aydınlı, (Language of Publication-Turkish)
- In; A Critical Review of Social Sciences Theory and Practice, Chapter name:(The Impact of Satisfaction from Co-workers and Predisposition towards Organisational Commitment) (2018)., Authors: Bekmezci M., Mert İ. S., Frontpage Publications Limited, Editors: Yenihan, B.; Saripek, D. B.; Cerev, G. (Language of Publication-English)
- In; A Critical Review of Social Sciences Theory and Practice, Chapter name:(A Study on the Investigation of the Historical Origins of Courage in Futuwwa and Akhi Institution) (2018)., Authors: Aydemir M., Mert İ. S., Frontpage Publications Limited, Editors: Y., Bora; Saripek, D. B. and Cerev, G. (Language of Publication-English)
- In; A Critical Review of Social Sciences Theory and Practice, Chapter name: (A Study on Structural and Functional Characteristics of Historical Organisations: Kanuni Foundation and Süleymaniye Complex) (2018)., Authors: Aydemir M., Mert İ. S., Frontpage Publications Limited, Editors: Yenihan, B.; Saripek, D. B.; Cerev, G. (Language of Publication-English)
- In; Management and Organization Theories, Chapter Name: (Social Identity Theory) (2016)., Author: Mert Ibrahim Sani, Nobel Press, Editor: M. Polat ve K. Arun , Basım sayısı:1, (Translated Book Section), (Language of Publication-Turkish)

Proceedings of the International Congress

- Alođlu, N., Mert İ. S., (2022). To Prevent Waste by Using 5 Why, 5s, Kanban, Andon from Lean Management Tools in the Field of Health, Latin American Conference on Natural and Applied Sciences, October 4-6, 2022 / Villahermosa, Tabasco, Mexico.

- Aslan, H., Mert İ. S. (2022). Mediating Role of Employee Empowerment in The Effect of Servant Leadership on Innovative Work Behavior, 21st International Business Congress, May 12-14, Kahramanmaraş Sütçü İmam University, Kahramanmaraş, Turkey.
- Tufan, C., Mert İ. S., (2022). The Antecedents of sustainable Competitive Advantage and Sustainable Business - Performance, 1st European Conference on Economics, Finance and Entrepreneurship, September 07-10, Belgrade, Serbia.
- Aslan, H., Mert İ. S. (2021). The Effect of Altruistic Behavior on Intention to Quit, The International Symposium on Current Approaches & New Trends in Social Sciences, June 24-25, Toros University, Mersin, Turkey.
- Aslan, H., Mert İ. S. (2021). The Effect of Flow at Work on Psychological Well-Being and Job Satisfaction, The International Symposium on Current Approaches & New Trends in Social Sciences, June 24-25, Toros University, Mersin, Turkey.
- Mert İ. S., Aslan, H. (2021). The Mediating Role of Happiness in The Effect of Conciliation Competence on Job Satisfaction, The International Symposium on Current Approaches & New Trends in Social Sciences, June 24-25, Toros University, Mersin, Turkey.
- Şen C., Mert, İ. S. (2020). The Effects of Big Data Management on Social Media Usage in Information Search. 2nd International Izmir Economy Congress, Izmir, Turkey.
- Mert, İ. S. (2019). Professional Military Education in The War of Turkish Independence. MESA's 53rd Annual Meeting, November 14-17, New Orleans, Louisiana, USA.
- Turunç, Ö., Çalışkan A., Mert, İ. S. (2018). The Role of Career Satisfaction in The Relationship Between Job Stress and Unethical Behaviors. International Conference for Disciplines, September 25-28, Rome, Italy.
- Mert, İ. S., Turgut H. (2019). Mediating Role of Job Independence in the Effect of the Need to Be Different on Life Satisfaction. 18th International Business Congress, May 02-04, Osmaniye Korkut Ata University, Osmaniye, Turkey.
- Turgut, H., Mert, İ. S., Bekmezci, M. (2019). The Effect of Satisfaction from Colleagues and Management on Normative Commitment: Mediation Role of Compatibility from Personality Traits. 18th International Business Congress, May 02-04, Osmaniye Korkut Ata University, Osmaniye, Turkey.
- Mert, İ. S. (2019). Verses Regarding Management and Organization in The Qur'an, 2nd International Social Sciences and Innovation Congress, April 26-28, Firat University, Elazığ, Turkey.
- Mert, İ. S. (2019). A Qualitative Research to Explore the Nature of Courage. 2nd International Social Sciences and Innovation Congress, April 26-28, Firat University, Elazığ, Turkey.
- Mert, İ. S. (2019). The Basis of Military Ethics: Courage. 2nd International Social Sciences and Innovation Congress, April 26-28, Firat University, Elazığ, Turkey.
- Çalışkan, A., Turunç Ö., Mert, İ. S. (2018). The Mediating Role of Organizational Support in the Impact of Staff Empowerment on Business Performance. 2nd International & 12th National Congress on Health and Hospital Administration, October 11-13, 2018, Bodrum/Mugla/Turkey.
- Bekmezci, M., Mert, İ. S. (2018). The Impact of Satisfaction from Co-workers and Predisposition towards Organisational Commitment. 1st International Congress of Innovations and Social Sciences, May 11-13, Firat University, Elazığ, Turkey.

