

## Prof. Ceyda MADEN EYIUSTA

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### Education

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- Ph.D. Management, Bogazici University, Istanbul, Turkey, July 2010.  
Entrepreneurship, Strategy and Organization Economics, Erasmus School of Economics, Rotterdam, The Netherlands, January 2008 (Exchange).
- Dissertation* *Person-Environment Fit, Social Exchange Relationships, and Employee Outcomes in Organizations.*
- MBA Master of Business Administration, Bogazici University, Istanbul, Turkey, July 2006.
- B.A. International Trade, Bogazici University, Istanbul, Turkey, July 2004.
- High School Zonguldak Anatolian High, Zonguldak, Turkey, June 2000.

### Research Interests

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Dimensions of Person-Environment Fit, Employee Proactivity, Overqualification, High Involvement HR Practices, Work Engagement, Individual and Organizational Innovation

### Teaching Areas

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Organizational Behavior, Management and Organization, Human Resource Management.

### Publications

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#### Articles

Maden-Eyiusta, C., and Esen, A. (2025). Fostering Organizational Innovation in SMEs through Employee-Driven Innovation: The Role of IB-HRM Practices and Empowering Leadership. *European Management Journal* [SSCI] Q1 <https://doi.org/10.1016/j.emj.2025.04.006>

Mostafa, A., Yalabik, Z., Maden-Eyiusta, C., Zaharie, M, and Ozcelik, G. (2025). Mistreated but Still Resilient! Unraveling the Role of Servant Leadership in Mitigating the Adverse Consequences of Care Recipients' Incivility, *Human Resource Management* (DOI: <https://doi.org/10.1002/hrm.22251>) [SSCI] Q1

Yeniaras, V., Kaya, I., and Maden-Eyiusta, C. (2024). Cross-Selling Challenges and Opportunities: Navigating Managerial Expectations, Emotional Exhaustion, and Sales Performance, *Journal of Marketing Theory and Practice* (DOI: <https://doi.org/10.1080/10696679.2024.2411673>) [ESCI] Q1

Maden-Eyiusta, C. (2024). Perceived overqualification and employee proactivity: The cross-level moderation effects of LMX and initiative climate in small firms. *Current Psychology*, 43, 6890–6909. [SSCI] Q1

Maden-Eyiusta, C., and Alten, O. (2023). Expansion-oriented job crafting and employee performance: A self-empowerment perspective. *European Management Journal*, 41(1), 79-89. [SSCI] Q1

Maden-Eyiusta, C., and Alparslan, S. E. (2022). Captain or deckhand? The impact of self-leadership on employees' work role performance under remote work. *Frontiers in Psychology*, 13. DOI: 10.3389/fpsyg.2022.988105. [SSCI] Q1

Maden-Eyiusta, C., Yalabik, Z. Y., and Nakiboglu, M. A. B. (2022). The impact of support on employees' adaptive behavior: a moderated mediation model. *Journal of Managerial Psychology*. 37(2), 153-169. [SSCI] Q2

Maden-Eyiusta, C. (2019). Role conflict, role ambiguity, and proactive behaviors: does flexible role orientation moderate the mediating impact of engagement? *International Journal of Human Resource Management*, 32(13), 2829-2855. [SSCI] Q2

Esen, A., and Maden-Eyiusta, C. (2019). Delineating the concept of corporate social innovation: Toward a multidimensional model. *International Journal of Entrepreneurship and Innovation Management*, 23(1), 23-45. (*International Sustainable Development Research Society (ISDRS)-2nd Best Sustainable Development Article*)

Maden-Eyiusta, C. (2016). Job resources, engagement, and proactivity: A moderated mediation model. *Journal of Managerial Psychology*, 31(8), 1234-1250. [SSCI] Q2

Maden, C., Ozcelik, H., and Karacay-Aydin, G. (2016). Exploring employees' responses to unmet job expectations: The moderating role of future job expectations and efficacy beliefs. *Personnel Review*, 45(1), 4-28. [SSCI] Q2

Arikan, E., Kantur, D., Maden, C., and Telci, E. (2016). Investigating the mediating role of corporate reputation on the relationship between corporate social responsibility and multiple stakeholder outcomes. *Quality & Quantity*, 50(1), 129-149. [SSCI] Q2

Maden, C. (2015). Linking high involvement human resource practices to employee proactivity: The role of work engagement and learning goal orientation. *Personnel Review*, 44(5), 720-738. [SSCI] Q2

Maden, C. (2015). A gendered lens on entrepreneurship: Women entrepreneurship in Turkey. *Gender in Management: An International Journal*\*, 30(4), 312-331. Q3

Maden-Eyiusta, C. (2015). İş görenlerin güçlendirme algılarının sorumluluk üstlenme davranışları üzerindeki etkisi: İşe adanmışlık ve iş tatmini değişkenlerinin aracılık rolü [The impact of employees' empowerment perceptions on taking charge: Mediating roles of work engagement and job satisfaction]. *Dumlupınar Üniversitesi Sosyal Bilimler Enstitüsü Dergisi [Dumlupınar University Journal of Social Sciences]*, 43, 68-78.

Maden, C., and Ilhan, B. (2015). Yüksek lisans eğitiminin çalışanların iş performansları üzerindeki etkisi: Beşeri sermaye teorisi yaklaşımı [The impact of post-graduate education on employees' job performance: Human capital theory approach]. *Anadolu Üniversitesi Sosyal Bilimler Enstitüsü Dergisi [Anadolu University Journal of Social*

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\* Gender in Management: An International Journal was accepted into Social Sciences Citation Index (SSCI) on December 2015.

*Sciences*], 15(3), 113-126.

