ZEYNEP AYCAN

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EDUCATION

1996-1997 Post-Doctoral Research Associate
McGill University, Faculty of Management, Montreal, Canada

1992-1996 Ph.D., Applied Psychology (Cross-Cultural Industrial/Organizational Psychology)
Queen's University, Department of Psychology, Kingston, Canada

1990-1992 M.A., Social Psychology
Department of Psychology, Bosphorous University, Istanbul, Turkey

1986-1990 B.A., Psychology
Department of Psychology, Bosphorous University, Istanbul, Turkey

FIELDS OF INTERESTS

currently working on leadership emergence and effectiveness using lab method with psychological and physiological measures.

HONORS & AWARDS

- American Psychological Association Ursula Gielen Global Psychology Book Award 2016 Award is presented to the author(s) or editor(s) of a recent book that makes the greatest contribution to psychology as an international discipline and profession, or more specifically, the degree to which the book adds to our understanding of global phenomena and problems from a psychological point of view. (http://www.apa.org/about/awards/div-52-gielen.aspx)
- Management and Leadership Textbook of the Year Award, Chartered Management Institute (http://yearbook.managers.org.uk/blog/management-book-of-the-year-award/) 2015 ♣ TUBITAK Science Award 2014 The highest recognition of scientific achievement in Turkey awarded by the President of the Turkish Republic to a scientist who has made significant contributions to the advancement of universal science.
- Oustanding Faculty Award, Koç University Presidential Recognition 2014
- Elected Fellow, Association for Psychological Sciences (APS) 2013
- Elected Fellow, Society for Industrial and Organizational Psychology (SIOP) 2013
- Outstanding Teaching Award, Renmin University of China 2013
- 2012 Gordon Allport Intergroup Relations Prize by Study of Social Issues 2012 Gelfand, M.J., Raver, J.L., Nishii, L., Leslie, L.M., Lun, J., Lim, B.C., Duan, L., Almaliach, A., Ang, S., Arnadottir, J., Aycan, et al. (2011). Differences between tight and loose cultures: A 33-Nation Study. Science, May, 332, 1100-1104.
- Member of the Science Academy of Turkey 2012 ♣ Oustanding Faculty Award, College of Social Sciences and Humanities 2011
- Honorary Professor, Renmin University of China 2010
- Academy of Management, Caroline Dexter Award 2010 for the initial version of: Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, A.N., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C.T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.T., Weber, T.J. (2010). Scientific mindfulness: A foundation for future themes in International Business. Advances in International Management, 23, 43-73.

- Best Student Paper Award to an MA Thesis supervised 2010 Goncu, A., Aycan, Z., & Johnson, R.E. (2010). Effects of Paternalistic and Transformational Leadership on Follower Outcomes. Presented at the International Association of Management and Business Conference, May.
- Research Fellow, Center for Global Workforce Strategy, 2009 Simon Fraser University
- Global Young Academy, Member 2009 The GYA brings outstanding young scientists from around the world together to address topics of global importance. The 172 current members include leading young scientists (average age of 35 years and at the beginning of their independent academic career) from 54 countries and all continents. The members are selected for the excellence of their science and their commitment to service. (http://www.globalyoungacademy.net)
- Oustanding Young Scholar, World Economic Forum Inter-Academy Panel 2008 ♣ Elected Associate Member, Turkish Academy of Sciences 2007
- Academy of Management, Caroline Dexter Best Paper Award Nomination 2004 Aycan, Z. & Eskin, M. (2004). Relative Contribution of Childcare, Spousal, and Organizational Support in Reducing Work-Family Conflict for Males and Females: The Case of Turkey. Paper presented at the Annual Academy of Management Conference, August, New Orleans.
- Turkish Academy of Sciences Outsanding Young Scientists Award 2003
- Turkish Academy of Sciences Recognition Award 2001
- Best Paper Award 2000 Aycan, Z. & Kanungo, R.N., Mendonca, M.; Yu, K., Deller, J.; Stahl, G.; Khursid, A. (2000). Impact of culture on human resource management practices: A ten country comparison. Applied Psychology: An International Review, 49(1), 192-220.

