

## Assoc. Prof. Öznur GÜLEN ERTOSUN

### Personal Information

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### International Researcher IDs

ScholarID: ZcQYhEgAAAAJ

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Publons / Web Of Science ResearcherID: HOH-2908-2023

ScopusID: 54388773300

Yoksis Researcher ID: 233938

### Education

Doctorate, Gebze Technical University, Institute Of Social Sciences, İşletme (Dr), Turkey 2010 - 2016

Postgraduate, Marmara University, Sosyal Bilimler Enstitüsü, İnsan Kaynakları Yönetimi Ve Gelişimi (YI) (Tezli) (İngilizce), Turkey 2005 - 2008

Undergraduate, Kocaeli University, İktisadi Ve İdari Bilimler Fakültesi, İktisat Bölümü, Turkey 2000 - 2004

### Dissertations

Doctorate, Pozitif psikolojik sermayenin iş algısı, bireye ve işe yönelik çıktılarla ilişkisinin incelenmesi: Deneysel ve ampirik bir çalışma, Gebze Technical University, Sosyal Bilimler Enstitüsü, İşletme (Dr), 2016

Postgraduate, The relationship between personality and being exposed to workplace bullying or mobbing, Marmara University, Sosyal Bilimler Enstitüsü, İnsan Kaynakları Yönetimi Ve Gelişimi (YI) (Tezli) (İngilizce), 2008

### Research Areas

Social Sciences and Humanities, Psychology, Sociology, Labor Economics and Industrial Relations, Labor Economics

### Academic and Administrative Experience

Deputy Director of the Center, Istanbul Medipol University, İşletme Ve Yönetim Bilimleri Fakültesi, İşletme Bölümü (İngilizce), 2024 - Continues

Vice Dean, Istanbul Medipol University, 2021 - Continues

### Courses

#### Doctorate

Seminer, Doctorate, 2022 - 2023

#### Postgraduate

Stratejik İnsan Kaynakları Yönetimi, Postgraduate, 2022 - 2023

Seminer, Postgraduate, 2021 - 2022

## Undergraduate

Kültür ve İşletme, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021, 2019 - 2020, 2017 - 2018  
Pozitif Psikolojik Sermaye, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021  
Ücret ve Ödül Yönetimi, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021, 2018 - 2019, 2017 - 2018  
Farklılıkların Yönetimi, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021, 2019 - 2020  
Yönetim ve Organizasyon, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021  
Davranış Bilimleri, Undergraduate, 2022 - 2023, 2021 - 2022, 2020 - 2021, 2019 - 2020, 2017 - 2018, 2016 - 2017, 2015 - 2016  
Staj, Undergraduate, 2021 - 2022  
İnsan Kaynaklarında Ölçme ve Değerlendirme, Undergraduate, 2021 - 2022, 2020 - 2021  
Sektörel Uygulama, Undergraduate, 2020 - 2021  
Bitirme Projesi, Undergraduate, 2020 - 2021  
İnsan Kaynakları Yönetimi, Undergraduate, 2020 - 2021, 2017 - 2018  
Sosyal Bilimlerde Araştırma Yöntemleri, Undergraduate, 2020 - 2021  
Örgütsel Davranış, Undergraduate, 2020 - 2021  
Seminer, Undergraduate, 2020 - 2021  
Topluma Hizmet Uygulamaları, Undergraduate, 2019 - 2020, 2017 - 2018  
Behavioral Science, Undergraduate, 2019 - 2020  
İŞLETME YÖNETİMİ VE ORGANİZASYON, Undergraduate, 2016 - 2017  
İŞLETME BİLİMİNE GİRİŞ, Undergraduate, 2016 - 2017

