

Assoc. Prof. Elif BAYKAL

Personal Information

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International Researcher IDs

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Publons / Web Of Science ResearcherID: ENW-9705-2022

ScopusID: 57204015338

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Education Information

Doctorate, Yildiz Technical University, Sosyal Bilimler Enstitüsü, İşletme Yönetimi (Dr), Turkey 2013 - 2017

Undergraduate, Bogazici University, İktisadi Ve İdari Bilimler Fakültesi, Siyaset Bilimi Ve Uluslararası İlişkiler Bölümü, Turkey 2001 - 2006

Foreign Languages

German, B2 Upper Intermediate

Dissertations

Doctorate, Spiritüel liderlik davranışının algılanan performans üzerine etkisi, Yildiz Technical University, Sosyal Bilimler Enstitüsü, İşletme Yönetimi (Dr), 2017

Academic Titles / Tasks

Istanbul Medipol University, İşletme ve Yönetim Bilimleri Fakültesi, 2017 - Continues

Academic and Administrative Experience

Head of Department, Istanbul Medipol University, İşletme Ve Yönetim Bilimleri Fakültesi, İşletme Bölümü (İngilizce), 2020 - Continues

Courses

GİRİŞİMCİLİK, Undergraduate, 2019 - 2020

YÖNETİM VE ORGANİZASYON, Undergraduate, 2019 - 2020

ULUSLARARASI İŞLETMECİLİK TEORİLERİ VE KAVRAMLARI, Doctorate, 2019 - 2020, 2018 - 2019

İŞLETME BİLİMİNE GİRİŞ, Undergraduate, 2019 - 2020, 2018 - 2019, 2017 - 2018

KÜÇÜK İŞLETMELERİ VE GİRİŞİMCİLİK, Undergraduate, 2018 - 2019
ÖRGÜTSEL DAVRANIŞTA GÜNCEL KONULAR, Postgraduate, 2018 - 2019
ÖRGÜTSEL DAVRANIŞ, Undergraduate, 2018 - 2019
DAVRANIŞ BİLİMLERİ, Undergraduate, 2018 - 2019, 2017 - 2018
LİDERLİK VE MOTİVASYON, Undergraduate, 2018 - 2019, 2017 - 2018
TOPLUMA HİZMET UYGULAMALARI, Undergraduate, 2017 - 2018
İŞ VE MESLEK AHLAKI, Undergraduate, 2017 - 2018
ULUSLARARASI İŞLETMECİLİK, Postgraduate, 2017 - 2018
İŞLETME VE FONKSİYONLARI, Associate Degree, 2016 - 2017
GİRİŞİMCİLİK VE İNOVASYON YÖNETİMİ, Associate Degree, 2016 - 2017
DAVRANIŞ BİLİMLERİ, Undergraduate, 2016 - 2017
İŞLETME BİLİMİNE GİRİŞ, Associate Degree, 2016 - 2017, 2015 - 2016
KRİZ YÖNETİMİ VE İLETİŞİMİ, Associate Degree, 2016 - 2017
GİRİŞİMCİLİK, Associate Degree, 2016 - 2017
DAVRANIŞ BİLİMLERİ, Associate Degree, 2016 - 2017
İNSAN KAYNAKLARI YÖNETİMİ, Associate Degree, 2016 - 2017
İŞLETME BİLİMİNE GİRİŞ, Undergraduate, 2015 - 2016
DEĞİŞİM YÖNETİMİ VE LİDERLİK, Undergraduate, 2015 - 2016

