

CURRICULUM VITAE

Academic Title: Associate Professor (Assoc. Prof. Dr.)

Foreign Language (Score and Year): English – 90 points (September 2018)

Field of Specialization: Organizational Behavior

Degree	Department / Program	University	Year
Bachelor's	Business Administration	Marmara University	2012
Master's	International Business	Marmara University	2015
Ph.D.	Organizational Behavior (English)	Marmara University	2019

Master's Thesis Title (Abstract attached) and Supervisor: The relationship between the perceptions of emotional intelligence perceptions and transformational leadership behaviors of managers of foreign invested companies: A research on banking sector.

Supervisor: Assoc. Prof. Dr. Volkan TÜRKER

PhD Thesis Title (Abstract attached) and Supervisor:

The Impacts of Toxic Organizational Climate, Narcissistic Leader, and Workplace Envy on Individual Outcomes of Counterproductive Work Behavior, Work Exhaustion and Contextual Performance: The Roles of Perceived Self-Esteem and Self-Control

Supervisor: Assoc. Prof. Dr. Seçil BAL TAŞTAN

Academic Positions:

Title / Position	Institution / Organization	Year(s)
Research Assistant	Istanbul Gelişim University	2015–2018

Member of the Organizing Committee, <i>International Conference on Economics, Finance and Management</i>	Istanbul Gelişim University	2017
Lecturer (Ph.D.)	Istanbul Kültür University	2019–2021
Assistant Professor	Istanbul Aydın University	2020–2024
Associate Professor	Istanbul Aydın University	2024– October 2025
Associate Professor	Beykoz University	November 2025– Present

Son iki yılda verdiği lisans ve lisansüstü düzeydeki dersler

Academic Year	Semester	Course Title	Weekly Hours		Number of Students
			Theore tical	Practical	
2024-2025	Fall	Introduction to Business	3	0	146
		Management Science (Yönetim Bilimi)	3	0	87
		Human Resources Management	3	0	16
	Spring	Administration & Leadership	3	0	37
		Organizational Behavior	3	0	89
		Organizational Behavior for Civil Aviation	3	0	86
2021-2022	Fall	Introduction to Business	3	0	94
		Basic Business	3	0	69
		Contemporary Organization and Strategic Planning (Master)	3	0	49
		Organization & Management (Master)	3	0	58
	Spring	Organizational Theory	3	0	
		Basic Business	3	0	66
		Strategic Management in Aviation Industry	7	0	38
		Strategic Business Planning	3	0	3
		Strategic Business Planning	3	0	6
		Human Resources Management (Master)	3	0	48

Supervised Master's Theses

Student Name	Thesis Title	Institute / Program	Role	Status / Year
Mustafa Uğur Özcan	<i>The Impact of Transformational</i>	Graduate School of Business,	Supervisor	Graduated – 2021

	<i>Leadership on Work Flow Experience: The Role of Perceived Job Uncertainty</i>	Business Administration (English)				
Saed Bassam Sari Darweesh	<i>An Empirical Research on the Relationship between Job Satisfaction and Organizational Commitment</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2021		
Maroua Mejmou	<i>The Effects of Leadership Styles on Employee Performance – Case Study: İstanbul-Turkey SMEs</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2022		
Abbas Nasri Abbas Osman	<i>The Examination of the Impact of Brand Personality on Consumer Buying Behavior: The Role of Self-Control</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2021		
Enes Musa	<i>The Impact of Social Media on Influencing Consumer Purchasing Behaviour</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2022		
Abdul Saboor Akbari	<i>The Examination of the Relationship Among Perceived Organizational Support, Contextual Performance and Work Engagement: The Role of Transformational Leadership</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2022		
Ikhlas Abdır Rahman Ali	<i>The Effect of Leader–Member Exchange on Job Embeddedness: The Role of Psychological Contract (A Case Study of White-Collar Employees)</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2022		
Oluwatosin Ayomide Olatowode	<i>The Impact of Employee Engagement through Shared Leadership Style on Employee Retention in Organizations</i>	Graduate School of Business, Business Administration (English)	Supervisor	Graduated – 2023		
Emirhan Topal	<i>The Effect of Work–Life Balance of Remote or Hybrid Employees on Burnout: The Role of Procrastination Behavior</i>	Graduate School of Human Resources (Turkish)	Supervisor	Graduated – 2023		