## Associate Degree

Sporda Örgütsel Davranış, Associate Degree, 2022 - 2023  
İNSAN KAYNAKLARI YÖNETİMİ, Associate Degree, 2018 - 2019  
YÖNETİM VE ORGANİZASYON, Associate Degree, 2018 - 2019, 2017 - 2018, 2016 - 2017, 2015 - 2016  
DAVRANIŞ BİLİMLERİ, Associate Degree, 2018 - 2019, 2017 - 2018, 2016 - 2017, 2015 - 2016  
EĞİTİM GELİŞTİRME VE KARIYER YÖNETİMİ, Associate Degree, 2018 - 2019  
ÖRGÜTSEL DAVRANIŞ, Associate Degree, 2017 - 2018

## Articles Published in Other Journals

- I. **Syrian Women in the Turkish Labor Market: Understanding Their Labor Supply Behavior**  
Karahan H., Gülen Ertosun Ö.  
Insight Turkey, vol.25, no.1, pp.171-186, 2023 (ESCI)
- II. **Etik, Adalet Ve Rekabetçi İklim Algısının Çalışan Adanmışlığı Üzerindeki Rolü**  
Gülen Ertosun Ö.  
Equinox Journal of Economics Business and Political Studies, vol.10, no.1, pp.1-25, 2023 (Peer-Reviewed Journal)
- III. **Challenges Faced by Working Women in The Pandemic Period and Their Emotional Experiences to Work**  
Gülen Ertosun Ö.  
İşletme Araştırmaları Dergisi, vol.15, no.1, pp.14-30, 2023 (Peer-Reviewed Journal)
- IV. **Rol stresi ve sinizm ilişkisinde öz-yeterliliğin rolü: Akademisyenler üzerine bir araştırma**  
Gülen Ertosun Ö.  
Business, Economics and Management Research Journal, vol.6, no.1, pp.122-138, 2023 (Peer-Reviewed Journal)
- V. **An Investigation into The Occupational Perceptions of Healthcare Professionals: The Covid-19 Pandemic**  
Gülen Ertosun Ö.  
OPUS Toplum Araştırmaları Dergisi, vol.20, no.51, pp.110-124, 2023 (Peer-Reviewed Journal)
- VI. **An evaluation on the motivation of employees in the logistics sector during the COVID-19 pandemic process**  
Gülen Ertosun Ö.

- Yıldız Sosyal Bilimler Enstitüsü Dergisi, vol.6, no.2, pp.49-61, 2022 (Peer-Reviewed Journal)
- VII. **Remote Working During The Covid-19 Pandemic and Job-Related Emotional Experiences**  
Gülen Ertosun Ö.  
Uluslararası Anadolu Sosyal Bilimler Dergisi, vol.6, no.4, pp.1340-1357, 2022 (Peer-Reviewed Journal)
- VIII. **The Decisive Role of Meaningful Work and Fair Workplace in Life Satisfaction**  
Gülen Ertosun Ö.  
İş'te Davranış Dergisi, vol.6, no.2, pp.89-101, 2021 (Peer-Reviewed Journal)
- IX. **Firma Düzeyinde Kurumsal Yönetim İndekslerinin Karşılaştırılması- Literatür İncelemesi**  
Gülen Ertosun Ö., Özer G.  
Ekonomi İşletme ve Maliye Araştırmaları Dergisi, vol.3, no.2, pp.115-135, 2021 (Peer-Reviewed Journal)
- X. **The Impact of Trust in Leaders on Organizational Citizenship Behavior of Employees**  
Gülen Ertosun Ö., Aşçı M. S.  
Journal of International Trade, Logistics and Law, vol.7, no.1, pp.118-129, 2021 (Peer-Reviewed Journal)
- XI. **Pozitif Psikolojik Sermaye ve Çalışan Adanmışlığı İlişkisi – Deneysel Bir Çalışma**  
Gülen Ertosun Ö., Erdil O., Alpkan L.  
Business and Management Studies: An International Journal, vol.6, no.4, pp.1033-1052, 2018 (Peer-Reviewed Journal)
- XII. **Positive Psychological Capital Development: A Field Study by the Solomon Four Group Design**  
Gülen Ertosun Ö., Erdil O., Deniz N., Alpkan L.  
INTERNATIONAL BUSINESS RESEARCH, vol.8, no.10, 2015 (Peer-Reviewed Journal)
- XIII. **The Relationship between Entrepreneur's Level of Perceived Business-Related Fear and Business Performance**  
Deniz N., Taştan Boz İ., Gülen Ertosun Ö.  
Journal of Global Strategic Management, vol.5, no.2, pp.147-160, 2011 (Peer-Reviewed Journal)
- XIV. **The Relationship between Personality and being Exposed to Workplace Bullying or Mobbing**  
Deniz N., Gülen Ertosun Ö.  
Journal of Global Strategic Management, vol.7, no.8, pp.129-142, 2010 (Peer-Reviewed Journal)