Advising Theses

Elif B., SPİRİTÜEL LİDERLİĞİN ÖRGÜT İTİBARINA ETKİSİ, Postgraduate, G.GÜL(Student), 2023
Elif B., YÜKSEKÖĞRETİM KURUMLARINDA TOPLAM KALİTE YÖNETİMİNE KARŞI ÇALIŞANLARIN OLUŞTURDUĞU DİRENÇ SEBEPLERİ, Postgraduate, M.KARABIYIK(Student), 2023
Elif B., Dijital çağda KOBİ'lerde örgütsel dayanıklılık için stratejik yönelimler ve esnek çalışma model önerisi, Doctorate, H.YORULMAZ(Student), 2023
Elif B., DİJİTAL DÖNÜŞÜM PERSPEKTİFİYLE ÖRGÜTSEL STRATEJİK YÖNELİMLERİN BİREY BAZLI DAYANIKLILIK (ESNEKLİK) ÜZERİNE ETKİSİ, Postgraduate, A.GÖKHAN(Student), 2023
Elif B., Spiritüel liderliğin insan sermayesi üzerindeki etkisi; İstanbul ili hizmet sektöründe faaliyet gösteren firmalarda çalışan beyaz yakalıları üzerine bir araştırma, Postgraduate, F.ÜLKER(Student), 2022
Elif B., Pandemi dönemi uzaktan çalışma ve iş yaşam dengesi arasındaki ilişkide psikolojik sermayenin aracılık rolü, Postgraduate, E.ALBAYRAK(Student), 2022
Elif B., Türk tekstil ve konfeksiyon ihracatçısı küçük ve orta ölçekli işletmelerde uluslararasılaşma sürecinde dijitalleşmenin etkileri ve örgütsel öğrenme odaklı bir model önerisi, Doctorate, B.DİVRİK(Student), 2022
Elif B., Kadın girişimci KOBİ'lerde eğitim ihtiyaç algısının finans ve diğer fonksiyonlar açısından karşılaştırmalı analizi, Postgraduate, A.ERSOY(Student), 2018

Published journal articles indexed by SCI, SSCI, and AHCI

- I. **Rethinking ethical climate: conjoint elevation of life satisfaction and customer-orientation through a stronger inner life**
BAYKAL E., Bhatti O., Irfan M., Zakaria N. B.
Journal of Organizational Change Management, vol.37, no.4, pp.833-847, 2024 (SSCI)
- II. **A cross-cultural analysis of spiritual transcendence and its impact on job satisfaction, job security, and life satisfaction in Bali and Türkiye: mediator effect of earthquake anxiety**
Subawa N. S., BAYKAL E., Basmantra I. N., Mimaki C. A., YORULMAZ H.
Frontiers in Psychology, vol.15, 2024 (SSCI)
- III. **Utilizing spiritual intelligence and workplace spirituality in creating collective awareness: the U-journey perspective**

- BAYKAL E.
Frontiers in Psychology, vol.15, 2024 (SSCI)
- IV. **Employee Involvement in Sustainability Projects in Emergent Markets: Evidence from Turkey**
BAYKAL E., Divrik B.
Sustainability (Switzerland), vol.15, no.18, 2023 (SCI-Expanded)
- V. **Boosting Life Satisfaction through Psychological Capital in the Presence of Job Security: A Case Study of Turkey**
BAYKAL E., BAYRAKTAR O., Divrik B., AŞCI M. S., ÖZ S.
Sustainability (Switzerland), vol.15, no.18, 2023 (SCI-Expanded)
- VI. **Editorial: Boosting positivity by utilizing spirituality as a tool for recovery: post-pandemic process**
BAYKAL E., BHATTI O. K., Farooq W.
Frontiers in Psychology, vol.14, 2023 (SSCI)
- VII. **Green human resources management: A novel tool to boost work engagement**
BAYKAL E., Bayraktar O.
Frontiers in Psychology, vol.13, 2022 (SSCI)
- VIII. **Analysis of spiritual leadership and ethical climate for banking industry using an integrated IT2 fuzzy decision-making model**
DİNÇER H., BAYKAL E., YÜKSEL S.
Journal of Intelligent and Fuzzy Systems, vol.40, no.1, pp.1443-1455, 2021 (SCI-Expanded)
- IX. **E-Leadership and Teleworking in Times of COVID-19 and Beyond: What We Know and Where Do We Go**
Contreras F., BAYKAL E., Abid G.
Frontiers in Psychology, vol.11, 2020 (SSCI)
- X. **Innovative capacity-based approach to blue ocean strategies of family firms: An IT2 fuzzy hybrid decision-making analysis for potential investors**
DİNÇER H., BAYKAL E., YÜKSEL S.
Journal of Intelligent and Fuzzy Systems, vol.37, no.6, pp.8459-8470, 2019 (SCI-Expanded)
- XI. **Mediating effect of psychological capital on the relationship between spiritual leadership and performance Zprostředkující efekt psychologického kapitálu ve vztahu mezi duchovním vedením a výkonností**
BAYKAL E., ZEHİR C.
E a M: Ekonomie a Management, vol.21, no.3, pp.124-140, 2018 (SSCI)

