

## Assoc. Prof. Gaye Karaçay Aydın

### Personal Information

**Email:** karacayaydin@itu.edu.tr

**Web:** <https://avesis.itu.edu.tr/karacayaydin>

**Address:** Istanbul Teknik Üniversitesi, Maçka Kampüsü, İşletme Fakültesi Dekanlığı, 34357, Maçka, İSTANBUL

### Education Information

Doctorate, Boğaziçi Üniversitesi, İktisadi Ve İdari Bilimler Fakültesi, İşletme Bölümü, Turkey 2008 - 2014

Postgraduate, London Business School, Mba, United Kingdom 2005 - 2007

Undergraduate, Orta Doğu Teknik Üniversitesi, İktisadi Ve İdari Bilimler Fakültesi, İşletme Bölümü, Turkey 1995 - 1999

### Foreign Languages

English

### Dissertations

Doctorate, Leader-member exchange (LMX) based relative deprivation and employee outcomes, Boğaziçi Üniversitesi, İktisadi Ve İdari Bilimler Fakültesi, İşletme Bölümü, 2014

### Research Areas

Social Sciences and Humanities

### Academic Titles / Tasks

Associate Professor, Istanbul Technical University, İşletme, Endüstri Mühendisliği, 2021 - Continues

Assistant Professor, Istanbul Technical University, İşletme, Endüstri Mühendisliği, 2018 - Continues

Assistant Professor, Istanbul Technical University, İşletme, Endüstri Mühendisliği, 2015 - 2018

Assistant Professor, Bahçeşehir Üniversitesi, İktisadi, İdari Ve Sosyal Bilimler Fakültesi, İşletme Bölümü, 2014 - 2015

Research Assistant, Boğaziçi Üniversitesi, İktisadi Ve İdari Bilimler Fakültesi, İşletme Bölümü, 2008 - 2014

### Courses

Competition Management, Undergraduate, 2016 - 2017

Behavioral Science, Undergraduate, 2016 - 2017

Strategic Management Systems, Undergraduate, 2016 - 2017

Fundamentals of Strategic Management, Undergraduate, 2016 - 2017

Work Psychology, Undergraduate, 2016 - 2017

## Articles Published in Journals That Entered SCI, SSCI and AHCI Indexes

- I. **Role of Leaders as Agents of Negotiation for Counterbalancing Cultural Dissonance in the Middle East and North Africa Region**  
Karaçay Aydın G., Bayraktar S., KABASAKAL H., Dastmalchian A.  
JOURNAL OF INTERNATIONAL MANAGEMENT, vol.25, no.4, 2019 (Journal Indexed in SSCI)
- II. **HRM and performanceThe role of talent management as a transmission mechanism in an emerging market context**  
Glaister A. J. , Karaçay Aydın G., Demirbag M., Tatoglu E.  
HUMAN RESOURCE MANAGEMENT JOURNAL, vol.28, no.1, pp.148-166, 2018 (Journal Indexed in SSCI)
- III. **The mediating effect of rewarding on the relationship between employee involvement and job satisfaction**  
Bayraktar C. A. , ARACI O., KARACAY G., CALISIR F.  
HUMAN FACTORS AND ERGONOMICS IN MANUFACTURING & SERVICE INDUSTRIES, vol.27, no.1, pp.45-52, 2017 (Journal Indexed in SCI)
- IV. **Exploring employees' responses to unmet job expectations The moderating role of future job expectations and efficacy beliefs**  
Maden C., OZCELIK H., Karacay G.  
PERSONNEL REVIEW, vol.45, no.1, pp.4-28, 2016 (Journal Indexed in SSCI)
- V. **Leadership and culture in the MENA region: An analysis of the GLOBE project**  
Kabasakal H., Dastmalchian A., Karacay G., Bayraktar S.  
JOURNAL OF WORLD BUSINESS, vol.47, no.4, pp.519-529, 2012 (Journal Indexed in SSCI)