PUBLICATIONS

A. Articles published in international refereed journals:

- A1.** Gümüş, İ., Tam, M.,S., & Aydın, B. (2016). The Effect of Social Media on Employees Perception of Psychological Empowerment, *Eurasian Academy of Sciences Social Sciences Journal*, 81, pp.85-95.
- A2.** Aydın, B. (2016). The Mediating Role of Psychological Empowerment on the Relationship between Creative Climate and Innovative Work Behavior: The Case of Employees of Various Sectors in Turkey, *Journal of Behavior at Work*, 1(1), pp.74-84.
- A3.** Aydın, B. (2018). The Role of Organizational Culture on Leadership Styles, *MANAS Journal of Social Studies*, 7(1), pp. 267-280.
- A4.** Taştan, S., & Aydın Küçük, B., & Işıaçık, S. (2020). Towards enhancing happiness at work with the lenses of positive organizational behavior: The roles of psychological capital, social capital and organizational trust. *Postmodern Openings*, 11(2), pp. 192-225 | <https://doi.org/10.18662/po/11.2/170> (ISSN / eISSN: 2068-0236 / 2069-9387, **Web of Science Core Collection: Emerging Sources Citation Index-ESCI**).
- A5.** Aydın Kucuk, B. (2020). Work Flow Experience in the Light of Leader-Member Exchange and Person-Job Fit Theories. *Psychological Reports*, <https://doi.org/0033294120981927>. (ISSN / eISSN: 0033-2941 / 1558-691X, **Web of Science Core Collection: Social Sciences Citation Index- SSCI-Q2**).
- A6.** Koçak, Ö. E., & Aydın Küçük, B. (2021). How does paternalistic leadership affect employees' work engagement? The mediating roles of workaholism and trust-in-leader. *The Journal of Humanity and Society*, <https://10.12658/M0631>. (ISSN / eISSN: 2146-7099 / 2602-2745, **Web of Science Core Collection: Emerging Sources Citation Index-ESCI**).
- A7.** Küçük, B. A. & Agun, H. (2021). The impact of the locus of control on the organizational silence. *İş, Güç, Endüstri İlişkileri ve İnsan Kaynakları Dergisi*, 23(1), ss.163-180.
- A8.** Aydın Kucuk, B. (2020). The social and economic exchange relationships in the context of organizational commitment, *Manas Journal of Social Studies*, 9(4), pp. 2337-2348.
- A9.** Aydın Kucuk, B. (2022). Understanding the employee job satisfaction depending on manager's fair treatment: the role of cynicism towards the organization and co-worker support. *European Review of Applied Psychology*, 72 (6), <https://doi.org/10.1016/j.erap.2022.100795>. ISSN / eISSN: 1162-9088 **Web of Science Core Collection: Social Sciences Citation Index-SSCI-Q3**.
- A10.** Aydın Kucuk, B. (2023). Please remove uncertainties! Otherwise, I will not be able to do ...! Intolerance to Uncertainty as a Threat to Personal Accomplishment: The Role of Work Ability and Thriving at Work. *Business Perspectives and Research (BPR)*. <https://doi.org/10.1177/22785337231183267>. **Sage Publications**, *Journal Citation Reports (Source Clarivate, 2021), Scopus® Q3*.
- A11.** Aydın Kucuk, B. & Konuk, H. (2023). An investigation of the relationship between subordinate–manager conflict and job satisfaction in a cross-cultural context: An affective events theory approach. *International Journal of Conflict Management*, <https://doi.org/10.1108/IJCMA-11-2022-0198>. **Web of Science Core Collection: Social Sciences Citation Index-SSCI-Q1**.
- A12.** Konuk, H., Aydın Kucuk, B. & Çağlar Tınaztepe, C. (2024). The association of subordinates' perception of the manager's ambiguous behaviors with the likelihood of conflict occurrence: A Cross-Cultural study. *Negotiation and Conflict Management Research*, 17(4), 255-291. <https://doi.org/10.34891/g20q-jt58>. **Web of Science Core Collection: Social Sciences Citation Index-SSCI-Q2**.
- A13.** Aydın Kucuk, B., Üçok D. I., & Konuk, H. (2025). The impact of organizational gossip on affective organizational commitment, feelings of loneliness, and turnover intention: A mixed methods study. *Journal of Management and Organization* 7(7), 1-42. **Web of Science Core Collection: Social Sciences Citation Index-SSCI-Q1**.
- A14.** Konuk, H. & Aydın Kucuk, B. (2025). The moderation role of supervisor support in the interaction of illegitimate task, emotional exhaustion, and self-undermining: A job-demand