Articles Published in Other Journals

- I. **Demographic, experience, and organisational factors effect on local enforcement officers' ethical integrity**
Zakaria N. B., Nordin M. F., Ismail A., Ahmad Shukri N. H., BAYKAL E.
International Journal of Ethics and Systems, 2023 (ESCI)
- II. **Exploring the hidden potential of Bali's wellness tourism: Which factors encourage tourists to visit?**
Subawa N. S., Mimaki E. A., Mimaki C. A., BAYKAL E., Utami M. S. M.
Cogent Social Sciences, vol.9, no.2, 2023 (ESCI)
- III. **The effect of strategic orientations on organizational resilience in SMEs: The pandemic experience**
Yorulmaz H., Baykal E.
Alanya Akademik Bakış, vol.7, no.1, pp.481-509, 2023 (Peer-Reviewed Journal)
- IV. **Effects of teleworking and strategic orientations on resilience in the post-pandemic period**
Yorulmaz H., Baykal E., Eti S.
OPUS - Uluslararası Toplum Araştırmaları Dergisi, vol.20, no.51, pp.30-41, 2023 (Peer-Reviewed Journal)
- V. **Fuzzy Logic Based Strategy Recommendations to Improve the Efficiency of Financial Institutions**
ALHAN O., YÜKSEL S., DİNÇER H., BAYKAL E.