PROFESSIONAL EXPERIENCE

Koc University
- Assistant Professor 1997-2002
- Associate Professor 2002
- Full Professor 2007 – present
  (dual appointment: Department of Psychology & Faculty of Management)

McGill University, Faculty of Management
- Adjunct Professor 1996-1997
- MBA and undergraduate courses on Cross-Cultural Management

ESCP European School of Management 1999
- Invited scholar

Bordeaux School of Management, France 2002
- Invited to teach Organizational Behavior in International MBA program

Tartu School of Economics, Estonia 2004
- Invited lecturer in Ph.D. program; taught Culture, Leadership and Human Resource Management

Aston Business School 2005
- Aston University, Birmingham, UK Invited researcher

IESE Business School, Spain 2005

- Invited lecturer in Ph.D. program; taught theory and methodology of cross-cultural management research

Renmin University of China 2012-2013
- Visiting Professor in Department of Psychology

Harvard University 2015
- Visiting Scholar

BIBLIOGRAPHY

Journal Articles

1. Gelfand, M., Aycan, Z., Erez, M., & Leung, K. (in press). Cross-cultural Industrial and organizational Psychology and Organizational Behavior: A hundred year journey. Journal of Applied Psychology. Thomas, D., Liao, Y., Aycan, Z., Cerdin, J-J., Pekerti, A.A., Ravlin, E.C., Stahl, G.K., Lazarova, M.B., Fock, H., Arli, D., Moeller, M., Okimoto, T.G., van de Vijver, F. (2015). Cultural intelligence: A theory-based short form measure. Journal of International Business Studies, 46(9), 1099-1118.
2. Aycan, Z., Shyncs, B., Sun, J., Felfe, J., & Saher, N. (2013). Convergence and divergence of paternalistic leadership: A cross-cultural investigation of prototypes. Journal of International Business Studies, 44(9), 962-969.
3. Arman, G. & Aycan, Z. (2013). Host country nationals' attitudes towards expatriates: Development and validation of a measure. International Journal of Human Resource Management, 24 (15), pp. 2927–2947.
4. Ertureten, A., Cemalcilar, Z., & Aycan, Z. (2013). The Relationship of Downward Mobbing with Leadership Style and Organizational Attitudes. Journal of Business Ethics, 116 (1), 205-216.
5. Gelfand, M.J., Shteynberg, G., Lee, T., Lun, J., Lyons, S., Bell, S., Chiao, J.Y., Bruss, J.B., Al Dubbagh, M., Aycan, Z., Abdel-Latif, A.H., Dagher, M., Khashan, H., & Soomro, S. (2012). The Cultural Transmission of Intergroup Conflict. Philosophical Transactions of the Royal Society: B Biological Sciences, 367 (1589), 692-703.
6. Gelfand, M.J., Raver, J.L., Nishii, L., Leslie, L.M., Lun, J., Lim, B.C., Duan, L., Almaliach, A., Ang, S., Arnadottir, J., Aycan, Z., Boehnke, K., Boski, P., Cabecinhas, R., Chan, D., Chhokar, J., D'Amato, A., Ferrer, M., Fischlmayr, I., Fischer, R., Fulop, M., Georgas, J., Kashima, E.S., Kashima, Y., Kim, K., Lempereur, A., Marquez, P., Othman, R., Overlaet, B., Panagiotopoulou, P., Peltzer, K., Perez-Florizno, L.R., Petrovna, L., Realo, A., Schei, V., Schmitt, M., Smith, P.B., Soomro, N., Szabo, E., Taveesin, E., Toyama, M., Van de Vliert, E., Vohra, N., Ward, C., Yamaguchi, S. (2011). Differences between tight and loose cultures: A 33-Nation Study. Science, May, 332, 1100-1104.
7. Yavuz, S., & Aycan, Z. (2011). The Relationship of Managerial Values and Assumptions with Performance Management: Understanding within Culture Variability. International Journal of Human Resource Management, 22(15), 3080-3098.
8. Aycan, Z., Bayazit, M., Berkman, Y., & Boratav, H.B. (2011). Attitudes towards women managers: Development of a new measure. European Journal of Work and Organizational Psychology, 21(3), 426-455.
9. Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, A.N., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C.T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.T., Weber, T.J. (2010). Scientific mindfulness: A foundation for future themes in International Business. Advances in International Management, 23, 43-73.