resources approach. Journal of General Management. **Web of Science Core Collection: Social Sciences Citation Index-ESCI- Scopus Q3**

B. Papers Presented and Published in the Proceedings of International Scientific Meetings:

B1. Aydın, B., & Türker M., V. (2015). The Relationship between The Perceptions of Emotional Intelligence and Transformational Leadership Behaviors of Managers of Foreign Invested Companies: A Research on Banking Sector, 17th. EBES Conference, Venice, Italy.

B2. Aydın Küçük, B. (2021). Örgütsel Sessizliğin İş Yerinde Mutluluk Üzerindeki Etkisi: Bir Psiko-Sosyal Bireysel Kaynak Yokluğu Olarak Umutsuzluğun Rolü. 21. International Business Congress-UIK, Giresun, Turkey.

B3. Aydın Küçük, B. (2023). Does Teachers' Psychological Resilience Effect Their Professional Engagement during COVID-19 Pandemic Process? The Moderator Role of Mindfulness, The 2nd International Conference on Research in Psychology (ICRPCONF), London, UK.

B4. Aydın Küçük, B. (2023). Association Between Green Inclusive Leadership and Organizational Environmental Citizenship Behavior: Does Green Psychological Climate Matter?, 47th EBES Conference, Berlin, Germany

C. Authored Books and Book Chapters (National/International):

C2. Chapters Published in National/International Edited Volumes:

C2.1. Aydın Küçük, B. (2019). *Gönüllü Davranışların Ötesinde: Zorunlu Örgütsel Vatandaşlık Davranışları*. Academic Studies on Social and Education Science, İstanbul: Gece Akademi.

C2.2. Aydın Küçük, B. (2021). *Aile İşletmelerinin Kurumsallaşmasının Psikolojisi*. Aile İşletmelerinde Kurumsallaşma ve Aile Anayasası. Ankara: Nobel Akademik Yayıncılık.

C2.3. Aydın Küçük, B. (2022). *Covid-19 Küresel Salgın Döneminde Yeni Çalışma Düzeni ve İş- Yaşam Dengesi*. COVID-19 ve Etkileri. İstanbul: Seçkin Kitapevi.

C2.4. Aydın Küçük, B. (2022). *Yeşil Çalışan Davranışları*. Organizasyonlarda Sürdürülebilirlik ve Yeşil Yaklaşım Uygulamaları. İstanbul: Filiz Kitapevi.

C2.5. Aydın Küçük, B. (2022). *Çeşitlilik Yönetimi: Nesil ve Kültürel Farklılık*. Yönetimde İletişim. Ankara: Nobel Akademik Yayıncılık.

C2.6. Aydın Küçük, B. (2022). *Blockchain: Ethical Considerations In Organizations*. Blockchain Innovative Business Processes and Long-Term Sustainability. Ankara: Nobel Akademik Yayıncılık.

D. Articles published in international refereed journals:

D1. Taştan, S., & Aydın Küçük, B. (2019). Üretkenliğe Aykırı Çalışma Davranışlarını Açıklayan Psikososyal Yapılar Olarak İşyerinde Kıskançlık Duygusu Ve Strese Yönelik Esnekliğin İncelenmesi. *Suleyman Demirel University Journal of Faculty of Economics & Administrative Sciences*, 24(1).