- Ekonomi, Politika & Finans Arařtırmaları Dergisi, vol.7, no.1, pp.53-69, 2022 (Peer-Reviewed Journal)
- VI. **A QUALITATIVE STUDY ABOUT INTERNATIONALIZATION OF TURKISH TEXTILE & CLOTHING INDUSTRIES**
Divrik B., BAYKAL E.
Vlakna a Textil, vol.29, no.3, pp.8-21, 2022 (Scopus)
- VII. **International Business Theories**
DIVRIK B., BAYKAL E.
Alanya Akademik Bakıř, vol.6, no.1, pp.1843-1846, 2022 (Peer-Reviewed Journal)
- VIII. **Türkiyenin insani yařam endeksi verilerinin dođrudan yabancı yatırımlar üzerindeki etkisi**
Baykal E., Cece S., Yorulmaz H.
Uluslararası Hukuk ve Sosyal Bilim Arařtırmaları Dergisi, vol.3, no.1, pp.69-82, 2021 (Peer-Reviewed Journal)
- IX. **How does Perceived Organizational Support Affect Psychological Capital? The Mediating Role of Authentic Leadership**
BİLGETÜRK M., BAYKAL E.
Organizacija, vol.54, no.1, pp.82-95, 2021 (ESCI)
- X. **Understanding Religion As a Phenomenon in Workplace Spirituality: A Durkheimian Approach**
BAYKAL E.
Spiritual Psychology and Counseling, vol.6, no.2, pp.27-41, 2021 (Peer-Reviewed Journal)
- XI. **Effects of Servant Leadership on Psychological Capitals and Productivities of Employees**
BAYKAL E.
Atatürk Üniversitesi İktisadi ve İdari Bilimler Dergisi, vol.34, no.2, pp.273-291, 2020 (Peer-Reviewed Journal)
- XII. **Mediator Effect of Perceived Organizational Support in the Relationship between Authentic Leadership and Organizational Commitment**
BAYKAL E.
Manas Journal of Social Studies, vol.9, no.3, pp.1674-1688, 2020 (Peer-Reviewed Journal)
- XIII. **Person-Organization Fit: A Spiritual Way to Boost Performance**
BAYKAL E.
ASYA STUDIES, pp.31-43, 2019 (Peer-Reviewed Journal)
- XIV. **Turkish Type Leadership: Sabri Ülker example**
BAYKAL E.
The Journal of Social Science, vol.3, no.6, pp.425-438, 2019 (Peer-Reviewed Journal)
- XV. **Katılım Bankaları: İşyeri Manevîyatı (Ruhsallığı) İçin Uygun Bir Ortam**
BAYKAL E.
MEVZU – SOSYAL BİLİMLER DERGISI, 2019 (Peer-Reviewed Journal)
- XVI. **Yenilikçi Örgüt İklimi: İşe Adanma Üzerine Etkisi**
BAYKAL E.
Ekonomi İşletme ve Maliye Arařtırmaları Dergisi, vol.1, no.3, pp.266-279, 2019 (Peer-Reviewed Journal)
- XVII. **Boosting Innovative Work Behavior in Organizations Through Absorptive Capacity**
BAYKAL E.
Journal of Organizational Behavior Review, vol.1, no.1, pp.16-33, 2019 (Peer-Reviewed Journal)
- XVIII. **Human Factor in Change Management: An Example from Turkish Banking Sector**
BAYKAL E.
Balkan Sosyal Bilimler Dergisi, vol.8, no.16, pp.187-198, 2019 (Peer-Reviewed Journal)
- XIX. **Rol-içi ve rol-üstü performansın işyeri ruhsallığı ile artırılması**
BAYKAL E.
Uluslararası Hukuk ve Sosyal Bilim Arařtırmaları Dergisi, vol.1, no.1, pp.15-25, 2019 (Peer-Reviewed Journal)
- XX. **Creating Organizational Commitment Through Spiritual Leadership: Mediating Effect of Meaning at Work**
BAYKAL E.
Business and Management Studies: An International Journal, vol.7, no.2, pp.837-855, 2019 (Peer-Reviewed Journal)