## Books

- I. **Absorptive Capacity, Learning, and Emotional Capability in the Context of Organizational Culture**  
GÜLEN ERTOSUN Ö.  
in: New Trends in Social, Humanities and Administrative Sciences, SÖNMEZ, SİNAN, Editor, DUVAR YAYINLARI, Ankara, pp.373-392, 2022
- II. **Sürdürülebilirlik ve Rekabet Avantajı Açısından Örgütlerde Dijital Dönüşümün Rolü ve Başarı Koşulları**  
GÜLEN ERTOSUN Ö.  
in: Tüm Yönleriyle Yönetim ve Strateji, KARABULUT, ŞAHİN, Editor, Ekin Yayınevi, Bursa, pp.83-100, 2022
- III. **İşyerinde Mizahın Yönetimsel Süreçler Ve Çalışanlar Üzerindeki Etkileri Açısından Değerlendirilmesi**  
KAVAK P. T., GÜLEN ERTOSUN Ö.  
in: Sosyal Bilimlerde Güncel Araştırmalar -11, KARACAGİL, ZEYNEL, Editor, BİLGİN KÜLTÜR SANAT YAYINLARI, Ankara, pp.1066-1077, 2022
- IV. **The Effect of Ethical Climate on Operational Performance in Organizations**  
GÜLEN ERTOSUN Ö., AŞCI M. S.  
in: Technology Management and Industrial Policy, Öz Sabri, Dönmez Tevfik, Topal Gökhan, Editor, Hiperyayın, İstanbul, pp.216-245, 2021
- V. **Psikolojik Sermaye Nasıl Geliştirilir? Daha Pozitif Olmaya Yönelik Ampirik Bulgular**  
GÜLEN ERTOSUN Ö.  
NOBEL, 2020
- VI. **The Evolution of Organizational Development Towards a Positive Approach**

GÜLEN ERTOSUN Ö.

in: Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance,, BAYKAL, ELİF, Editor, IGI GLOBAL, HERSHEY, pp.1-20, 2020

**VII. Constructive Conflict Resolution: The Role of Leaders' Personality**

GÜLEN ERTOSUN Ö.

in: Handbook of Research on Positive Organizational Behavior for Improved Workplace Performance, BAYKAL, ELİF, Editor, IGI GLOBAL, HERSHEY, pp.291-309, 2020

**VIII. Leadership, Personal Values and Organizational Culture**

GÜLEN ERTOSUN Ö., ADIGÜZEL Z.

in: Strategic Design and Innovative Thinking in Business Operations, Hasan Dinçer, Ümit Hacıoğlu, Serhat Yüksel, Editor, Springer International Publishing, pp.51-74, 2018

## **Papers Presented at Peer-Reviewed Scientific Conferences**

**I. 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, (Summary Text)

**II. Girişimci Adaylarının Duygusal Zeka ve Kişilik Özellikleri Açısından İncelenmesi**

GÜLEN ERTOSUN Ö.

III. International Conference on Empirical Economics and Social Sciences (e-ICEESS'20), Turkey, 12 December 2020, (Summary Text)

**III. KONTROL ODAĞININ GİRİŞİMCİLİK EĞİLİMİ İLE İLİŞKİSİ**

GÜLEN ERTOSUN Ö.