- Aydemir, M., Mert, İ. S. (2018). A Study on Structural and Functional Characteristics of Historical Organisations: Kanuni Foundation and Süleymaniye Complex. 1st International Congress of Innovations and Social Sciences, May 11-13, Fırat University, Elazığ, Turkey.
- Aydemir, M., Mert, İ. S. (2018). A Study on the Investigation of the Historical Origins of Courage in Futuwwa and Akhi Institution. 1st International Congress of Innovations and Social Sciences, May 11-13, Fırat University, Elazığ, Turkey.
- Bhatti, O., Sabir S., Mert, İ. S. (2018). Motivating Employees Intrinsically: A Quantitative Study In Light of İntangible Rewards. 1st In Traders International Conference on International Trade, Sakarya, Turkey.
- Talay, D. I., Mert, İ. S. (2018). Identification of The Factors Leading to The Emergence of Innovative Ideas for Industrial Projects: An Exploratory Field Study Via Content Analysis. Innovation and Global Issues in Social Sciences, 108-110.
- Bekmezci, M., Mert, İ. S. (2018). The Impact of the Organizational Level in which Employees Work on Job Satisfaction and Organizational Commitment Levels. 17th International Business Management Congress
- Mert İ. S., (2017). Terror Management Theory. Terrorism Experts Conference (TEC) 2017 “A Comprehensive Approach to Counter-Terrorism: Benefits and Pitfalls, Lessons Learned and Best Practices”, Center of Excellence Defense Against Terrorism, 24-25 October 2017, Ankara, Turkey.
- Mert İ. S., (2016). Quran Verses that Shed Accounting. 1st International Conference on Islamic Accounting and Finance, 27 – 28 October 2016, Gaziantep, Turkey.
- Boz A., Mert İ. S., (2016). Reflection of Regional Development Policies on Tourism in South-Eastern Anatolia. International Conference of Strategic Research in Social Science and Education (ICoSReSSE), 14 – 16 October 2016, Antalya, Turkey, 1224-1234.
- İbrahimoğlu N., Mert, İ. S. (2015). An Explanatory Research to Detect the Managerial Business Ethics Competencies and Unethical Managerial Behaviors. 21st European Business Ethics Network Annual Conference, Professional Ethics in Business and Social Life, Oct. 17-19, İstanbul, 218-228.
- Gürbüz S., Mert, İ. S., Sıgıri Ü., Öztürk Ü., Tabak A. (2009). The Effect of Strategic Human Resource Management On Organizational Outcomes: An Outlook from Turkey. The International Academy of Management and Business (IAMB) Istanbul Fall Conference October 12–14, 2009, 1-9.
- Sıgıri Ü., Tabak A., Gürbüz S., Mert, İ. S. (2009). An Elaboration of The “Transformational Leadership” Using Leadership Characteristics of Atatürk: An Outlook from Atatürk’s Mausoleum, The International Academy of Management and Business (IAMB) Istanbul Fall Conference October 12–14, 2009, 1-7.
- Erkuş A., Günlü E., Mert, İ. S. (2008). The Effects of Emotional Intelligence On Perception Level of Ethical Values. 21st European Business Ethics Network Annual Conference, Professional Ethics İn Business and Social Life, Oct. 17-19, Antalya, 218-228.
- Ergeneli A., Mert İ. S., (2003). The Relationship between thinking styles and ethical perception: An empirical study on college students. 1st International Congress of Business and Professional Ethics Proceedings, Hacettepe Univesity, Ankara, 17-19 September, 2003, pp. 640- 648.