- XXI. **Küreselleşmenin Türkiye Sigorta Sektöründeki Etkileri : Şirketlerin Ortaklık Yapısı ve Pazar Payları**
ÖZGÜL E., ÖZDEMİRCİ F., YAZICI T., BAYKAL E.
Yönetim Ekonomi Edebiyat İslami ve Politik Bilimler Dergisi, vol.4, no.1, pp.100-130, 2019 (Peer-Reviewed Journal)
- XXII. **LEADING FACTORS CONTRIBUTING INTERNATIONAL ORGANIZATIONS TO BE AGILE AND BLUE OCEAN STRATEGY; AN EVIDENCE FROM TURKISH CIVIL AVIATION SECTOR**
BAYKAL E., MIZRAK F.
Stratejik ve Sosyal Araştırmalar Dergisi, vol.3, 2019 (Peer-Reviewed Journal)
- XXIII. **QUEEN BEE SYNDROME IN THE LIGHT OF SOCIAL IDENTITY THEORY**
BAYKAL E.
Karadeniz Teknik Üniversitesi Sosyal Bilimler Enstitüsü Sosyal Bilimler Dergisi, vol.8, no.16, pp.159-175, 2018 (Peer-Reviewed Journal)
- XXIV. **Effects of Servant Leadership on Gratitude, Empowerment, Innovativeness and Performance: Turkey Example**
BAYKAL E., ZEHİR C., KÖLE M.
Journal of Economy Culture and Society, vol.57, no.1, pp.29-52, 2018 (Peer-Reviewed Journal)
- XXV. **İŞ ÖZELLİKLERİNİN İŞ TATMİNİ VE İŞTEN AYRILMA NİYETİ ÜZERİNE ETKİSİ**
BAYKAL E., KOÇAK Ö. E.
Yönetim, Ekonomi, Edebiyat, İslami ve Politik Bilimler Dergisi, vol.3, no.1, pp.90-109, 2018 (Peer-Reviewed Journal)
- XXVI. **THE MEDIATION EFFECT OF ORGANIZATIONAL IDENTIFICATION IN THE RELATIONSHIP BETWEEN SERVANT LEADERSHIP AND FIRM PERFORMANCE**
BAYKAL E., ZEHİR C., KÖLE M.
Akademik Hassasiyetler, vol.5, no.9, pp.111-133, 2018 (Peer-Reviewed Journal)
- XXVII. **Hizmetkar Liderlik Firma Performansı İlişkisinde Örgütsel Özdeşleşmenin Aracı Etkisi**
BAYKAL E., ZEHİR C., KÖLE M.
Akademik Hassasiyetler, vol.5, no.9, 2018 (Peer-Reviewed Journal)
- XXVIII. **Promoting Resilience through Positive Leadership during Turmoil**
BAYKAL E.
International Journal of Management and Administration, vol.3, no.2, 2018 (Peer-Reviewed Journal)
- XXIX. **Spiritüelite (Ruhsallık) ve İş Ortamında Anlam Arayışı**
BAYKAL E.
Alanya Akademik Bakış, vol.7, no.9, 2017 (Peer-Reviewed Journal)
- XXX. **Psychological Ownership in Family Business in the Light of Social Identity Theory**
BAYKAL E.
International Journal of Research in Social Sciences, vol.7, no.9, pp.520-545, 2017 (Peer-Reviewed Journal)
- XXXI. **Örgüt Ortamında Artarak Yükselen Olumluluk: Pozitif Örgüt Okulu Bakış Perspektifi**
BAYKAL E.
İş'te Davranış Dergisi, vol.2, no.1, 2017 (Peer-Reviewed Journal)
- XXXII. **Otantik Liderlik ve Pozitif Çıktıları: Pozitif Örgütsel Davranış Bakış Açısı**
BAYKAL E.
Uluslararası İktisadi ve İdari Bilimler Dergisi, vol.3, no.3, 2017 (Peer-Reviewed Journal)
- XXXIII. **Effect of Organizational Support in the Relationship between Spiritual Leadership and Performance**
BAYKAL E., ZEHİR C.
INTERNATIONAL JOURNAL OF HUMANITIES AND SOCIAL SCIENCE, 2016 (Peer-Reviewed Journal)
- XXXIV. **İşveren Markası Oluşturma: Katılım Bankası Örneği**
BAYKAL E., GÜROL Y. D., ÜZMEZ A.
International Journal of Research in Business and Social Science (2147-4478), vol.5, no.2, pp.45-58, 2016 (Peer-Reviewed Journal)

Books & Book Chapters

I. Impact of Green Human Resources Management on Job Satisfaction

Baykal E., Yılmaz A. Ö., Koktekin S. K.

in: Economic Development and the Environmental Ecosystem, Hasan Dinçer, Serhat Yüksel, Editor, Springer, London/Berlin, İstanbul, pp.191-204, 2023

II. Boosting human capital via spiritual leadership: An example from Turkey

Baykal E.

in: Social Capital in the Age of Online Networking: Genesis, Manifestations, and Implications, Najmul Hoda, Arshi Naim, Editor, IGI Global yayınevi, Pennsylvania, pp.41-56, 2023

Refereed Congress / Symposium Publications in Proceedings

I. The Fundamental of Work Attitude in Consequence of Work Family Conflict, Ostracism, and Emotional Exhaustion for Female Employees in Bali

Basmantra I. N., Prasetyarianti A. A., Candra S., BAYKAL E.

International Conference on Business and Technology, ICBT2023, Manama, Bahrain, 7 - 09 May 2023, vol.924 LNNS, pp.482-491

II. Investigation of Product Experience and Brand Trust on Customer Loyalty Based in Bali, Indonesia (The Case Study of Frozen Food Brands in Pandemic Covid-19)

Basmantra I. N., Putri N. L. P. M., BAYKAL E., Widhiasthini N. W., Saputra U. W. E., Yulianti N. M. D. R.