## Articles Published in Other Journals

- I. **Dijital dönüşümün işgücü piyasalarına etkileri: Türkiye işgücü piyasası için sosyal politika önerileri**  
KARAÇAY AYDIN G., ALPKAN L.  
Türk İdare Dergisi, vol.488, pp.345-372, 2019 (Other Refereed National Journals)
- II. **High-Performance Human Resource Practices and Firm Performance: Mediating Effect of Corporate Entrepreneurship**  
Hanci-Donmez T., Karaçay Aydın G.  
INTERNATIONAL JOURNAL OF ORGANIZATIONAL LEADERSHIP, vol.8, no.1, pp.63-77, 2019 (Journal Indexed in ESCI)
- III. **Dijital Dönüşümün İşgücü Piyasalarına Etkileri: Türkiye İşgücü Piyasası İçin Sosyal Politika Önerileri**  
KARAÇAY AYDIN G., ALPKAN L.  
Türk İdare Dergisi, 2019 (Other Refereed National Journals)
- IV. **Exploring the Relationship between high-involvement human resource practices and affective commitment within non-Western service context**  
BAYRAKTAR C. A. , KARAÇAY AYDIN G., ARACI Ö., ÇALIŞIR F.  
International Journal of Work Organisation and Emotion, vol.9, no.3, pp.283-302, 2018 (Refereed Journals of Other Institutions)
- V. **Talent Development for Industry 4.0**  
Karaçay Aydın G.  
INDUSTRY 4.0: MANAGING THE DIGITAL TRANSFORMATION, pp.123-136, 2018 (Refereed Journals of Other Institutions)
- VI. **Follower Gender and Authentic Leadership: Perspectives from the Middle East**  
Karaçay Aydın G., Ertenu B., KABASAKAL H.  
AUTHENTIC LEADERSHIP AND FOLLOWERSHIP: INTERNATIONAL PERSPECTIVES, pp.33-58, 2018 (Refereed Journals of Other Institutions)
- VII. **Internet of Things and New Value Proposition**  
Karaçay Aydın G., Aydın B.

INDUSTRY 4.0: MANAGING THE DIGITAL TRANSFORMATION, pp.173-185, 2018 (Refereed Journals of Other Institutions)

VIII. **Financial risk tolerance Scale development and analysis of determinants**

AKBEN SELÇUK E., AYDIN ALTINOKLAR A. E. , KARAÇAY AYDIN G.

The Journal of American Academy of Business, Cambridge, vol.15, no.2, pp.89-97, 2010 (Refereed Journals of Other Institutions)

IX. **Cultural Variability in Web Content A Comparative Analysis of American and Turkish Websites**

KARAÇAY AYDIN G., AKBEN SELÇUK E., AYDIN ALTINOKLAR A. E.

International Business Research, vol.3, no.1, pp.97-103, 2010 (Refereed Journals of Other Institutions)

X. **Mentoring in Talent Management Implications for Female Employees and Employees from Less Advantaged Socioeconomic Backgrounds**

KARAÇAY AYDIN G.

The Business Review, vol.13, no.1, pp.231-237, 2009 (Refereed Journals of Other Institutions)

XI. **Third Party Roles in Mediating or Preventing Psychological Contract Violations in High Context Cultures**

KARAÇAY AYDIN G.

The Business Review, vol.12, no.1, pp.167-173, 2009 (Refereed Journals of Other Institutions)

## **Books & Book Chapters**

I. **Identifying Talent Attributes for Talent Management in Automotive Industry in Turkey**

Ozel A., KARAÇAY AYDIN G.

in: Industrial Engineering in the Big Data, Fethi Çalışır, Emre Çevikcan, Editor, Springer Nature, pp.287-298, 2019

II. **Talent Development for Industry 4.0**

KARAÇAY AYDIN G.

in: Industry 4.0: Managing The Digital Transformation, Ustundag Alp, Cevikcan Emre, Editor, Springer International Publishing, pp.123-136, 2018

III. **Follower Gender and Authentic Leadership: Perspectives from the Middle East**

KARAÇAY AYDIN G., ertenü b., KABASAKAL H.