10. Yildirim, D., & Aycan, Z. (2008). Work-family conflict of nurses: A comparison between academic and clinical nurses. International Journal of Nursing Studies, 45(6), 1366 – 1378.
11. Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D.J.R., Elron, E., Ekelud, B.Z., Cerdin, J-L., Brislin, R., Aycan, Z., & Au, K. (2008). Cultural Intelligence: Domain and Assessment. International Journal of Cross-Cultural Management, Vol.:8 (2), pp. 123-143.
12. Tung, R. & Aycan, Z. (2008). Key success factors and indigenous management practices in SMEs in emerging economies. Journal of World Business, 43, 381-384.
13. Gelfand, M.J., Erez, M., & Aycan, Z. (2007). Cross-Cultural approaches to organizational behavior. Annual Review of Psychology, 58, 479-515.
14. Aycan, Z., Al-Hamadi, A.B., Davis, A., Budhwar, P. (2007). Cultural Orientations and Preference for HRM Policies and Practices: The case of Oman. International Journal of Human Resource Management,18(1), 11-33.
15. Aycan, Z., & Kirmanoglu, H. (2007). Managerial Subcultures in Turkey: How does membership to business associations impact managerial values and assumptions. European Journal of International Management,1(1/2), 111-128.
16. Mohr, G., Rigotti, T., & Aycan, Z. (2006). The cross-cultural assessment of psychological strain in work contexts: Concerning the measurement equivalency of 11 adaptations of the Irritationscale. Europen Journal of Psychological Assessment, 22(3), 198-206.
17. Metcalf, L.E., Bird, A, Shankarmahesh, M., Aycan, Z., Larimo, J., Valdelamar, D.D. (2006). Cultural tendencies in negotiation: A comparison of Finland, India, Mexico, Turkey and the United States. Journal of World Business, 41(4), 382-394.
18. Aycan, Z., & Kabasakal, H. (2006). Social Contract and Perceived Justice of Workplace Practices to Cope with Financial Crises. Group and Organization Management, 31(4), 469-503.
19. Aycan, Z., & Eskin, M. (2005). Childcare, Spousal, and Organizational Support in Predicting WorkFamily Conflict for Females and Males in Dual-Earner Families with Preschool Children. Sex Roles, 53(7), 453-471.
20. Aycan, Z. (2005). The interface between cultural and institutional / structural contingencies in human resource management. International Journal of Human Resource Management, 16(7), 1083- 1120.
21. Aycan, Z. (2004). Key success factors for women in management in Turkey. Applied Psychology: An International Review, 53(3), 453-477.
22. Aycan, Z., & Fikret-Pasa, S. (2003). Career Choices, Job Selection Criteria and Leadership Preferences in a Transitional Nation: The Case of Turkey. Journal of Career Development, 30(2), 129-144.
23. Sagie, R., & Aycan, Z. (2003). A cross-Cultural Analysis of Participative Decision Making in Organizations. Human Relations, 56(4), 453-473.
24. Aycan, Z. (2001). Whatever happened to individual-level studies of work motivation? Cross-Cultural Bulletin, 35(2), 6-13.
25. Aycan, Z. & Balci, H. (2001). Indiviual and organizational factors facilitating training effectiveness. Turkish Journal of Psychology,16(48), 13-31.
26. Aycan, Z. (2001). Human Resource Management in Turkey: Current Challenges and Future Trends. International Journal of Manpower, 22(3), 252-261.
27. Aycan, Z. & Kanungo, R.N., Mendonca, M.; Yu, K., Deller, J.; Stahl, G.; Khursid, A. (2000). Impact of culture on human resource management practices: A ten country comparison. Applied Psychology: An International Review, 49(1), 192-220.
28. Aycan, Z. (2000). Cross-cultural Industrial and Organizational Psychology: Contributions, Past developments and Future Directions. Journal of Cross-Cultural Psychology, 31(1), 110-128.