Proceedings of the National Congress

- Bař T., Mert İ. S., (2002). "The comparison of the factors that motivate academic personnel in public and private universities", 10th National Management and Organization Congress Proceedings, 23-25 May 2002, Antalya, pp.595-607. (Language of Publication-Turkish)
- Mert İ. S., Eren A., (2008). "In what degree do we perceive our leaders as ethical? How our ethical values effect our preference to accept the leaders?", 16th National Management and Organization Congress Proceedings, 16-18 May 2008, Antalya, pp.736-739 (Language of Publication-Turkish)
- Mert İ. S., Eren A., (2008). "The Relationship between Individuals Achievement Goal Orientations and Coping Styles", 16th National Management and Organization Congress Proceedings, 16-18 May 2008, Antalya, pp.830-835. (Language of Publication-Turkish)
- Eren A., Saraçođlu B., Mert İ. S., (2008). "An econometric approach on a voluntary resignation", IX. Econometrics and Statistics Symposium Proceedings, Kuřadası / Turkey, 28-30 May 2008, Proceeding No: 235, pp.104-104. (Language of Publication-Turkish)
- Mert İ. S., Gurbüz S., Acar A. C., (2010). "Determination of competencies used in appraisal of individual performance: A Research on Managers" 18th National Management and Organization Congress Proceedings, 20-22 May 2010, Çukurova Univesity Adana, pp. 103-110. (Language of Publication-Turkish)
- Kurtpinar M., Sezgin O., Mert İ. S., (2010). "The impact of Leader-Member Exchange, responsibility and Emotional Stability on Job Satisfaction and Organizational Citizenship Behaviour: A Model investigation a Financial Sector" 18th National Management and Organization Congress Proceedings, 20-22 May 2010, Çukurova Univesity, Adana, pp. 737-746. (Language of Publication-Turkish)
- Mert İ. S., Baran İ., (2011). "The impact of corporate image on employees' dedication to work: An empirical research on white-collar employees", 19th National Management and Organization Congress Proceedings, 26-28 May 2011, Çanakkale Univesity, Çanakkale, (Language of Publication-Turkish)
- Bekmezci M., Mert İ. S., (2013). "The effect of public and private sector on explaining employees' life satisfaction by means of their work satisfaction", 1st National Organizational Behavior Congress Proceedings, 15-16 October 2013, Sakarya Univesity, Sakarya, pp. 164-174. (Language of Publication-Turkish)
- Bekmezci M., Mert İ. S., (2013). "The effect of marital status on the impact of employees' private life on work life: An empirical study on life-work balance", 1st National Organizational Behavior Congress Proceedings, 15-16 October 2013, Sakarya Univesity, Sakarya, pp. 450-457. (Language of Publication-Turkish)
- Bekmezci M., Mert İ. S., (2013). "The validity and reliability of Life Satisfaction scale in Turkish language", 1st National Organizational Behaviour Congress Proceedings, 15-16 October 2013, Sakarya University, Sakarya, pp. 420-428. (Language of Publication-Turkish)
- Turgut H., Bekmezci M., Mert İ. S., (2014). "The validity and reliability of Life Satisfaction scale in Turkish language", 2nd National Organizational Behaviour Congress Proceedings, 07-08 Nov. 2014, Meliksah Univesity, Kayseri. (Language of Publication-Turkish)
- řen C., Mert İ. S., Aydın O. (2015). "The Impact of Psychological Capital on Stress Coping, Job Satisfaction and Organizational Commitment", 23th National Management and Organization Congress Proceedings, 14-16 May 2015, Muđla, pp. 816-824. (Language of Publication-Turkish)