D2. Aydın Küçük, B. & Taştan, S. (2019). The Examination of the Impact of Workplace Envy on Individual Outcomes of Counterproductive Work Behavior and Contextual Performance: The Role of Self-Control, *Suleyman Demirel University Journal of Faculty of Economics & Administrative Sciences*, 24(3).

- D3.** Küçük, B. A., & Günaydin, C. (2021). Lider ile örgüt düzeyindeki güven duygusunun yenilikçi çalışma davranışı üzerindeki etkisi: değişime direncin rolü. *Uluslararası Yönetim İktisat ve İşletme Dergisi*, 17(2), 540-576.
- D4.** Aydın Küçük, B. (2021). KOVID-19 Küresel Salgın Döneminde Örgütsel Destek Algısının İş Yerinde Mutluluk Üzerindeki Etkisi: Psikolojik Güçlendirmenin Aracı Rolü. *Itobiad: Journal of the Human & Social Science Researches*, 10(2).
- D5.** Aydın Küçük, B. (2021). Çalışma arkadaşı desteği ölçeği (ÇAD): Türkçe'ye uyarlama çalışması. *Journal of Marmara University Social Sciences Institute/Öneri*, 16(56).
- D6.** Agun, H., Üçok, D. I., & Küçük, B. A. (2021). Kariyer dönemlerinin değişmeyen gerçeği: Kariyer endişesi. *İş ve İnsan Dergisi*, 8(1), 59-72.
- D7.** Küçük, B. A. & Yağıcı, G. (2021). Örgütsel Sessizliğin İş Yerinde Mutluluk Üzerindeki Etkisi: Bir Psiko-Sosyal Bireysel Kaynak Yokluğu Olarak Umutsuzluğun Rolü. *İşletme Araştırmaları Dergisi*, 13(4), s.3681-3700.
- D8.** Azimova T. & Küçük, B. A (2025). Debiasing the Investment Decision-making Through Positive Psychology. *Optimum Ekonomi ve Yönetim Bilimleri Dergisi*. Ulakbilim TR Dizin.

E. Papers Presented and Published in the Proceedings of National Scientific Meetings:

- E1.** Aydın, B., & Taştan, S. B. (2016). Çalışma Yaşamında Bireylerin Duygusal Zekâ Düzeyi ile Sergilenen Yaratıcı Performans Davranışları Arasındaki İlişkinin İncelenmesi, 4. Örgütsel Davranış Kongresi, Adana, Türkiye.
- E2.** Taştan, S. B., & Aydın Küçük, B. (2018). Üretkenliğe Aykırı Çalışma Davranışlarını Açıklayan Psikososyal Yapılar Olarak İşyerinde Kıskançlık Duygusu ve Strese Yönelik Esnekliğin İncelenmesi, 6. Örgütsel Davranış Kongresi, Isparta, Türkiye.
- E3.** Aydın Küçük, B. (2021). Çalışanlarda Kayırmacılık Algısının İş Yerindeki Nezaketsiz Davranışlar Üzerindeki Etkisi: Kötücül Kıskançlığın (Haset) Rolü, 8. Örgütsel Davranış Kongresi, Muğla, Türkiye.
- E4.** Aydın Küçük, B. (2022). Paylaşılan Liderlikten İşten Keyif Almaya Doğru Giden Bir Serüven: Kişisel Gelişim Yönelimi ve Rol Etkinliğinin Seri-Aracılık Rolü. 30. Yönetim & Organizasyon Kongresi, Isparta, Türkiye
- E5.** Aydın Küçük, B. (2022) & Yalvaç, H. A. (2023). Örgütsel Etik İklim Algısının Kurumsal İtibar Algısı Aracılığıyla İşe Ait Olma Hissi Üzerindeki Etkisi, 10. Örgütsel Davranış Kongresi, Yalova, Türkiye

F1. Editorships of National Books

- F1.1.** Burcu Aydın Küçük, Bilgehan Sezgin (Editörler) (2022). Organizasyonlarda Sürdürülebilirlik ve Yeşil Yaklaşım Uygulamaları. İstanbul: Filiz Kitapevi (Basım Aşamasında).