29. Aycan, Z. (1999). Effects of problems with participation in economic life on the psychological health and adaptation to the county for expatriates. Turkish Journal of Psychology, 14(43), 17-35.
30. Wang, X., Aycan, Z., Kanungo, R.N., & Yu, K.C. (1999). Cultural and Human Resource Management Practices: A Comparison Between China and India. Indian Psychological Review, 52(2).
31. Aycan, Z., Kanungo, R.N. & Sinha, J.B.P. (1999). Organizational culture and human resource management practices: The Model of Culture Fit. Journal of Cross-Cultural Psychology, 30(4), 501-527.
32. Aycan, Z. & Kanungo, R.N. (1998). Impact of acculturation on socialization beliefs and behavioral occurrences among Indo-Canadian immigrants. Journal of Comparative Family Studies, 29(3).
33. Aycan, Z. (1997). Expatriate adjustment as a multifaceted phenomenon: Individual and organizational level predictors. International Journal of Human Resource Management, 8(4), 434- 456.
34. Mathur, P., Aycan, Z., & Kanungo, R.N. (1996). Work cultures in Indian organizations: A comparison between public and private sector. Psychology and Developing Societies, 8(2), 199-223.
35. Aycan, Z. & Kanungo, R.N. (1996). Immigration and its impacts on second-generation IndoCanadian adolescents. Social Engineering: A Journal of International Perspective on Development, 5(1), 30-38.
36. Aycan, Z. & Berry, J.W. (1996). Impact of employment-related experiences on psychological wellbeing of and adaptation of immigrants. Canadian Journal of Behavioral Sciences, 28(3), 240-251.

Books

1. Korabik, K., Aycan, Z., & Ayman, R. (in press). Work-family interface in global context. New York: Routledge.
2. Aycan, Z., Kanungo, R.N., & Mendonca, M. (2014). Management and organizations in cross-cultural context. London: Sage Inc. Winner of the Management and Leadership Book of the Year, 2015 Winner of American Psychological Association Ursula Gielen Global Psychology Book Award, 2016
3. Aycan, Z., Eskin, M., & Yavuz, S. (2007). Life Balance: The art of balancing work, family and personal life. Istanbul: Sistem Press.
4. Aycan, Z. (2000) (Ed.). Management, Leadership and Human Resource Practices in Turkey. Ankara: Turkish Psychological Association Press.
5. Aycan, Z. (1997) (Ed.). Expatriate management: Theory and research. Greenwich, Connecticut: JAI Press Inc.

Book Chapters

1. Aycan, Z. (2015). Paternalistic Leadership. In Cooper, C. (Eds.). Encyclopedia of Management. NJ: Wiley & Sons.
2. Aycan, Z. & Gelfand, M.J. (2012). Cross-Cultural Industrial and Organizational Psychology. In S. Koslowski & K. Klein (Eds.). Handbook of Industrial and Organizational Psychology. New Jersey: Blackwell.
3. Thomas, D.C., Stahl, G., Ravlin, E.C., Pekerti, A., Maznevski, M., Lazarova, M.B., Jackson, D.J.R., Elron, E., Ekelud, B.Z., Cerdin, J-L., Brislin, R., Aycan, Z., & Au, K. (2012). Development of a Cultural Intelligence Assessment. In W.H. Mobley, Y. Wang, & M. Li (Eds). Advances in Global Leadership (pp. 216-254). UK: Emerald Group Publishing.

4. Kabasakal, H., Aycan, Z., Karakas, F., Maden, C. (2010). Women in Management in Turkey. In M.J. Davidson & R. Burke (Eds.). Women in Management Worldwide: Progress and Prospects. UK: Ashgate.

5. Dağlı, T. & Aycan, Z. (2010). Nepotism in HRM practices. In R. Erdem (Eds.). Nepotism in Management and Organizations (pp. 167-179). Istanbul: Beta Press.