- Turgut H., Mert İ. S., (2015). “People Preferences of Different Periods of Time Gain / Loss”, 2nd National Organizational Behaviour Congress Proceedings, 7-8 Nov. 2013, Melikşah Univesity, Kayseri, pp. 813-823. (Language of Publication-Turkish)
- Mert İ. S., Turgut H., (2015). “Do We Have the Desired Human Resources Which Minimally Influenced Minimally From Mortality Salience”, 3rd National Organizational Behavior Congress Proceedings, 6-7 Nov. 2013, Gaziosman Paşa Univesity, Tokat, (pp. 331-335), (Language of Publication-Turkish)
- Mert, İ. S., Bekmezci M. (2016). The Mediation Role of Openness to Development in the Effect of Job Properties on Job Satisfaction. 4th National Organizational Behavior Congress Proceedings, (pp. 438-443), November 4-5, 2016, Çukurova University, Adana, Turkey.
- Mert, İ. S., Bekmezci M. (2016). The Effect of Informal Communication on Organizational Commitment. 4th National Organizational Behaviour Congress Proceedings, (pp. 395-39), November 4-5, 2016, Çukurova University, Adana, Turkey.
- Mert, İ. S., Bekmezci, M., Abubakar, M. The Regulatory Effect of the Industry Worked in Predicting Work-Life Balance in Life Satisfaction. 6th National Organizational Behavior Congress Proceedings
- Mert, İ. S., Abubakar M., (2018). The Mediating Role of Hope in Affecting Employees' Needs to Be Different. 6th National Organizational Behavior Congress Proceedings
- Turunç, Ö., Çalışkan, A., Turgut H., Mert, İ. S. (2018). Regulatory Role of Job Satisfaction in Leadership Styles Organizational Silence Relationship. 26th National Management and Organization Congress Proceedings
- Aslan H., Mert, İ. S. (2019). The Mediating Role of Organizational Identification in the Impact of Transformational Leadership on Employee Performance. 7th National Organizational Behavior Congress Proceedings
- Aslan H., Mert, İ. S. (2019). The Mediating Role of Organizational Identification in the Impact of Transformational Leadership on Employee Performance. 7th National Organizational Behavior Congress Proceedings
- Köksal, K., Mert,, İ.S., Gürsoy, A. (2021). The Moderator Effect of Workplace Social Courage on The Relationship Between Interactional Justice and Emotional Burnout: A Study on Nurses. 8th National Organizational Behavior Congress Proceedings

Other Publications

- Mert İ. S., (2001). “The Importance and Usage of Information Technology in Strategic Management”, Center of Data Collection and Publishing, Number 250, September, 2001, Ankara, 1-26. (Language of Publication-Turkish)
- Mert İ. S., (2010). “Courage in Management”, Chief of Staff Headquarters’ Bulletin of Personnel Administration, September, Vol. 67, pp. 4-12. (Language of Publication-Turkish)
- Mert İ. S., (2011). “Project Management and Human Resources”, Chief of Staff Headquarters’ Bulletin of Personnel Administration, September, Vol. 69, pp. 4-10. (Language of Publication-Turkish)
- Mert, İ. S. (2018). One of Our Ultimate Spiritual Traits: Courage. Journal of Gönül: A Culture and Civilization Journal, 84, 12-19. (Language of Publication-Turkish)