G. Completed International Research Projects

- G1.1.** VR4SKILLS-Comprehensive training framework for leaders of internationalization enhanced by Virtual Reality (VR) in the post-pandemic era. (European Union Project – Completed)

Researcher: BURCU AYDIN KÜÇÜK

- G1.2.** Boosting Entrepreneurial Mindset of Students with Challenge-Based Learning. (European Union Project – Completed)

Researcher and Trainer: BURCU AYDIN KÜÇÜK

I. Journal Review Activities

- Journal of Management & Organization (SSCI) – Total of 3 reviews
- Psychological Reports (SSCI) – Total of 3 reviews
- Istanbul Business Research (ESCI) – Total of 1 review
- Journal of Research in Economics, Business and Finance (*International Field Indexed*) – Total of 1 review
- Journal of Behavior at Work (*International Field Indexed*) – Total of 2 reviews
- Süleyman Demirel University Journal of the Institute of Social Sciences (*International Field Indexed*) – Total of 1 review
- Business & Management Studies: An International Journal (*International Field Indexed*) – Total of 1 review
- Sivas Cumhuriyet University Journal (*International Field Indexed*) – Total of 1 review

J. International Citations

Citations to articles published in international refereed journals:

J.1. Aydın Küçük, B. (2020). Work Flow Experience in the Light of Leader–Member Exchange and Person–Job Fit Theories. *Psychological Reports*, 125(1), 464–497. (SSCI)

Citations: 39

J.2. Taştan, S., Küçük, B. A., & İşıaçık, S. (2020). Towards Enhancing Happiness at Work Through the Lenses of Positive Organizational Behavior: The Roles of Psychological Capital, Social Capital, and Organizational Trust. *Journal of Happiness and Well-Being*, 11(2), 192–225. (ESCI)

Citations: 18

J.3. Aydın, B. (2018). The Role of Organizational Culture on Leadership Styles. *MANAS Journal of Social Studies*, 7(1), 267–280.

Citations: 50

J.4. Taştan, S., & Aydın Küçük, B. (2019). Examining Workplace Envy and Stress Flexibility as Psychosocial Constructs Explaining Counterproductive Work Behaviors. *Süleyman Demirel University Journal of Faculty of Economics and Administrative Sciences*.

Citations: 16

J.5. Aydın, B. (2016). The Mediating Role of Psychological Empowerment in the Relationship Between Creative Climate and Innovative Work Behavior: The Case of Employees in Various Sectors in Turkey. *Journal of Behavior at Work*, 1(1), 74–84.

Citations: 13

J.6. Aydın Küçük, B., & Taştan, S. (2019). The Impact of Workplace Envy on Counterproductive Work Behavior and Contextual Performance: The Role of Self-Control. *Süleyman Demirel University Journal of Faculty of Economics and Administrative Sciences*.

Citations: 11

J.7. Gümüş, İ., Tam, M. S., & Aydın, B. (2016). The Effect of Social Media on Employees' Perceptions of Psychological Empowerment. Eurasian Academy of Sciences Journal of Social Sciences.

Citations: 7

J.8. Aydın Küçük, B. (2020). The Effect of Perceived Organizational Support on Happiness at Work During the COVID-19 Global Pandemic: The Mediating Role of Psychological Empowerment. Journal of Human and Social Sciences Research, 10(2), 1348–1372.

Citations: 8

J.9. Aydın Küçük, B. (2019). The Impacts of Toxic Organizational Climate, Narcissistic Leadership, and Workplace Envy on Counterproductive Work Behavior, Work Exhaustion, and Contextual Performance: The Role of Self-Control.

Citations: 2

J.10. Aydın, B. (2015). The Relationship Between Managers' Perceptions of Emotional Intelligence and Transformational Leadership Behavior in Foreign-Capital Firms: A Study in the Banking Sector.

Citations: 2

J.11. Aydın Küçük, B. (2020). The Social and Economic Exchange Relationships in the Context of Organizational Commitment. MANAS Journal of Social Studies, 9(4), 2337–2348.