Uluslararası Sosyal Bilimler ve Eğitim Bilimleri Sempozyumu (USVES), Turkey, 09 October 2020, (Summary Text)

**IV. İşe Yönelik Yeterlilik Algısının Stres ve Tükenmişlik Sendromu İle İlişkisi**

GÜLEN ERTOSUN Ö., ATA S., YILDIZ S., UÇ B.

5. ÖRGÜTSEL DAVRANIŞ KONGRESİ, Antalya, Turkey, 03 November 2017, (Full Text)

**V. An Empirical Investigation of Career Optimism Among Turkish University Students**

MÜCELDİLİ B., GÜLEN ERTOSUN Ö., ERDİL O.

13th International Strategic Management Conference, KARADAĞ, 06 July 2017, (Full Text)

**VI. Linking person-job fit to job stress: The mediating effect of perceived person-organization fit**

DENİZ N., NOYAN A. G., GÜLEN ERTOSUN Ö.

11th International Strategic Management Conference, VİYANA, Austria, 23 July 2015, (Full Text)

**VII. The Relationship between Employee Silence and Organizational Commitment in a Private Healthcare Company**

NOYAN A. G., GÜLEN ERTOSUN Ö., DENİZ N.

9th International Strategic Management Conference, Riga, Latvia, 27 - 29 June 2013, vol.99, pp.691-700, (Full Text)

**VIII. Total quality management practices effects on quality performance and innovative performance**

ZEHİR C., GÜLEN ERTOSUN Ö., ZEHİR S., MÜCELDİLİ B.

First International Conference on Leadership, Technology and Innovation Management, 21 - 23 October 2011, (Full Text)

**IX. The Woman-Friendly Organization- Effects of Demographic Variables on Women Employees' Perception about Their Companies on Work and Family-Oriented Woman-Friendly HRM: A Study in Banking Industry in Turkey**

DENİZ N., DENİZ S., GÜLEN ERTOSUN Ö.

First International Conference on Leadership, Technology and Innovation Management, Turkey, 02 December 2012, (Full Text)

**X. The Effects of Loneliness on Employees' Commitment and Intention to Leave**

GÜLEN ERTOSUN Ö., ERDİL O.

First International Conference on Leadership, Technology and Innovation Management, 21 - 23 October 2012, (Full Text)

- XI. **The Mediating Role of Firm Innovativeness on Management Leadership and Performance Relationship**  
ZEHİR C., MÜCELDİLİ B., Zehir S., GÜLEN ERTOSUN Ö.  
First International Conference on Leadership, Technology and Innovation Management, 11 October 2012, (Full Text)
- XII. **The Effects of Leadership Styles and Organizational Culture over Firm Performance Multi National Companies in İstanbul**  
ZEHİR C., GÜLEN ERTOSUN Ö., Zehir S., MÜCELDİLİ B.  
7th International Strategic Management Conference, 30 June - 02 July 2011, (Full Text)
- XIII. **The Relationship between Social Climate and Loneliness in the Workplace and Effects on Employee Well-Being**  
ERDİL O., GÜLEN ERTOSUN Ö.  
7th International Strategic Management Conference, 30 June - 02 July 2011, (Full Text)
- XIV. **The Relationship between Entrepreneur's Level of Perceived Business-Related Fear and Business Performance**  
DENİZ N., TAŞTAN BOZ İ., GÜLEN ERTOSUN Ö.  
7th International Strategic Management Conference, Paris, France, 30 June 2011, (Full Text)
- XV. **The Relationship Between Personality And Being Exposed To Workplace Bullying or Mobbing**  
DENİZ N., GÜLEN ERTOSUN Ö.  
6th International Strategic Management Conference, 08 July 2010, (Full Text)

## **Funded Projects**

Atabay Kuşçu R., Genç H. D., Babacan M., Aleksiev G., Gülen Ertosun Ö., Samsunlu G., Erasmus Project, Green Deal, Sustainable Trade and Türkiye's Integration - Jean Monnet Module, 2022 - 2025