Esen, A., and Maden, C. (2015). Kurumsal Sosyal İnovasyon [Corporate Social Innovation]. *Harvard Business Review Turkey*, May, 113-118.

Maden, C. (2014). The impact of needs-supplies fit, involvement, and tenure on job satisfaction and turnover intention. *The Service Industries Journal*, 34(14), 1113-1133. [SSCI] Q3

Maden, C., and Kabasakal, H. (2014). The simultaneous effects of fit with organizations, jobs, and supervisors on major employee outcomes in Turkish banks: Does organizational support matter? *International Journal of Human Resource Management*, 25(3), 341-366. [SSCI] Q2

Kor, B., and Maden, C. (2013). The relationship between knowledge management and innovation in Turkish service and high-tech firms. *International Journal of Business and Social Science*, 4(4), 293-304.

Maden, C. (2013). Şirketinizdeki Ateş Topu: Y Kuşağı [The fireball in your organization: Generation Y]. *Harvard Business Review Turkey*, May, 50-56.

Maden, C. (2012). Transforming public organizations into learning organizations: A conceptual model. *Public Organization Review*, 12(1), 71-84. [SSCI] Q3

#### Book chapters

Maden, C. (2018). Women's entrepreneurship in Turkey: Promising initiatives and evidence for success in the face of culturally embedded barriers. In S. Yousafzai, A. Lindgreen, S. Saeed, C. Henry, & A. Fayolle (Eds.), *Contextual Embeddedness of Women's Entrepreneurship: Going Beyond the Gender-Neutral Approach* (pp. 74-88). UK: Routledge - Taylor & Francis Group.

Asik-Dizdar, O., Maden-Eyiusta, C., and Esen, A. (2018). How To Deal With Diverse Voices: A Framework To Support Stakeholder Engagement. In A. Lindgreen, F. Maon, J. Vanhamme, B. P. Florencio, C. Strong, & C. Vallaster(Eds.), *Engaging with stakeholders: A relational perspective on responsible business* (pp. 91-101). UK: Routledge - Taylor & Francis Group.

Kabasakal, H., Karakaş, F., Maden, C., and Aycan, Z. (2015). Women in management in Turkey: Challenges, hopes, and progress. In A. Richardsen & R. Burke (Eds.), *Women in Management Worldwide: Signs of Progress* (pp. 226-246). UK: Routledge - Gower Publishing Limited.

Esen, A., Asik-Dizdar, O., and Maden, C. (2015). Social innovation as driver of regional competitiveness: A conceptual framework. In L. M. Carmo Farinha, J. J. M. Ferreira, H. L. Smith, & S. Bagchi-Sen (Eds.), *Handbook of Research on Global Competitive Advantage through Innovation and Entrepreneurship* (pp. 113-126). Hershey, USA: IGI Golbal.

Kabasakal, H., Aycan, Z., Karakaş, F., and Maden, C. (2011). Women in management in Turkey. In M. J. Davidson & R. Burke (Eds.), *Women in Management Worldwide: Progress and Prospects* (pp. 317-338). UK: Routledge - Gower Publishing Limited.

#### Conference Proceedings

Maden-Eyiusta, C., Yalabik, Z., and Kilic, N. (2025). Balancing act of working mothers: How childcare responsibilities shape their work engagement. In *Academy of Management Proceedings* (Vol. 2022, No. 1). Briarcliff Manor, NY 10510: Academy of Management. DOI: 10.5465/AMPROC.2025.23669abstract

Maden-Eyiusta, C., and Alparslan, S. E. (2022). A cross-lagged study of self-leadership, psychological

- empowerment and work role performance. In Academy of Management Proceedings (Vol. 2022, No. 1, p. 14500). Briarcliff Manor, NY 10510: Academy of Management.
- Maden-Eyiusta, C., and Alten, O. (2020). Expansion-oriented job crafting and employee performance: A moderated mediation model of empowerment and overqualification. In Academy of Management Proceedings (Vol. 2020, No. 1, p. 16872). Briarcliff Manor, NY 10510: Academy of Management.
- Esen, A., and Maden, C. (2018). Measuring corporate social innovation capability: A scale development study. Online Proceedings of British Academy of Management 2018 Conference.
- Alatas, E., and Maden-Eyiusta, C. (2018). Örgüt kültürü ve yapısının firmaların kurumsal kaynak planlaması başarısına etkisi [Impact of organizational culture and structure on firms' ERP success]. 26. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 26<sup>th</sup> National Conference on Management and Organization], Turkey. pp. 621-628.
- Maden, C. (2016). İşle ilgili stres faktörleri, işe adanmışlık ve proaktif çalışan davranışları üçgeninde esnek rol eğiliminin rolü: Düzenlenmiş hiyerarşik regresyon modeli [The role of flexible role orientation on the triangle of job stressors, work engagement, and proactive employee behaviors: A moderated mediation model]. 24. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 24<sup>th</sup> National Conference on Management and Organization], Turkey. pp. 143-152.
- Maden, C. (2015). The relationship between job resources, engagement, and proactivity: Does job fit make a difference? In Academy of Management Proceedings (Vol. 2015, No. 1, p. 16701). Briarcliff Manor, NY 10510: Academy of Management. *(Selected as one of the Best Papers)*
- Maden, C. (2015). İş kaynakları, işe adanmışlık ve proaktif çalışan davranışları üzerinde kişi-iş uyumunun rolü: KOBİ çalışanları üzerine görgül bir çalışma [The impact of person-job fit on the relationship between job resources, work engagement, and proactive employee behaviors: An empirical study]. 23. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 23<sup>rd</sup> National Conference on Management and Organization], Turkey. pp. 838-844.
- Maden, C., and Esen, A. (2014). Kişi-iş uyumunun işe adanmışlık ve proaktif çalışan davranışları üzerindeki etkisi: Yeniliği destekleyen örgüt iklimi fark yaratıyor mu? [The impact of person-job fit on work engagement and proactive employee behaviors: Does organizational climate make a difference?] 2. Örgütsel Davranış Kongresi Bildiriler Kitabı [Proceedings of 2<sup>nd</sup> Organizational Behavior Conference], Turkey, pp. 251-259.
- Maden, C. (2014). Gözlerimi kaparım, vazifemi aşarım: Yüksek katılımlı insan kaynakları uygulamalarının çalışanların ön etkin iş davranışları üzerindeki etkisi [The impact of high-involvement human resource practices on proactive work behaviors]. 22. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 22<sup>nd</sup> National Conference on Management and Organization], Turkey, pp. 887-896.
- Esen, A., and Maden, C. (2014). Kurumsal sosyal inovasyon: Kavramsal yapı ve bir keşif çalışması [Corporate social innovation: Conceptualization and an exploratory study]. 22. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 22<sup>nd</sup> National Conference on Management and Organization], Turkey, pp. 109-115.
- Maden, C., Ozelik, H., & Karacay, G. (2013). Understanding employees' responses to unmet career expectations: A social cognitive theory approach. In Academy of Management Proceedings (Vol. 2013, No. 1, p. 11595). Briarcliff Manor, NY 10510: Academy of Management.
- Maden, C. (2013). Tükenmişlik sendromunun çalışanların iş tatmini ve işten ayrılma eğilimleri üzerindeki etkisi: Çözüm sosyal destekte mi? [The impact of burnout syndrome on employees' job satisfaction and turnover intention:

Is the solution social support?]. 21. Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 21<sup>st</sup> National Conference on Management and Organization], Turkey, pp.96-100.

Maden, C. (2013). Çalışan-yönetici uyumu ve lider-tüye etkileşimi çalışan tutumlarını nasıl etkiler? İstanbul'daki bankacılar üzerine ampirik bir çalışma [How do person-supervisor fit and leader-member exchange affect employee attitudes? An empirical study on bankers in Istanbul]. 21.Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 21<sup>st</sup> National Conference on Management and Organization], Turkey, pp. 450-454.

Maden, C., Arikan, E., Telci, E. Eser, and Kantur, D. (2012). Linking corporate social responsibility to corporate reputation: A study on understanding behavioral consequences. Proceedings of 8<sup>th</sup>International Strategic Management Conference, 58, pp. 655-664.

Telci, E. Eser, Maden, C., and Kantur, D. (2011). The theory of cognitive dissonance: A marketing and management perspective. Proceedings of 7<sup>th</sup>International Strategic Management Conference, 24, pp. 378-386.

Maden, C., and Karacay-Aydin, G. (2010). Örgütlerdeki çalışma gruplarında demografik çeşitlilik, değer uyumsuzluğu ve duygusal zekâ seviyesi: Çatışmalar neden doğar, nasıl çözülebilir? [Demographic diversity, value misfit, and emotional intelligence in work groups: Why do conflicts occur and how can they be resolved?]. 9. Ulusal İşletmecilik Kongresi Bildiriler Kitabı [Proceedings of 9<sup>th</sup> National Conference on Business Administration], Turkey, pp. 577-584.

Maden, C. (2009). Knowledge acquisition, bargaining power and instability in IJVs: A conceptual model. CD Proceedings of 5<sup>th</sup>International Conference on Business, Management, and Economics (ICBME 2009), Turkey.

Maden, C. (2009). Transforming public organizations into learning organizations: How culture makes a difference. CD Proceedings of Management of International Business and Economics Systems (MIBES 2009) Conference, Greece, pp. 519-534.

Maden, C. (2008). Antecedents and consequences of employees' justice perceptions in M&As. CD Proceedings of Association of Management/International Association of Management (AoM/Iaom) Amsterdam Conference, The Netherlands, pp. 50-57.

Maden, C. (2007). Environmental determinism and organizational adaptation: Models for adaptive strategies and different forms of strategic alliances. 15.Yönetim ve Organizasyon Kongresi Bildiriler Kitabı [Proceedings of 15<sup>th</sup> National Conference on Management and Organization, Turkey, pp. 602-609.

## Manuscripts Under Review

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Maden-Eyiusta, C., Karapinar, P. B., and Sozber, S. (2025). Underutilized and Angry: The Emotional and Relational Dynamics Behind Overqualified Employees' Turnover Intentions. *European Management Journal* [SSCI] Q1 (Second Round of Revision)

Sozber, S., Karapinar, P. B., & Maden-Eyiusta, C., (2025) Overqualified Women and the Power of Context: Supervisor Gender and Overqualification as Joint Predictors of Career Plateauing and Job Satisfaction. *Personnel Review* [SSCI] Q1 (First Round of Revision)

Murphy, K., Kilic, B., Yalabik, Z., Maden, C., and Morley, M. (2025). Scale Compression in Performance Appraisals: Extent, Consistency and Implications. *Human Resource Management Journal* [SSCI] Q1 (Under Review)

Maden-Eyiusta, C., and Yeniaras, V. (2024). Voice in Action: The Dynamic Interplay of Managerial Focus, Employee Resources, and Work Engagement. *Journal of Managerial Psychology* [SSCI] Q2 (Under Review)

## Work in Progress

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Maden-Eyiusta, C., Yalabik, Z., and Kilic, N. *Childcare responsibilities and work engagement: How do working mothers juggle it all?* Presented in EURAM 2025 and AoM 2025 Annual Meetings, currently in preparation for journal submission.

Findikoglu, M., & Maden-Eyiusta, C. *Integration of Artificial Intelligence in Managerial Decision-Making: A Study of Managerial Perspectives*, data collection stage.