Citations: 2

Total Citations: 355

h-index: 10

i10-index: 10

Web of Science (WoS) Indexed Articles: 3

ABSTRACT

THE RELATIONSHIP BETWEEN THE PERCEPTIONS OF EMOTIONAL INTELLIGENCE PERCEPTIONS AND TRANSFORMATIONAL LEADERSHIP BEHAVIORS OF MANAGERS OF FOREIGN INVESTED COMPANIES: A RESEARCH ON THE BANKING SECTOR

The aim of this research is to discuss the relationship between the perceptions of emotional intelligence and the transformational leadership behaviors of managers of foreign invested banks. In this context, it is also studied whether there are differences between the evaluation of the managers and the evaluation of the employees' of the executives. In the broadest meaning, Daniel Goleman defines emotional intelligence as "the ability to recognize the emotions of self and the others, and ability to arrange these feelings". Transformational leadership is to motivate the followers to do something more than they want at the beginning. In order to evaluate the relationship between emotional intelligence and transformational leadership, "Emotional Intelligence Scale" comprised of 88-items, "Transformational Leadership Scale" comprised of 20-items and individual's informations comprised of six items are used. 114-items survey is conducted to 32 departmental managers and 128 bank employees. Data gathered in the study show that the more the managers have high level of emotional intelligence, the more they show transformational leadership behavior. Study shows that managers who are at peace with themselves, able to handle stressful situations and adapt different conditions easily provide a sense of trust to their employees and contribute to their personal competence and are a source of inspiration to them.

ABSTRACT

The Impacts Of Toxic Organizational Climate, Narcissistic Leader and Workplace Envy on Individual Outcomes of Counterproductive Work Behavior, Work Exhaustion and Contextual Performance: The Roles of Perceived Self-Esteem and Self-Control

In this study, it is assumed that envy in the workplace, perceived toxic organizational climate and narcissistic characteristics of leader have effects on the dependent variables of this study, which are contextual performance, counterproductive work behaviors and work exhaustion. Then, the moderator effect of self-control on the potential relationship between malicious envy, sub-dimensions of envy, and counterproductive work behaviors was investigated. Afterwards, the moderator role of self-control on the effects of perceived toxic organizational climate on counterproductive behaviors was examined. Finally, the mediator role of self-esteem on the effects of narcissistic leader behavior on work exhaustion of employees has been evaluated. Self-esteem was included in our model due to the effects of narcissistic leader characteristics on organizational and individual process, and its role as an antecedent to self-evaluation of employees and to their determining the individual sense of self-esteem. Thus, in the current study, with a research conducted on individuals working in the public and private sectors, the effects of workplace envy, toxic organizational climate and narcissistic leadership on counterproductive work behavior, work exhaustion and contextual performance and the roles of self-control and self-esteem in the proposed relationships were examined. The study population consisted of manager and non-manager staffs who work in the institutions in the public and private sector in Turkey. The sample group of the study also consisted of 330 people working in public and private sectors in Istanbul. The data obtained from the surveys were analyzed with the Statistical Package used in Social Sciences. As a result of the statistical analyzes, it was observed that 5 hypotheses were supported, and 1 hypothesis was not supported. Accordingly, it was found that there were significant and positive effects of the workplace malicious envy and the toxic organizational climate on the counterproductive working behavior ($\beta = .822$, $p = .000$; $\beta = .520$, $p = .000$); the workplace benign envy on the contextual performance ($\beta = .397$, $p = .000$); and narcissistic leader characteristics on work exhaustion ($\beta = .582$, $p = .000$). In addition, the results of the analysis supported the moderator role of the degree of self-control of employees between the relationship between the feeling of envy in the workplace and the toxic organizational climate, and counterproductive work behaviors ($\beta = .219$; $t = 11.464$; $p < 0.0001$; $\beta = .3256$; $t = 10.614$; $p < 0.0001$). However, self-esteem levels of employees did not appear to mediate the relationship between narcissistic leadership and work exhaustion. This result showed how dominant the perception of narcissistic leadership, independent of one's self-esteem level.