International Conference on Business and Technology, ICBT2023, Manama, Bahrain, 7 - 09 May 2023, vol.924 LNNS, pp.394-403

III. Exploring the Factors Leading to the Failure of Millennial Entrepreneurs: Challenges in Green Business

Basmantra I. N., Apsari I. A. K. W., Gama A. W. O., BAYKAL E., Gorda A. N. S. R.

International Conference on Business and Technology, ICBT2023, Manama, Bahrain, 7 - 09 May 2023, vol.924 LNNS, pp.498-505

IV. The Relationship among Career Related Family Support, Extroversion, and Proactive Behaviors
GÜLEN ERTOSUN Ö., BAYKAL E.

The International Conference on Emerging Trends in Digital Business, Amman, Jordan, 17 August 2022

V. Preventing Intentions To Quit Through Resilience

BAYKAL E.

5. INTERNATIONAL EUROPEAN CONFERENCE ON SCIENCE, ARTCULTURE, Turkey, 28 - 29 October 2019

VI. Perceived Organizational Support, Servant Leadership and Psychological Capacity Relationship
BAYKAL E., ZEHİR C.

8th International Conference on Leadership, Technology, Innovation and Business Management, 12 - 14 July 2018

VII. Effect of Workplace Spirituality on Work Engagement: Mediator Effect of Altruistic Love
BAYKAL E.

Global Business Research Congress, Turkey, 30 - 31 May 2019

VIII. Pozitif Örgüt İklimi ve Güvencesiz Çalışma

AŞCI M. S., BAYKAL E.

27. Ulusal Yönetim ve Organizasyon Kongresi, Turkey, 18 - 20 April 2019

IX. POZİTİF ÖRGÜT İKLİMİ VE GÜVENCESİZ ÇALIŞMA

AŞCI M. S., BAYKAL E.

27. ULUSAL YÖNETİM VE ORGANİZASYON KONGRESİ, Antalya, Turkey, 18 - 20 April 2019, pp.613-626

X. Enhancing Engagement and Extra Role Performance Through Spiritual Leadership: A Field Research in Service Sector

BAYKAL E.

3rd International Conference on Tourism, Economic and Business Sciences, Turkey, 9 - 11 July 2019

XI. Patriarchial Culture and Its Creation of Queen Bees

BAYKAL E.

2nd International Congress on Tourism, Economic and Business Science, Turkey, 1 - 04 November 2018

XII. Otantik Liderlik Davranışı ve Umut Arasındaki İlişkide Örgütsel Destek Algısının Etkisi

BAYKAL E., GÜNDOĞMUŞ E.

1. ULUSLARARASI GAP İŞLETME BİLİMLERİ VE EKONOMİ KONGRESİ, Turkey, 4 - 06 May 2018

XIII. Otantik Liderliğin Örgütsel Bağlılık Üzerine Etkisi

ÇIRPAN H., BAYKAL E., Eroğlu G. S., Uzan R. K., Koç D.

5. Örgütsel Davranış Kongresi, Antalya, Turkey, 3 - 04 November 2017

XIV. Effects of gratitude in the relationship between servant leadership and organizational identification

BAYKAL E., ZEHİR C.

13th International Strategic Management Conference, 6 - 08 July 2017

XV. Effects of Resilience on Productivity Under Authentic Leadership

ZEHİR C., BAYKAL E.

12th Strategic management Conference, 28 - 30 October 2016

XVI. E-Service Quality and E-recovery Service Quality: Effects on Value Perceptions and Loyalty Intentions

ZEHİR C., BAYKAL E.

5th International Conference on Leadership, Technology, Innovation and Business Management, 28 - 30 October 2016

XVII. ES-Quality, Perceived Value and Loyalty Intentions relationship in Internet Retailers

BAYKAL E., ZEHİR C., KÖLE M.

10th International Strategic Management Conference, 19 - 21 July 2014, vol.150, pp.1071-1079

Metrics

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