## Conferences and Seminars

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### International Conferences

Maden-Eyiusta, C., Yalabik, Z., and Kilic, N. (2025). Balancing act of working mothers: How childcare responsibilities shape their work engagement. Academy of Management 2025 Annual Meeting, July 25-29, Copenhagen, Denmark.

Maden-Eyiusta, C., and Yeniaras, V. (2024). Voice in Action: The Dynamic Interplay of Managerial Focus, Employee Resources, and Work Engagement. European Academy of Management (EURAM) 2025 Conference, June 22-25, Florence, Italy.

Maden-Eyiusta, C., Yalabik, Z., and Kilic, N. (2025). Childcare responsibilities and work engagement: How do working mothers juggle it all? European Academy of Management (EURAM) 2025 Conference, June 22-25, Florence, Italy.

Chan Au, W., Maden-Eyiusta, C., Mostafa, A., and Zaharie, M. (2024). Harmony in dual roles: Unveiling the connection between childcare responsibilities, nonwork-to-work enrichment, and job performance in working mothers. European Academy of Management (EURAM) 2024 Conference, June 25-28, Bath, U.K.

Mostafa, A., Yalabik, Z. Y., Maden-Eyiusta, C., and Ozcelik, G. (2023). The customer is always right? impact of customer incivility on employee resilience in social care context. European Academy of Management (EURAM) 2023 Conference, June 14-16, Dublin, Ireland.

Maden-Eyiusta, C., and Alparslan, S. E. (2022). A cross-lagged study of self-leadership, psychological empowerment and work role performance. Academy of Management 2022 Annual Meeting, August 5-9, Seattle, Washington, USA.

Maden-Eyiusta, C. (2022). How does social context impact overqualified employees' proactivity? The moderating roles of LMX and climate for initiative. European Academy of Management (EURAM) 2022 Conference, June 15-17, Zurich, Switzerland.

Maden-Eyiusta, C., Yalabik, Z., and Nakiboglu, B. (2020). Support, empowerment, and adaptive behavior at work: How does customer orientation moderate the impact of support? European Academy of Management (EURAM) 2020 Online Conference, December 4-6.

- Maden-Eyiusta, C., and Alten, O. (2020). Expansion-oriented job crafting and employee performance: A moderated mediation model of empowerment and overqualification. Academy of Management 2020 (Virtual) Annual Meeting, August 7-11.
- Esen, A., and Maden, C. (2018). Measuring corporate social innovation capability: A scale development study. British Academy of Management 2018 Conference, September 4-6, Bristol, UK.
- Asik-Dizdar, O, Maden-Eyiusta, C., and Esen, A. (2016). How to address opposing stakeholder expectations: Towards a conceptual framework. 12<sup>th</sup> Corporate Responsibility Research Conference, October 12-14, Istanbul, Turkey.
- Maden, C. (2016). The relationship between job stressors and proactive behaviors at work: Flexible role orientation as a moderator of the mediating role of engagement. European Academy of Management (EURAM) 2016 Annual Conference, June 1-4, Paris, France.
- Maden, C. (2015). The relationship between job resources, engagement, and proactivity: Does job fit make a difference? Academy of Management 2015 Annual Meeting, August 7-11, Vancouver, Canada. ***(Selected as one of the Best Papers)***
- Maden, C. (2015). The role of person-job fit in the relationship between job resources, work engagement, and proactive employee behaviors. European Academy of Management (EURAM) 2015 Annual Conference, June 17-20, Warsaw, Poland. ***(OB SIG Best Paper Award Nominee)***
- Esen, A., and Maden, C. (2014). Understanding corporate social innovation in an emerging economy: A conceptualization model. 6<sup>th</sup> Social Innovation Research Conference, September 1-3, Northampton, UK.
- Esen, A., and Maden, C. (2014). Corporate social innovation: A comprehensive conceptualization and delineation. 30<sup>th</sup> European Group for Organizational Studies (EGOS) Colloquium, July 3-5, Rotterdam, The Netherlands.
- Maden, C. (2014). Linking high involvement human resource practices to employee proactivity: The role of work engagement and learning goal orientation. European Academy of Management (EURAM) 2014 Annual Conference, June 4-7, Valencia, Spain.
- Esen, A., and Maden, C. (2014). Social innovation: Theoretical foundations and new directions in innovation. Third Annual Conference of Center for Innovation and Competition-based Development Studies, Bogazici University, May 14, Istanbul, Turkey.
- Maden, C., Ozcelik, H., and Karacay-Aydin, G. (2013). Understanding employees' responses to unmet career expectations: A social cognitive theory approach. Academy of Management 2013 Annual Meeting, August 9-13, Orlando, Florida, USA.
- Maden, C. (2013). The interactive effects of need-supplies misfit, job involvement, and job tenure on service sector employees' job satisfaction and turnover intention in Turkey. European Academy of Management (EURAM) 2013 Annual Conference, June 26-29, Istanbul, Turkey.
- Maden, C., Arikan, E., Telci, E. Eser, and Kantur, D. (2012). Linking corporate social responsibility to corporate reputation: A study on understanding behavioral consequences. 8<sup>th</sup> International Strategic Management Conference, June 21-23, Barcelona, Spain.
- Telci, E. Eser, Maden, C., and Kantur, D. (2011). The theory of cognitive dissonance: A marketing and management perspective. 7<sup>th</sup> International Strategic Management Conference, June 30 - July 2, Paris, France.

Maden, C. (2009). Knowledge acquisition, bargaining power and instability in IJVs: A conceptual model. The Fifth International Conference on Business, Management, and Economics (ICBME 2009), October 22-24, Izmir, Turkey.