in: Authentic Leadership and Followership International Perspectives, Cotter-Lockard, Dorianne, Editor, Palgrave Macmillan, Cham, pp.33-58, 2018

IV. **Internet of Things and New Value Proposition**

KARAÇAY AYDIN G., Aydın B.

in: Industry 4.0: Managing The Digital Transformation, Ustundag Alp, Cevikcan Emre, Editor, Springer International Publishing, pp.173-185, 2018

V. **Yetenek Yönetimi Stratejisi**

KARAÇAY AYDIN G.

in: Armstrong'un Stratejik İnsan Kaynakları Yönetimi El Kitabı, Gürol Yonca, Editor, Nobel Yayıncılık, İstanbul, pp.189-197, 2017

VI. **Linking the worldly mindset with an authentic leadership approach: An exploratory study in the middle eastern context**

Ertenü B., KARAÇAY G., ASARKAYA Ç., KABASAKAL H.

in: Worldly leadership Alternative wisdoms for a complex world, Turnbull, S., Case, P., Edwards, G., Schedlitzki, D., Simpson, P. , Editor, Palgrave Macmillan, pp.206-222, 2012

## **Refereed Congress / Symposium Publications in Proceedings**

I. **Sosyal girişimcilik için sosyal etki ölçümü yaklaşımı önerileri**

ALPKAN L., KARAÇAY AYDIN G.

Uluslararası Sosyal İnovasyon Kongresi, 16 October - 17 September 2019

- II. **Do you believe only what you can see? Seeing is believing?**  
ALPKAN L., KARAÇAY AYDIN G.  
International Security Congress: Theory, Method, Practice, Turkey, 19 - 20 September 2019
- III. **Social Policy Requirements For The Digitalized World Of Work**  
KARAÇAY AYDIN G., ALPKAN L.  
15th International Strategic Management Conference, Turkey, 27 - 29 June 2019
- IV. **Social Innovation in the Digital Era: A Remedy for the Threads of Unemployment and Dejobbing**  
ALPKAN L., KARAÇAY AYDIN G.  
5th International Conference in Management Studies, Turkey, 24 May 2019
- V. **Exploring Professional Competencies for Talent Management in Hospitality and Food Sector in Turkey**  
Sabuncu K. U. , Karaçay Aydın G.  
12th International Strategic Management Conference (ISMC), Antalya, Turkey, 28 - 30 October 2016, vol.235, pp.443-452
- VI. **Role of Entrepreneur Orientation on Employee Work Outcomes**  
KARAÇAY AYDIN G., Eriş E.  
Global Joint Conference on Industrial Engineering and its Application Areas, 14 - 15 July 2016
- VII. **The Role of Supportive Human Resource Practices in Employees Affective Commitment**  
KARAÇAY AYDIN G., BAYRAKTAR C. A. , ARACI Ö., ÇALIŞIR F.  
II. Global Conference on Engineering and Technology Management, Chicago, United States Of America, 4 - 05 September 2015, pp.279
- VIII. **Understanding employees responses to unmet career expectations A social cognitive theory approach**  
MADEN EYİUSTA C., Hakan O., KARAÇAY AYDIN G.  
Academy of Management (AOM) Conference, Orlando, United States Of America, 9 - 13 August 2013, vol.2013, pp.11595
- IX. **Otantik liderlik üzerine bir keşif çalışması**  
ASARKAYA Ç., KARAÇAY G., Ertenü B., KABASAKAL H.  
17. Yönetim ve Organizasyon Kongresi, Eskişehir, Turkey, 21 - 23 May 2009, vol.162, pp.294-302
- X. **Örgütlerdeki çalışma gruplarında demografik çeşitlilik değer uyumsuzluğu ve duygusal zeka seviyesi Çatışmalar neden doğar nasıl çözülebilir**  
MADEN EYİUSTA C., KARAÇAY AYDIN G.  
9. Ulusal İşletmecilik Kongresi, Zonguldak, Turkey, 6 - 08 May 2010, pp.577-584

## Citations

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