6. Aycan, Z. (2009). Perspectives on human development, family and culture: Career development of women in Turkey. In S. Bekman, & A. Koc (Eds.)Perspectives in human development, family, and culture (pp. 284-299). Cambridge: Cambridge University Press.

7. Aycan, Z. & Yavuz, S. (2008). Performance management in Turkey. In A.Varma, P.S. Budhwar, A. DeNisi (Eds.) Performance management in emerging economies (pp. 168-180). London: Routledge.

8. Aycan, Z. (2008). Cross-cultural perspectives in Work-family conflict. In K. Korabik, D. S. Lero, & D. L. Whitehead (Eds.) Handbook of Work-Family Conflict (pp. 353-371). London, Academic Press.

9. Aycan, Z. (2008). Leadership in cultural context. In P. Smith, M. Peterson, & D.T. Thomas (Eds.). Handbook of cross-cultural management (pp. 219-239). London, Sage Publication.

10. Aycan, Z., Kabasakal, H, Erkovan, H. (2009). The strategic role of HRM in coping with economic crisis. In H. Sümer (Eds.) Kriz yönetimi: Araştırma ve Uygulamalar (pp. 615-639). Istanbul: Bilgi University Press.

11. Aycan, Z. (2007). İnsan kaynakları yönetiminde kültürün ve kurumsal yapının etkileşimi. (Interaction of culture and institutional structure in human resources management). In R. Erdem (Ed.). Kültür ve Yönetim (Culture and Management) (pp. 305-346). Istanbul: Turkish Psychological Association Press.

12. Aycan, Z. (2006). Human resource management in Turkey. In P.Budhwar & K. Mellahi (Eds.). Managing human resources in the Middle East (pp. 160-180). New Jersey: Routledge.

13. Aycan, Z. (2006). Paternalism: Towards Conceptual refinement and operationalization. In Yang, K.S., Hwang, K.K., & Kim, U. (Eds.). Scientific Advances in Indigenous Psychologies: Empirical, Philosophical, and Cultural Contributions (pp. 445-466). London: Cambridge University Press.

14. Aycan, Z. (2004). Leadership and teamwork in developing countries: Challenges and opportunities. In Lonner, W. Dinnel, D.L., Hayes, S.A., & Sattler, D.N. (Eds.). On-line Readings in Psychology and Culture (http://www.ac.wwu.edu/~culture/readings.htm).

15. Aycan, Z. (2004). Cross-Cultural Industrial and Organizational Psychology. In Spielberger, C.D. (Ed.). Encyclopedia of Applied Psychology (pp. 271-285). New York: Academic Press.

16. Kabasakal, H., Aycan, Z., & Karakas, F. (2004). Women in management in Turkey. In M.J. Davidson & R. Burke (Eds.). Women in Management Worldwide: Progress and Prospects (pp. 273- 294). UK: Ashgate.

17. Aycan, Z. (2004). Managing Inequalities: Leadership and teamwork in developing country context. In Lane, H., Mendenhall, M. & Maznevski, M. International Handbook of Management (pp. 406- 423). NY: Blackwell.

18. Aycan, Z. & Kanungo, R.N. (2001). Cross-Cultural Industrial and Organizational Psychology: A Critical Appraisal of the Field and Future Directions. In N.Anderson, D.S.Ones, H.KepirSinangil, Viswesvaran, C. (Eds.). International Handbook of Work and Organizational Psychology, Vol.1 (pp. 285-409). London: Sage.

19. Aycan, Z. (2000). Expatriation: A critical stage towards developing global leaders. In M. Mendenhall, T.M. Kuhlmann, & G. Stahl (Eds.). Developing

global business leaders: Policies, processes and innovations (pp. 119-137). Connecticut: Quorum Books.

20. Aycan, Z. & Kanungo, R.N. (2000). Toplumsal kulturun, kurumsal kultur ve IK uygulamalari uzerine etkileri (Effects of societal culture on institutional culture and HR practices). In Z. Aycan (Ed.). Turkiye'de yonetim, liderlik ve insan kaynaklari uygulamalari (Management, leadership and human resources practices in Turkey; pp.25-57). Ankara: Turk Psikologlar Dernegi.