Maden, C. (2009). Transforming public organizations into learning organizations: How culture makes a difference. Management of International Business and Economics Systems (MIBES 2009) Conference, September 18-20, Florina, Greece.

Maden, C. (2009). Dark side of mergers & acquisitions: Organizational interventions and survival strategies. Eurasia Business and Economics Society (EBES 2009) Conference, June 1-2, Istanbul, Turkey.

Maden, C. (2008). Antecedents and consequences of employees' justice perceptions in M&As. Association of Management/International Association of Management (AoM/Iaom) Amsterdam Conference, October 2-4, Amsterdam, The Netherlands.

Maden, C. (2007). Determinants of organizational innovativeness, 3<sup>rd</sup> International Conference on Business, Management and Economics (ICBME 2007), June 13-17, Izmir, Turkey.

### National Conferences

Alatas, E., and Maden-Eyiusta, C. (2018). Örgüt kültürü ve yapısının firmaların kurumsal kaynak planlaması başarısına etkisi [Impact of organizational culture and structure on firms' ERP success. 26<sup>th</sup> National Conference on Management and Organization, May 10-12, Turkey.

Maden, C. (2016). İşle ilgili stres faktörleri, işe adanmışlık ve proaktif çalışan davranışları üçgeninde esnek rol eğiliminin rolü: Düzenlenmiş hiyerarşik regresyon modeli. 24<sup>th</sup> National Conference on Management and Organization, May 29-31, Turkey.

Maden, C. (2015). İş kaynakları, işe adanmışlık ve proaktif çalışan davranışları üzerinde kişi-iş uyumunun rolü: KOBİ çalışanları üzerine görgül bir çalışma. 23<sup>rd</sup> National Conference on Management and Organization, May 14-16, Mugla, Turkey.

Maden, C. and Esen, A. (2014). Kişi-iş uyumunun işe adanmışlık ve proaktif çalışan davranışları üzerindeki etkisi: Yeniliği destekleyen örgüt iklimi fark yaratıyor mu? 2<sup>nd</sup> Organizational Behavior Conference, November 7-8, Kayseri, Turkey.

Maden, C. (2014). Gözlerimi kaparım, vazifemi aşarım: Yüksek katılımlı insan kaynakları uygulamalarının çalışanların ön etkin iş davranışları üzerindeki etkisi. 22<sup>nd</sup> National Conference on Management and Organization, May 22-24, Konya, Turkey.

Esen, A., and Maden, C. (2014). Kurumsal sosyal inovasyon: Kavramsal yapı ve bir keşif çalışması. 22<sup>nd</sup> National Conference on Management and Organization, May 22-24, Konya, Turkey.

Maden, C., and Ilhan, B. (2013). Yüksek lisans eğitiminin çalışanların iş performansları üzerindeki etkisi: Beşeri sermaye teorisi yaklaşımı. 13<sup>th</sup> Social Sciences Congress, December 4-6, Ankara, Turkey.

Maden, C. (2013). Tükenmişlik sendromunun çalışanların iş tatmini ve işten ayrılma eğilimleri üzerindeki etkisi: Çözüm sosyal destekte mi? 21<sup>st</sup> National Conference on Management and Organization, May 30-June 1, Kutahya, Turkey.

Maden, C. (2013). Çalışan-yönetici uyumu ve lider-üye etkileşimi çalışan tutumlarını nasıl etkiler? İstanbul'daki bankacılar üzerine ampirik bir çalışma. 21<sup>st</sup> National Conference on Management and Organization, May 30-June 1, Kutahya, Turkey.

Maden, C. and Karacay-Aydın, G. (2010). Örgütlerdeki çalışma gruplarında demografik çeşitlilik, değer uyumsuzluğu ve duygusal zekâ seviyesi: Çatışmalar neden doğar, nasıl çözülebilir? 9<sup>th</sup> National Conference on Business Administration, May 6-8, Zonguldak, Turkey.

Maden, C. (2007). Environmental determinism and organizational adaptation: Models for adaptive strategies and different forms of strategic alliances. 15<sup>th</sup> National Conference on Management and Organization, May 25-27, Sakarya, Turkey.

## Projects

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**Principal (Co)Investigator**, Integration of Artificial Intelligence in Managerial Decision-Making: A Study of Managerial Perspectives, Ozyegin University Seed Research Fund Program. (01.03.2025-28.02.2026)

**Consultant**, Cetin-Kilic, N., Aygün-Tayşir, E., & Maden-Eyiusta, C. Family-Friendly Work Practices and Gender: A Study in the Context of Turkey, TUBITAK 1002 – Scientific and Technological Research Projects Funding Program. Short-Term R&D Funding Program (Quick Support Program). (05.09.2025-05.09.2026)

**Coordinator**, Türkiye’deki KOBİ’lerde Yenilikçilik Performansını Etkileyen Faktörler: Güçlendirici Liderlik Davranışları ve Yenilikçiliği Arttırmaya Yönelik İnsan Kaynakları Yönetimi Uygulamaları (Factors Affecting Innovation Performance of Turkish SMEs: Empowering Leadership Behaviors and Innovation-Enhancing Human Resource Management Practices), funded by TUBITAK 1001 – Scientific and Technological Research Projects Funding Program. (01.08.2019 – 01.07.2022)

**Coordinator**, Exploring the Personal, Job-Related, and Organizational Antecedents of Job Crafting and Feedback Seeking among SME Employees in Turkey, funded by Kadir Has University Scientific Research Program, Grant No 2018-BAP-05. (01.02.2018-01.03.2019)

**Coordinator**, Exploring the Antecedents and Consequences of Proactive Employee Behavior in Turkish Small and Medium Enterprises: A High-Performance Human Resource Management Approach, funded by Istanbul Kemerburgaz University Research and Publications Commission, Grant No PB014-2013. (01.03.2014-27.02.2015)

**Researcher**, Kurumsal Sosyal inovasyon: Örgütlerde Sosyal İnovasyon Becerisinin Ölçümüne Yönelik Bir Ölçek Geliştirme Projesi (Corporate Social Innovation: A Scale Development Project to Measure the Social Innovation Capability of Organizations), funded by TUBITAK 3501 – National Young Researchers Career Development Programme (CAREER). (15.10.2013 – 15.10.2015)

## Project Applications

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GIG-WELL: An Intervention for Ensuring Holistic Well-being of Gig Workers. **HORIZON-MSCA-2026-SE-01** (April 2026) [in partnership with Paris School of Business (France) and 5+ Universities in Europe and Asia].