9. THE PROJECTS PARTICIPATED

- Strengthening the Civilian Oversight of Internal Security Forces Phase III, Project Advisor, EU-funded project being implemented by UNDP within the scope of a Grant Agreement, Ankara, 2020-cont.
- Promoting Integration of Syrian Children to Turkish Education System, Instructor, Ministry of Education, Jan. 30 - Feb. 3, 2017.
- United Nations Industrial Development Organization (UNIDO), Training of Trainers program on “Enterprise Development & Investment Promotion” Program, 2nd to 5th May 2017.
- Hasan Kalyoncu University, Professional Ethical Values Project, Trainer, Kahramanmaraş Dulkadiroğlu Municipality, Kahramanmaraş, 2015.
- Determining organizational values of Turkish Armed Forces (TAF) as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2012-2013.
- Measurement (and also development) of organizational cohesion of TAF as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2013-2014.
- Developing a model to enhance corporate reputation of TAF as Project Member, Azerbaijan Military Academy, Baku, 2013-2014.
- Conscientious objection and alternative public service in Turkish Armed Forces as Project member, Department of Personnel, Turkish General Staff, Ankara, 2012.
- Establishment of promotion/selection boards in Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2013.
- Establishment of Center of Psychological Counselling and Behavioral Sciences of Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2012- 2014.
- Rearrangement of officers/NCOs’ Mandatory Service Time as Project Member, Department of Personnel, Turkish General Staff, Ankara, 2011.
- Transformation to all volunteer force and employment of contracted soldiers as Project Member, Department of Personnel, Turkish General Staff, Ankara, 2010.
- Development and validation of Personality Test used in recruitment process in Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2008-2010.
- Establishment of NCO Upper Headquarters Services Training Center as Project member, Department of Personnel, Turkish General Staff, Ankara, 2009-2010.
- Establishment of Turkish Armed Forces Leadership Institute as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2010-2012.
- Establishment of Multi-Dimensional Performance Appraisal System for officers and NCOs in Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2006-2011.
- Reorganization of officers and NCOs’ evaluation reports as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2009-2010.

- Rearrangement of Time in Grade for officers regarding career development as Project member, Department of Personnel, Chief of Staff Headquarters, Ankara, 2008-2009.
- Rearrangement of Career Planning for Civilians employed in Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2007- 2008.
- Construction of 360 Degree feedback system in Unit Performance Appraisal and using these results as a part of officers'/NCOs performance appraisal score as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2007-2008.
- Rearrangement of Physical Fitness Test for officers/NCOs and using test results as a part of officers'/NCOs performance appraisal as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2007.
- Creation of a Model for Measuring the Evaluators' Consistency as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2006-2007.
- Establishment of Flexible Promotion System in Turkish Armed Forces as Project Member, Department of Personnel, Turkish General Staff, Ankara, 2006.
- Establishment of Vocational Examination in Turkish Armed Forces as Project Manager, Department of Personnel, Turkish General Staff, Ankara, 2006.
- Initial Development of Academic Programs at Military Academy Defense Sciences Institute as Project Member, Turkish Military Academy, Ankara, 2001.
- Structural Reorganization of Turkish Military Academy as Project Member, Turkish Military Academy, Ankara, 2002-2003.
- Construction of Academic Probation System for Cadets as Project Member, Turkish Military Academy, Ankara, 2002-2003.
- Establishment of Leadership Investigation and Development System aimed to develop the cadets' leadership skills as Project Member, Turkish Military Academy, Ankara, 2002.
- Development of Student Assessment and Evaluation System as Project Member, Azerbaijan Military Academy, Baku, 2000-2001.

10. RESEARCH SUPERVISION AND LEADERSHIP EXPERIENCE

Additional Administrative and Instructive Duties

- Chief, Management and Leadership Laboratory in Turkish Military Academy, 2000-2001.
- Instructor, The Ministry of National Defense / Defense Technology Training Center, Ankara, 2000- 2015.
- Instructor, Partnership for Peace Center (NATO), Ankara, 2009- 2015.
- Instructor, National Security Academy, Ankara, 2010-2011.
- Instructor, Seven Habits of Highly Effective People (Training), Land Forces Command, Ankara, 2001-2003.

11. ACADEMIC SUPERVISION

The PhD Dissertations Supervised (All in Turkish)

- Sönmez, Ö. (2022). The Mediating Role of Organizational Citizenship Behavior with Leader-Follower Interaction in the Effect of Charismatic Leadership on Job Satisfaction. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Vuran, Y. (2019). The Mediating Role of Organizational Citizenship Behavior with Leader-Follower Interaction in the Effect of Charismatic Leadership on Job Satisfaction. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Aloğlu, N. (2018). Lean Management Practice in Healthcare: An Intensive Care Unit Example. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Aslan, H. (2018). The Effect of Psychological Capital on Emotional Labor and Alienation: A Field Research in Hotel Enterprises. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.