21. Kanungo, R., Aycan, Z., & Sinha, J.B.P. (1999). Socio-Cultural Environment, Work Culture and HRM Practices: The Model of Culture Fit. In J.C.Lasry (Ed.). Latest contributions to cross-cultural psychology (pp.269-286). Lisse: Swets & Zeitlinger.

22. Aycan, Z. & Kanungo, R.N. (1997). Current issues and future challenges in expatriate management. In Z. Aycan (Ed.), Expatriate management: Theory and research (pp. 245-260). Greenwich, Connecticut: JAI Press.

23. Aycan, Z. (1997). Acculturation of expatriate managers: A process model of adjustment and performance. In Z. Aycan (Ed.), Expatriate management: Theory and research (pp. 1-41). Greenwich, Connecticut: JAI Press.

Papers in Conference Proceedings

1. Jonsen, K., Aycan, Z., Berdrow, I., Boyacigiller, N.A., Brannen, M.Y., Davison, S.C., Dietz, J., Gluesing, J., Kwantes, C. T., Lazarova, M., Madzar, S., Maloney, M.M., Maznevski, M., McDonough, E., Taylor, S., Thomas, D.C., & Weber, T., J. (2010). Scientific Mindfulness: A Foundation for Future Themes in International Business. Selected for Inclusion in the Best Paper Proceedings of the 2010 Academy of Management Meeting.

2. Aycan, Z. (2000). Trends and emerging values in Human resource management: The Turkish Scene. Proceedings of the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values (pp. 25-32).

3. Sagie, A., & Aycan, Z. (2000). Participative decision making in organizations: Cross-cultural analysis. Proceedings of the Seventh Bi-Annual Conference of the International Society for the Study of Work and Organizational Values (pp. 42-50).

4. Aycan, Z. (2000). Paternalizm: Ozgun yonetim ve liderlik anlayisina iliskin uc gorgul calisma (Paternalism: 3 studies on the understanding of authentic management and leadership). Proceedings of the 8th National Congress of Management and Organizational Sciences (353-357).

5. Aycan, Z. & Balci, H. (2000). Sirketlerde hizmet-ici egitimin etkinligini belirleyen faktorler (Factors which determine the efficiency of in-service trainings in companies). Proceedings of the 8th National Congress of Management and Organizational Sciences (727-731).

6. Aycan, Z. (1996). Antecedents and consequences of expatriate adjustment. In V.V. Baba (Ed.).Work values and behaviour: Research and Applications (pp. 129-140), Montreal: Concordia University Press.

7. Aycan, Z. & Berry, J.W. (1996). The relationship between unemployment and psychological wellbeing: Role of social causation and social selection. International Journal of Psychology, 31(3), 452.

8. Aycan, Z. & Kanungo, R.N. (1996). Acculturation within the family unit. International Journal of Psychology, 31(3), 376.

9. Mathur, P., Aycan, Z., & Kanungo, R.N. (1996). Work cultures in Indian organizations: A comparison between public and private sector. In V.V. Baba (Ed.).Work values and

behaviour: Research and Applications (pp. 569-579), Montreal: Concordia University Press.

GRANTS AND PROJECTS

P7 European Council POCARIM Research Grant 2011-2014
- Amount to Turkey: 65,000 Euros (Turkish PI: Zeynep Aycan)

Research Fund, Koc University Center for Gender Studies 2011-2014
- Key Success Factors for Entrepreneurial Success: Male-Female Comparison. Amount: 21,000 USD (PI: Zeynep Aycan & Hayat Kabasakal)

Research Fund, Education Reform Platform, Sabanci University 2011-2012
- Best practices in collaboration between vocational schools and industry Amount: 15,000 USD (PI: Zeynep Aycan)

Disability Employment Project 2010
- 6 Nokta Körler Vakfı ve Türk Psikologlar Derneği Ortak Projesi Sabancı Foundation Fund Amount: 43,500 USD (PI: Zeynep Aycan & Ebru Anse)