Triple Transformation Framework in Higher Education Institutions. **Erasmus+ Call for Proposals KA220-HED-285C888F** (March 2026) [in partnership with Steinbeis School of Sustainable Innovation and Transformation (Germany), Vilnius University (Lithuania), and Gdansk University of Technology (Poland)].

Reconceptualizing the workplace for the AI era. **European Cooperation in Science and Technology (COST) Open Call For Proposals – Collection Oc-2025-1** (October 2025) [in partnership with Kingston University (UK), Vilnius University (Lithuania) and 15+ Universities in Europe]

Mergen, A., Çetin-Kılıç, N., & Maden-Eyiusta, C. The Boundaries of Transformational Leadership: A Simulation-Based Analysis of the Impact of Follower Roles on Leadership Effectiveness. Submitted to **TÜBİTAK 1001** Project Application. *Rejected with a C grade.*

Triple Transformation Framework in Higher Education Institutions. **Erasmus+ Call for Proposals KA220-HED-423D2C17** (March 2025) [in partnership with Steinbeis School of Sustainable Innovation and Transformation (Germany), Vilnius University (Lithuania), and Gdansk University of Technology (Poland)]. *Rejected, ranked among the 57 out of 120 projects scoring over 70 points.*

Mergen, A., Güven, Ç., & Maden-Eyiusta, C. Audience Roles in Leadership: Developing an Assessment Tool. Submitted to **TÜBİTAK 3501** Project Application. *Rejected with a C grade.*

Güven, A., Mergen, A., & Maden-Eyiusta, C. The Daily Dynamics of Self-Leadership from a Cross-Cultural Perspective. Currently in preparation for **TÜBİTAK 3501**. *Rejected with a C grade.*

## Professional Activities

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### Editorial Board Memberships

European Management Journal (Associate Editor for HRM) Feb 2026 -

European Management Journal 2023 -

### Referee Service

International Journal of Human Resource Management, European Journal of Work and Organizational Psychology, Applied Psychology, Journal of Management and Organization, Employee Relations, Gender in Management: An International Journal, Personnel Review, Current Psychology

### Executive Seminars & Trainings

Credit Europe Executive Trainings (December 2025)

- Corporate Culture
- Change Management
- Situational Leadership

SOMPO Insurance Business Bootcamp (April-May 2022)

- Strategic Management
- Change Management
- Decision Making
- Motivation and Team Management
- Chang Management
- Effective Communication and Time Management
- Ethics & CSR

## Other Professional Service

Panelist in TÜBİTAK-SOBAG Project Evaluation Panels, 2020, 2021, 2022, 2023

Consultant in TÜBİTAK-SOBAG Project Evaluation Panels, 2019, 2021, 2022, 2023, 2024

## Student Projects Guided

Şenay, D. (2024). Self-Leadership In Talent Management, Ozyegin University, Executive MBA Capstone Project.

Alver, D. D., & Keskiner, S. A. (2024). : Factors Driving High Turnover Rates Among IT Employees in Turkey, Ozyegin University, Executive MBA Capstone Project.

## Thesis Guided

Alparslan, S. E. (2025). Organizational Career Management in the New Era: Practices, Outcomes, the Role of New Career Orientations and Supervisor Career Support, Kadir Has University, PhD in Management (completed).

Turkoglu, G. (2019). Relationships between Organizational Identification and Work Engagement, Job Satisfaction and Turnover Intention in Family Firms, Kadir Has University, Master of Business Administration (completed).

Mehwish, H. (2019). The Contribution of Entrepreneurial Learning, Resilience and Recovery to Venture Success After Failures: Two Case Study Examples, Kadir Has University, Master of Business Administration (completed).

Mertel, K. (2018). Relationships Between High Involvement Human Resource Management Practices and Turnover Intention as Mediated by Job Satisfaction, Kadir Has University, Master of Business Administration (completed).

Khan, A. K. (2018). Impact of Empowering Leadership and Work Engagement on Employees Adaptive Behaviors, Kadir Has University, Master of Business Administration (completed).

Qozat, M. J. (2018). Women's Entrepreneurship in Information and Communication Technology in Gaza Strip, Kadir Has University, Master of Business Administration (completed).

Alataş, E. (2018). The Impact of Organizational Structure and culture on ERP Success: An Exploratory Study On Turkish Firms, Kadir Has University, Master of Business Administration (completed).

## Honors and Awards

Awards	Academy of Management 2015 Annual Meeting, Best Paper Award in Organizational Behavior Track Awarded Associate Professorship by UAK, Interuniversity Council of Turkey (February 2014). Received first rank for MBA from Bogazici University, Istanbul, Turkey. Received first rank for High School Graduation Degree from Zonguldak Ataturk Anatolian High.
Scholarship	National Scholarship Program for PhD Students, TUBITAK, Istanbul, 2006 - 2010. National Scholarship Program for Graduate Students, TUBITAK, Istanbul, 2005 - 2006.