The Master Theses Supervised (The Top Four are in English, the others are in Turkish)

- Glai R., (2021). Understanding The Cognitive Dissonance on Women Post Purchase Behavior: A Study Based in Tunisia, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Farhan Mennatalla M. N. E., (2021). The Impact of Social Media Advertisement on Customer Purchase Intention, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Uzair, M. (2021). Impact of packaging on consumer buying behavior of fast-moving consumer goods in rural areas of Pakistan, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Alsharafani A. A. H., (2021). The effect of Demographic Factors of Employees on Mortality Awareness before and within COVID-19, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Aykan Göğüş, C. (2021). The effect of demographic factors on customer satisfaction in hotel businesses, Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Kaya, M. E. (2021). The Impact of the Change and Transformation of Sectoral Operations in Civil Aviation on Strategic Management During the Covid-19 Pandemic, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Yavuzylmaz, B. (2021). Identification of Physical Work Environment Elements and Their Effect on Job Satisfaction and Performance: A field study in Five-star Hotels, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Tosun, A. E. (2021). The Effect of Personality Traits on Professional Commitment, Antalya Bilim University, Social Sciences Institute, Department of Business Administration.
- Dağaçıkan, S. (2019). The Effect of the Sub-Dimensions of the Psychological Contract on the Organizational Commitment Sub-Dimensions: An Application on the Private Hospital Employees in Gaziantep Province. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.

- Ordu, Ö. (2019). The Effect of the Sub-Dimensions of the Psychological Contract on the Organizational Commitment Sub-Dimensions: An Application on the Private Hospital Employees in Gaziantep Province. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Karataş, E. N. (2019). The Effect of Leadership Dimensions on Life Satisfaction: A Field Research on Sports Managers. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Dülek, M. E. (2018). Satisfaction of Managers from E-Human Resources Management Applications. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Gergin, A. (2017). The Impact of City and Cultural Trips on Cultural Sensitivity. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Yardımcı, Y. G. (2017). Effects of Bilecik Organized Industrial Zones on Provincial Employment Market. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Koyuncuoğlu, B. (2017). Differentiation of Exposure to Mobing According to Demographic Factors: A Field Research in Public and Private Education Institutions of Kilis Province. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Karababa, A. (2017). Health Tourism in Turkey: A Comparison of Transnational. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Fidancı, M. S. (2017). The Effect of Information Management Practices on Organizational Culture in Organizations: The Example of Adıyaman Municipality. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Boz, S. (2017). Fear Perception: A Research on Patients Undergoing Dental Treatment. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Fidanoglu, A. (2016). Effect of Autocratic and Democratic Leadership Style on Leadership and Team Trust: An Experimental Research in Şanlıurfa Metropolitan Municipality. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Kaya, N. (2016). Intercultural Communication Activity: A Field Research on the Interaction of Kilis Tradesmen and Craftsmen with Syrian Customers. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Meral, Ü. (2016). The Effect of Demographic Factors on Job Satisfaction: A Field Research on Secondary School Teachers (Gaziantep Province of Nizip). Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Koyuncuoğlu, Y. (2016). The Relationship Between Motivation Factors and Effectiveness of the Performance Evaluation System: A Field Research at Kilis State Hospital. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Toksöz, M. E. (2016). The Effect of Personality and Demographic Factors in Relations with Customers: An Application in the Banking Sector. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Fidan, O. (2016). Comparison of Performance Evaluation Methods: A Field Research on a Sectoral Basis. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.

- Nargülü, H. (2016). The Effect of Demographic Factors on Organizational Commitment: A Field Study in Eyyübiye Municipality. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Boz, A. (2016). The Role of Tourism in Regional Development: The Case of Mardin Province. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.
- Çapan, M. (2016). The Relationship Between Organizational Culture and Job Satisfaction: A Field Research on Gaziantep Land Registry and Cadastre Regional Directorate Employees. Hasan Kalyoncu University, Social Sciences Institute, Department of Business Administration.

The Master Projects that Supervised in Non-thesis MBA Program (All are in Turkish)

In Turkey almost all universities have both thesis and non-thesis master level programs. While the thesis program is a four-semester (2-year) program, the non-thesis ones are three-semester (1.5-year) programs. In order to graduate from a non-thesis program, a student must conduct/write a project which is very close to a master thesis. The difference between a project and a thesis occurs generally in terms of having a limited sample size for project compared to thesis.

