

# CURRICULUM VITAE

## PROF. DR. İBRAHİM SANİ MERT

### EDUCATION

- Ph.D. 2003 Business Administration, **Hacettepe University**, Beytepe, Ankara, Türkiye. 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, Türkiye. Thesis subject: "Creative problem solving in decision making" Advisor: Prof. Dr. Uğur Yozgat.
- B.S. 1993 Business Administration, **Military Academy**, Çankaya, Ankara, Türkiye.

### PUBLICATIONS

- **Mert, I.S.** & Koksal, K. (2024). Unveiling the Heart of Disaster Nursing: Motivations, Challenges, Resilience, and Lessons Learned from the Devastating 2023 Türkiye Earthquakes, *International Nursing Review* <https://doi.org/10.1111/inr.13023>
- Namal, M. K., Tufan, C., **Mert, I.S.**, & Arun, K. (2024). Decent Work, Employee Satisfaction, and the Mediating Role of Social Courage in Reducing Turnover. *Sage Open*, 14(2): 1-18. <https://doi.org/10.1177/21582440241242060>
- Koksal, K. & **Mert, I.S.** (2024). The role of courage and interactional justice in emotional exhaustion of emergency nurses: A cross-sectional study in Türkiye. *International Nursing Review*, 71(1): 54-61. <https://doi.org/10.1111/inr.12841>
- Namal, M. K., Tufan, C., Köksal, K. & **Mert, İ.S.** (2023). "The Effect of Market and Technological Turbulence on Innovation Performance in Nascent Enterprises: The Moderating Role of Entrepreneur's Courage" *Economics*, 17(1), pp. 20220052. <https://doi.org/10.1515/econ-2022-0052>
- **Mert, İ. S.**, Şen, C., & Abubakar, A. M. (2023). Impact of social Media usage on technostress and cyber incivility. *Information Development*, 0(0). <https://doi.org/10.1177/02666669231204954>
- Tufan, C., **Mert, I.S.** (2023). The sequential effect of absorptive capacity, strategic agility, and sustainable competitive advantage on sustainable business performance of SMEs, *Environmental Science and Pollution Research*, DOI: 10.1007/s11356-023-26207-x
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- **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. DOI: 10.1108/K-02-2021-0116
- **Mert, İ. S.**, Koksall, K. (2022). The Effect of Workplace Social Courage on Life Satisfaction: A Scale Adaptation. *Ege Academic Review (EAR)*, 22(3): 241-252. DOI10.21121/eab.943671
- Sen, C., **Mert, İ.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 Türkiye. *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 Türkiye, *Journal of Asian Finance, Economics and Business*, 8(11), 0169–0178. DOI: 10.13106/jafeb.2021.vol8.no11.0169
- **Mert, İ. S.**, Sen, C. (2021). Professional Military Education in the Turkish War of Independence, *CTAD*, Year 17, Issue 33, pp. 441-465.
- Etehadi, 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. DOI: 10.1016/j.jbusres.2020.04.016
- 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. DOI: 10.1108/EMJB-03-2018-0021
- **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 Türkiye, *The International Journal of Human Resource Management*, 22(8), 1803-1822. DOI: 10.1080/09585192.2011.565669
- **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.
- **Mert, İ. S.**, Rihab, G. L. A. I., & Cem, Ş. E. N. (2024). Understanding the Cognitive Dissonance on Women Post-Purchase Behavior. *Journal of International Trade, Logistics and Law*, 10(1), 245-272. (Language of Publication-English)
- **Mert, İ.S.** (2023). Before and After Courage: Understanding Laypeople's Most Courageous Actions and Emotional Dynamics, *Journal of Industrial Policy and Technology Management*, 6(2), 2023, 371-393. (Language of Publication-English)
- **Mert, İ.S.** (2023). Perceptions of Courage: An In-depth Examination of Lay People's Attributions toward Courage, *Journal of International Trade, Logistics and Law*, 9(2), 211-225. (Language of Publication-English)
- **Mert, İ.S.** (2023). What is Courage? Content Analysis of Definitions of Courage. *International Journal of Economics and Administrative Sciences*, 9 (2), 126-153. (Language of Publication-Turkish)

- Alođlu, 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. (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)
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- **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)
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- 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)
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- 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)
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- **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)
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- 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, Selcuk 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)
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- **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)
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- **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)
- 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)
- İşten, 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)
- 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 Characteristics 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. S.**, 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)
- **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)
- 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 Türkiye”, *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)
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- **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., Bař 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.**, (2010). “Terror Management Theory and Courage: A Conceptual Discussion”, Security Strategies Journal, Dec, Vol. 6 Issue 12, pp.57-80. (Language of Publication-Turkish)
- **Mert İ. S.**, Keskin N., Bař 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)
- Bař 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.**, 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.**, Sıđrı Ü., (2008). Hospital Managers’ Leadership Orientation in Achieving Organizational Change: A Comparative Study between Public and Private Sectors. Çađ 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. Çađ 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: Aloglu, N. and **Mert, I. S.**, Ankara: İKSAD Publishing House, Editors: M. Eroglu, 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. Aydinli, (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.; Sariipek, 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; Sariipek, 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.; Sariipek, D. B.; Cerev, G. (Language of Publication-English)
- In; Management and Organization Theories, Chapter Name: (Social Identity Theory) (2016)., Author: **Mert İ. S.**, Nobel Press, Editor: M. Polat ve K. Arun , Basım sayısı:1, (Translated Book Section), (Language of Publication-Turkish)

### ***Proceedings of the International Congress***

- **Mert İ. S.**, Tufan, C., Yasar Ugurlu, Ö. (2023). The Impact of Airport Private Security Officers' Organizational Support Perceptions and Job Dedication on Job Competence: The Moderator Role of Social Courage, 9th International EMI (Entrepreneurship and Management Inquiries), Social Sciences Congress, November 7-10, Central Asian University and TEAM University, Tashkent, Uzbekistan.
- Abubakar, M., Alsaad, A., **Mert İ. S.** (2023). The AIoT Renaissance: Business Strategies for a Post-Pandemic World, 9th International EMI (Entrepreneurship and Management Inquiries), Social Sciences Congress, November 7-10, Central Asian University and TEAM University, Tashkent, Uzbekistan.
- **Mert İ. S.**, Koksall, K. (2023). A Noble Good for Whom? Courage and Unethical Pro-Organizational Behavior in Public Organization, 19th Administration and Public Management Conference, October 20-21, Bucharest University of Economic Studies, Bucharest, Romania.



- 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., İlhan, A., **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, Türkiye.
- Tufan, C., **Mert İ. S.** (2022). The Antecedents of sustainable Competitive Advantage and Sustainable Business - Performance, 1<sup>st</sup> 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, Türkiye.
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