Grants

Ozyegin University Seed Research Fund Program Grant (44,000 TL)

TUBITAK 1002 – Scientific and Technological Research Projects Funding Program. Short-Term R&D Funding Program (Quick Support Program) (41,800 TL)

TUBITAK 1001 – Scientific and Technological Research Projects Funding Program Project Grant (260,620 TL)

Kadir Has University Scientific Research Program Project Grant (26,000 TL)

TUBITAK 3501 – National Young Researchers Career Development (CAREER) Program Project Grant (66,082 TL)

Istanbul Kemerburgaz University Research and Publications Commission Project Grant (6,500 TL)

Erasmus Teaching Staff Mobility Grant, European Commission, United Kingdom, April 2016

Erasmus Teaching Staff Mobility Grant, European Commission, Czech Republic, April 2015

Erasmus Teaching Staff Mobility Grant, European Commission, Portugal, May 2013

Erasmus Grant for Exchange Students, European Commission, Rotterdam, August 2007-January 2008.

## Teaching Experience

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2021- *Ozyegin University, Department of Entrepreneurship, Istanbul, Turkey.*

### UNDERGRADUATE COURSES

Organizations	Fall 2025-2026
	Spring 2024-2025
	Fall 2024-2025
	Spring 2023-2024
	Fall 2023-2024
	Spring 2022-2023
	Fall 2022-2023
	Spring 2021-2022
	Fall 2021-2022

### GRADUATE COURSES

Organizational Behavior (EMBA Course)	Spring 2025-2026
	Spring 2024-2025
	Spring 2023-2024
	Spring 2022-2023
	Spring 2021-2022

2017-2021 *Kadir Has University, Department of Business Administration, Istanbul, Turkey.*  
*Associate Professor*

PHD COURSES

Selected Topics in Organizational Behavior	<i>Spring, 2020-2021</i> <i>Spring, 2019-2020</i>
Management and Organization Theory	<i>Fall, 2020-2021</i> <i>Fall, 2019-2020</i>

GRADUATE COURSES

Entrepreneurship	<i>Spring, 2018-2019</i> <i>Fall, 2017-2018</i>
Organizational Dynamics	<i>Spring, 2016-2017</i>

UNDERGRADUATE COURSES

Entrepreneurship and New Venture Creation	<i>Summer, 2020-2021</i> <i>Spring, 2020-2021</i> <i>Spring, 2019-2020</i> <i>Spring, 2018-2019</i> <i>Summer 2017-2018</i> <i>Spring, 2017-2018</i> <i>Spring, 2016-2017</i>
International Business	<i>Fall, 2020-2021</i> <i>Fall, 2019-2020</i> <i>Fall, 2018-2019</i> <i>Spring, 2017-2018</i> <i>Fall, 2017-2018</i>

2012- *Steinbeis University, Institute Corporate Responsibility Management, Berlin, Germany.*  
*Avocational Lecturer*

GRADUATE COURSES

Business Strategy	<i>Fall, 2012 -</i>
Leading and Managing Organizations	<i>Fall, 2012 -</i>
International Management	<i>Fall, 2014-2015</i> <i>Fall, 2013-2014</i>

2018 April *Coventry University, School of Strategy and Leadership, Coventry , United Kingdom.*  
*Visiting Instructor*

Corporate Social Innovation: From BEING responsible to TAKING responsibility  
*April, 23-25*

2011-2016

*Istanbul Kemerburgaz University (Altinbas University), Department of International Trade,  
Istanbul, Turkey.*

*Assistant Professor*

UNDERGRADUATE COURSES

Independent Study in Global Marketing and Management	<i>Spring, 2015-2016</i>
International Business	<i>Fall, 2015-2016</i>
Management and Organization	<i>Fall, 2014-2015</i>
Human Resource Management	<i>Spring, 2013-2014</i>
Giriřimciliđin Temelleri (Principles of Entrepreneurship)	<i>Fall, 2015-2016</i>
	<i>Fall, 2014-2015</i>
	<i>Fall, 2013-2014</i>
Introduction to Business	<i>Spring, 2014-2015</i>
	<i>Spring, 2012-2013</i>

GRADUATE COURSES

Human Resource Management	<i>Spring, 2015-2016</i>
Management of Multinational Corporations	<i>Fall, 2015-2016</i>
Graduate Seminar	<i>Spring, 2014-2015</i>
	<i>Spring, 2013-2014</i>
Management and Organization	<i>Fall, 2013-2014</i>
	<i>Fall, 2012-2013</i>
Örgütsel Davranıř (Organizational Behavior)	<i>Spring, 2011-2012</i>

2015-2016

*Laureate Online Education B.V.*

*Faculty Member*

Human Resource Management	<i>Spring, 2015-2016</i>
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2016 April

*University of Bath, School of Management, Bath , United Kingdom.*

*Visiting Instructor*

Contemporary Topics in Work Engagement	<i>April 5-7</i>
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2015-2016 *Bogazici University, Department of International Trade, Istanbul, Turkey.*  
*Part Time Instructor*  
Human Resource Management *Fall, 2015-2016*

2015 April *University of Economics, Department of Human Resource Management, Prague, Czech Republic.*  
*Visiting Instructor*

GRADUATE COURSES

Quality of Working Life *April 7-9*  
Human Resource Management *April 7-9*  
Managing People in a Multicultural Environment *April 7-9*  
Strategic Leadership and CSR *April 7-9*

2011-2014 *Dogus University, Department of Business Administration, Istanbul, Turkey.*  
*Part Time Instructor*

GRADUATE COURSES

Organizational Behavior *Spring 2013-2014*  
Strategic Management *Winter 2013-2014*  
*Spring 2012-2013*  
*Winter 2012-2013*  
*Winter 2011-2012*  
Contemporary Management *Fall 2013-2014*  
Human Resource Management *Fall 2012-2013*