Multidisciplinary University Research Initiative Program (MURI) United States Army Research Office, the Office of Naval Research and the Air Force Office of Scientific Research. 2008
- Grant to the Research on Dynamic Models of the Effect of Culture on Collaboration and Negotiation Amount: 500,000 USD (PI: Michele J. Gelfand)

Social Science and Humanities Research Council, Canada
- Grant to the International Work-Family Conflict Research Amount: 120,000 Can$ (PI: Karen Korabik) 2004

Social Science and Humanities Research Council, Canada
- Grant to the Cultural Intelligence Research Project Amount: 114,000 Can$ (PI: David Thomas) 2004

KUMPEM Research Grant (with Mahmut Bayazıt)
- to the Individual and Organizational level predictors of Empowerment Project 2004

Turkish Council of Science and Technology Research Grant
- Individual, organizational and societal factors affecting disability employment in Turkey 2001-2003

Corporate Sponsorship to the Work-Family Conflict Project 2000-2001
- Turkish Economy Bank, Garanti Bank, Pamukbank, Esbank

FIAT Research Award 1999

Dissertation Award, Queen's University 1995

Queen's Graduate Fellowship 1993-1995

Dean's Award, Queen's University 1993

GRADUATE STUDENT SUPERVISION

Ph.D. Theses Supervised

- Erarslan, A.B. (in preparation). Career regrets: Antecedents & Consequences.
- Sheila, S. (in preparation). Emotional Affectivity associated with Fear of Leadership.
- Mutluer, A. (in preparation). Leadership Effectiveness for high FOL leaders.

Master's Theses Supervised

- Yavuz, S. (2005). The relationship of managerial values, assumptions and work unit characteristics with performance management. Unpublished MA Thesis, Koc University.
- Demir, D. (2005). Global Standardization versus local adaptation of human resource management practices in multinational corporations in Turkey. Unpublished MA Thesis, Koc University.
- Berkman, Y.A. (2005). Attitudes towards women managers: Development of a new measure. Unpublished MA Thesis, Koc University.
- Goncu, A. (2006). Motivational processes involved in a relationship between leadership and organizational citizenship behavior. Unpublished MA Thesis, Koc University.
- Dagli, T. (2007). Willingness to share knowledge with the workgroup: Contextual antecedents, instrumental and relational motivational states. Unpublished MA Thesis, Koc University.
- Soner Dumani (2008): Why dissatisfied employees don't leave? The moderating effect of organizational commitment. Unpublished MA Thesis, Koc University.
- Gamze Arman (2008): Developing a measurement of attitudes towards expatriates. Unpublished MA Thesis, Koc University.
- Selin Derya (2008): Cross-over effect of work-family conflict. Unpublished MA Thesis, Koc University.
- Hilal Erkovan (2008): Work-life-personal life: Testing a tripartite model of life balance. Unpublished MA Thesis, Koc University.
- Meric Esen (2008): Evaluation errors in employee selection. Unpublished MA Thesis, Koc University.
- Ayca Atik (2009): The role of coping in work-family conflict. Unpublished MA Thesis, Koc University.
- Gokcen Erder (2010): The impact of work-family conflict on parenting behavior and children's socio-emotional development. Unpublished MA Thesis, Koc University.
- Gozde Ozbek (2012): Antecedents and consequences of positive and negative spillover between work and family. Unpublished MA Thesis, Koc University.
- Didem Isik (2012): Local vs. global balance in HRM practices of multinational organizations. Unpublished MA Thesis, Koc University.
- Petek Demirer (2012): Paternalistic Leadership and Empowerment: Moderating effects of selfconstrual and job enrichment. Unpublished MA Thesis, Koc University.
- Yurekli, Ozlem (2015): Fear of leadership: Explicit and implicit measures. Unpublished MA Thesis, Koc University.
- Ozkuvanci, Ceyda (2015): Fear of leadership and regulatory focus. Unpublished MA Thesis, Koc University.
- Sandal, Cemre (2014): Effect of role modeling in fear of leadership. Unpublished MA Thesis, Koc University.