- Görmez, D. (2021). The impact of courage on creative fashion design, Antalya Bilim University, Institute of Postgraduate Education.
- Karbuğa, N. (2021). Impact of quality practices on business performance: An application in the healthcare industry, Antalya Bilim University, Institute of Postgraduate Education.
- Abbasov, A. (2021). The impact of complaint management on perceived value and repurchase, Antalya Bilim University, Institute of Postgraduate Education.
- Terzioğlu, A. R. (2021). What is your block chain? What are the effects of it on the financial sector? Antalya Bilim University, Institute of Postgraduate Education.
- Şen, M. (2020). The institutionalization problem of family companies, Antalya Bilim University, Institute of Postgraduate Education.
- Korkmaz, O. T. (2020). "The role of purchasing in supply chain management, Antalya Bilim University, Institute of Postgraduate Education.
- Öztürk, P. (2020). Business intelligence in business management, Antalya Bilim University, Institute of Postgraduate Education.
- Keskin, S. (2019). The gossip management in the workplace, Antalya Bilim University, Institute of Postgraduate Education.
- Erdiñç, M. (2019). Contribution of quality management systems to customer satisfaction in the tourism sector, Antalya Bilim University, Institute of Postgraduate Education.
- Tokaç, A. C. (2019). The Problems arise due to insufficient foreign language skills in tourism industry, Antalya Bilim University, Institute of Postgraduate Education.
- Sert, B. (2019). The gossip management in a construction company: A case analysis, Antalya Bilim University, Institute of Postgraduate Education.
- Güney, M. (2019). Performance evaluation and its relationship with employee demographics, Antalya Bilim University, Institute of Postgraduate Education.

- Şenay, E. (2019). Why people invest in gold in times of crisis? Antalya Bilim University, Institute of Postgraduate Education.
- Kaya, Y. Y. (2019). The concept of psychological capital and managers' perspective on the concept of psychological capital, Antalya Bilim University, Institute of Postgraduate Education.
- Demirel, D. (2018). Detecting managerial competencies of the executive engineers, Antalya Bilim University, Institute of Postgraduate Education.
- Ertan, Ş. (2018). Communication in public relations, Antalya Bilim University, Institute of Postgraduate Education.
- Yılmaz, V. (2018). Arçelik pro market research example, Antalya Bilim University, Institute of Postgraduate Education.
- Ergül, B. (2018). Satisfaction of bottled gas dealer staff and the comfort kit research and prototyping that will facilitate the commitment of employees, Antalya Bilim University, Institute of Postgraduate Education.
- Aydın, R. (2018). The effects of the tax change on liquid petroleum gas market, Antalya Bilim University, Institute of Postgraduate Education.
- Keleş, Y. E. (2018). The causes of failure in small business, Antalya Bilim University, Institute of Postgraduate Education.
- Tuna, M. (2018). Investments in affiliates and business partners' valuation in accordance with TMS / TFRS in management and accounting, Antalya Bilim University, Institute of Postgraduate Education.
- Kart, A. (2018). The examination of current funding sources of sports clubs and recommendation of alternative funding sources, Antalya Bilim University, Institute of Postgraduate Education.
- Duysak, S. M. (2017). Strategic Analysis: A case study, Antalya Bilim University, Institute of Postgraduate Education.
- Oğuz, M. H. (2017). By considering cultural infrastructures, the investigation of American and Turkish firms' strategic human resource management via benchmarking, Antalya Bilim University, Institute of Postgraduate Education.
- Subaşı, V. (2017). Strategic management in the public sector, Antalya Bilim University, Institute of Postgraduate Education.
- Günel, M. (2017). The role and importance of strategic human resources management, Antalya Bilim University, Institute of Postgraduate Education.
- Öztürk, Ö. (2017). Determination site chief competencies by using the critical events analysis method, Antalya Bilim University, Institute of Postgraduate Education.
- Nacakçı, Ö. (2017). 360-degree performance evaluation system, Antalya Bilim University, Institute of Postgraduate Education.
- Saatçioğlu, S. (2017). Public-Private sector comparison in terms of strategic management, Antalya Bilim University, Institute of Postgraduate Education.
- Çağman, B. S. (2017). Strategic management in health sector, Antalya Bilim University, Institute of Postgraduate Education.