2014 May *Catholic University of Portugal / Católica-Lisbon School of Business and Economics, Lisbon, Portugal.*  
*Visiting Instructor*

GRADUATE COURSES

Organizational Behavior Research Seminar I *May 21-23*

2010-2011 *Bogazici University, Department of International Trade, Istanbul, Turkey.*  
*Part Time Instructor*

GRADUATE COURSES

Strategic Management *Spring 2010-2011*

*Yeditepe University, Department of Business Administration, Istanbul, Turkey.*  
*Part Time Instructor*

UNDERGRADUATE COURSES

International Business *Fall 2010-2011*

*Yeditepe University, Department of International Business and Trade, Istanbul, Turkey.*  
*Part Time Instructor*

UNDERGRADUATE COURSES

Social Psychology *Fall 2010-2011*

Human Resource Management *Fall 2010-2011*

*2004 – 2010* *Bogazici University, Department of International Trade, Istanbul, Turkey.*  
*Research Assistant*

## Administrative Experience

April 2025 -	Ozyegin University, Department of Entrepreneurship, Department Head
Dec 2022 – Jan 2025	Ozyegin University, Faculty of Business, Associate Dean
Jan 2019 – June 2021	Kadir Has University, Faculty of Management, Associate Dean
August 2018 – August 2021	Kadir Has University, Kadir Has University Quality Assurance Commission, Member
April 2018 – August 2021	Kadir Has University, Sexual Harassment Prevention Unit, Committee Member
Sep 2017 – August 2021	Kadir Has University, Department of Business Administration, Faculty Executive Board Member
Sep 2017 – August 2021	Kadir Has University, Department of Business Administration, Faculty Academic Board Member
Feb 2017 – Jan 2019	Kadir Has University, Department of Business Administration, Academic Advisor (3 <sup>rd</sup> year students)
Feb 2017 – 2018	Kadir Has University, Department of Business Administration, Double Major-Minor Degree Student Coordinator
May 2014 – 2016	Istanbul Kemerburgaz University, Department of International Trade, Department Head Istanbul Kemerburgaz University, Department of International Trade, Cooperative Education Program Coordinator

2011-2016	Istanbul Kemerburgaz University, Department of International Trade, Erasmus Coordinator
2011-2014	Istanbul Kemerburgaz University, Institute of Social Sciences, Board Member
2016-2017	Istanbul Kemerburgaz University, Department of International Trade, Academic Advisor (4 <sup>th</sup> year students)
2015-2016	Istanbul Kemerburgaz University, Department of International Trade, Academic Advisor (1 <sup>st</sup> year and 3 <sup>rd</sup> year students)
2014-2015	Istanbul Kemerburgaz University, Department of International Trade, Academic Advisor (2 <sup>nd</sup> year students and MBA Students)
2013-2014	Istanbul Kemerburgaz University, Department of International Trade, Academic Advisor (1 <sup>st</sup> year students and MBA Students)

## Memberships and Affiliations

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2025 June -	European Academy of Management (EURAM) Country Representative for Turkey
2023 -	European Academy of Management (EURAM), Organizational Behavior Special Interest Group – Leadership Track Co-chair
2014 – 2020	European Academy of Management (EURAM), Organizational Behavior Special Interest Group - Communication Officer
2013 – present	European Academy of Management (EURAM) – Member
2006 – present	The European Institute for Advanced Studies in Management - Member
2014	Bogazici University, New Directions in Innovation: Third Annual Conference of Center for Innovation and Competition-based Development Studies – Organization Committee Member
2013 – 2022	Academy of Management – Member

## Seminars/Symposiums/Trainings

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Journal of Management Studies Paper Development Workshop, Sabanci University, March 7, 2025, Istanbul, Turkey.

KOSB (Koc, Ozyegin, Sabanci, Bilkent) Universities Research Seminar, Ozyegin University, May 31, 2024, Istanbul, Turkey.

Workshop on Meaningful Work (2024). Istanbul Bilgi University, March 28, Istanbul, Turkey.

KOSB (Koc, Ozyegin, Sabanci, Bilkent) Universities Research Seminar, Koc University, June 9, 2023, Istanbul, Turkey. (Invited Speaker)

Bogazici University PhD Seminars, Bogazici University, December 13, 2021, Istanbul (Invited Speaker)

8th Alternative Methods in Marketing Research Symposium (AMMR 2018) (2018). Altinbas University, December 7-9, Istanbul, Turkey.

KHAS Project Camp (2018). Kadir Has University, May 16-17, Istanbul, Turkey.

KHAS Inaugural Research Camp (2018). Kadir Has University, April 5-6, Istanbul, Turkey.

KHAS Academy 101: “How to Teach? Student-Focused Approach” (2017). Kadir Has University, November 25, Istanbul, Turkey.

Ölçek Geliştirme ve Uyarlama Semineri (Scale Development and Adaptation Seminar) (2014). Meliksah University, November 6, Kayseri, Turkey.

NVivo 10 Training (2013). NVivo 10 (Research Software for Analysis and Insight) Training for Qualitative Researchers, November 23-24, Istanbul, Turkey.

SAP Introduction Training (2012). Training for SAP University Alliances Members, June 4-8, Istanbul, Turkey.

Effective Teaching Seminar (2011). Istanbul Kemerburgaz University, December 15-16, Istanbul, Turkey.

IEDC MBA Master Class in Istanbul (2009). The Year We Lived Dangerously: Causes, Consequences and Implications of the Global Crisis, April 1, Istanbul, Turkey.

Marketing Research Camp (2008). Marketing Strategy and Consumer Managerial Decision Making, June 25-29, Ankara, Turkey.

## References

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Available upon request.