- Muratoğlu, A. M. (2017). The comparison of leadership theories through using a case study, Antalya Bilim University, Institute of Postgraduate Education.
- Yavaş, H. (2017). Balanced scorecard application: A case study, Antalya Bilim University, Institute of Postgraduate Education.
- Çetin, Ö. (2017). The contribution of organizational citizenship behaviors to strategy realization, Antalya Bilim University, Institute of Postgraduate Education.
- Sert, Ö. (2017). The updated evaluation of the strategic management schools, Antalya Bilim University, Institute of Postgraduate Education.
- Bilgin, E. (2017). The reasons that reduce the impact of the strategic management: An investigation in the public sector, Antalya Bilim University, Institute of Postgraduate Education.
- Özkan, M. (2017). The motivational theories and their adaptation to Turkish culture, Antalya Bilim University, Institute of Postgraduate Education.
- Kürne, F. C. (2017). Leadership behaviors in businesses, Antalya Bilim University, Institute of Postgraduate Education.

11. TEACHING MERITS

Courses Offered

- Multinational Business Management (Graduate/Undergraduate course, Antalya Bilim University)
- Organizational Behavior (Graduate/Undergraduate course, Antalya Bilim University)
- Human Resources Management (Graduate/Undergraduate course, Antalya Bilim University)
- Ethics and Management (Undergraduate course, Antalya Bilim University)
- Strategic Management (Graduate/Undergraduate course, Antalya Bilim University)
- Research Methods (Undergraduate course, Antalya Bilim University)
- Management and Organization (Graduate course, Antalya Bilim University)
- Leadership in Business Life (Graduate course, Antalya Bilim University)
- Performance and Career Management (Graduate course, Hasan Kalyoncu University)
- Global Entrepreneurship and Innovation (Graduate course, Hasan Kalyoncu University)
- Stress and Crises Management (Undergraduate course, Hasan Kalyoncu University)
- Innovation Management (Graduate course, Hasan Kalyoncu University)
- Research Methods in Social Sciences (Graduate course, Hasan Kalyoncu University)
- Woman and Youth Entrepreneurship (Undergraduate course, Hasan Kalyoncu University)
- Business Ethics (Undergraduate course, Hasan Kalyoncu University)
- Change Management (Graduate course, Hasan Kalyoncu University)

- Quality Management Systems (Graduate course, Hasan Kalyoncu University)
- Management and Organization (Graduate course, Hasan Kalyoncu University)
- Ethics in Management (Graduate course, Defense Science Institute, Turkish Military Academy)
- Strategic Management (Undergraduate course, Turkish Military Academy)
- Contemporary Management Approaches (Undergraduate course, Turkish Military Academy)
- Inventory Planning (Undergraduate course, Turkish Military Academy)
- Human Resources Management (Undergraduate course, Turkish Military Academy)
- Problem Solving Techniques (Undergraduate course, Turkish Military Academy)
- System Design (Undergraduate course, Turkish Military Academy)
- Organization Theory (Undergraduate course, Turkish Military Academy)
- Negotiation Techniques (Undergraduate course, Turkish Military Academy)
- Introduction to Management (Undergraduate course, Turkish Military Academy)
- Military Advising in Cross-Cultural Area (NATO-Partnership for Peace Center, Ankara/Turkey)
- Courage Management, Performance Appraisal (Defense Technology Training Center, Ankara/Turkey)

12. AWARDS AND HONOURS (Related to academic success)

- The Best Performed Professor in the Antalya Bilim University, 2021.
- Education and Teaching Achievement Awards, (2) 16 November 2000, 17 March 2005.
- Award for Written Scientific Work, Land Forces Commander, 17 May 2002.
- Award for academic publications, Military Academy Commander, 2003.
- Scientific Service Award, 1st Army Commander, 2002.
- Scientific Service Award, Minister of National Defense, 2007.
- Distinguished Service Award in Project Management, HQ of TGS, 05 August 2008.

Areas of Research

- Performance Management/Appraisal; Courage; Courage Management; Military Advising, Ethics, Creativity; Leadership; Organizational Behavior; Human Resources Management; Problem Solving; Strategic Management.