

# Bora YILDIZ

ASSOC. PROF. DR. (PHD) · DEPARTMENT OF MANAGEMENT

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## Education

### Gebze Technical University

*Kocaeli, TURKEY*

PH.D. IN MANAGEMENT

2012 - 2015

- Advisor 1: Prof. Dr. Bulent SEZEN
- Advisor 2: Prof. Dr. Lutfihak ALPKAN

### Beykent University

*Istanbul, TURKEY*

MASTER OF BUSINESS ADMINISTRATION (MBA)

2009 - 2010

- Advisor: Asst. Prof. Dr. Ferda Sule KAYA

### Anadolu University

*Eskisehir, TURKEY*

BA IN ECONOMICS

2003 - 2007

- Minors in Public Administration

## Professional Experience

2018-  
present

**Associate Professor of Management**, Faculty of Economics, Istanbul University

2016-2018

**Assistant Professor of Management**, Faculty of Economics, Istanbul University

2002-2016

**Chief Petty Officer in Navy Military Band, Trombone Player**, Turkish Naval Forces

## Publications

### ARTICLES PUBLISHED IN JOURNALS THAT INDEXED SSCI, SCI & AHCI INDEXES

Yildiz, H & **Yildiz, B.** (2021). Testing the validity and reliability of a Turkish version of the social cyberloafing scale. **Perspectives in Psychiatric Care**. (In press).

**Yildiz, B** & Elibol, E. (2021). Turnover intention linking compulsory citizenship behaviours to social loafing in nurses: A mediation analysis. **Journal of Nursing Management**, 29(4), 653-663.

**Yildiz, B.** (2021). The reliability and validity of the compulsory citizenship behaviors (CCBs) scale: Six-step R-based psychometrics protocol among nurses in Turkey. **Perspectives in Psychiatric Care**. (In press).

**Yildiz, B.** Yildiz, H. & Ayaz Arda, O. (2021). Relationship between work-family conflict and turnover intention in nurses: A meta-analytic review. **Journal of Advanced Nursing**. 77(8), 3317-3330.

Alpkan, L, Karabay, M., Şener, İ., Elci, M. & **Yıldız, B.** (2020). The mediating role of trust in leader in the relations of ethical leadership and distributive justice on internal whistleblowing: a study on Turkish banking sector. **Kybernetes**. (In press).

Yildiz, H, **Yildiz, B.**, Zehir, C., Altındağ, E., Moloğlu, V. & Kitapci, H. (2017). Impact on presenteeism of the conscientiousness trait: a health sector case study. **Social Behavior and Personality: An international journal**, 45(3), 399-411.

### ARTICLES PUBLISHED IN OTHER JOURNALS

Gizlier, O. & **Yildiz, B.** (2019). What has been done so far? a content analysis on overqualification studies between the dates of 1995-2017, İstanbul Ticaret Üniversitesi Sosyal Bilimler Dergisi, 35(18), 107-123.

**Yildiz, B.** (2018). The Effect of Organizational Identity and Entrepreneurial Orientation on the Corporate Reputation: A Propositional Review. **Journal of Global Strategic Management**, 12, 87-94.

- Elci, M, **Yildiz, B.** & Karabay, M. E. (2018). How burnout affects turnover intention? The conditional effects of subjective vitality and supervisor support. *International Journal of Organizational Leadership*, 7(1), 47-60.
- Yildiz, B.**, Uzun, S., and Coskun, S. S. (2017). Drivers of innovative behaviors: The moderator roles of perceived organizational support and psychological empowerment. *International Journal of Organizational Leadership*, 6, 341-360.
- Yildiz, H. & **Yildiz, B.** (2016). The effects of ethical leadership, servant leadership and leader-member exchange on compulsory citizenship behaviors. *International Business Research*, 9(2), 19-33.
- Yildiz, B.** & Yildiz, H. (2016). The effect of servant leadership on psychological ownership: The moderator role of perceived organizational support. *Journal Of Global Strategic Management*, 9(2), 65-77.
- Yildiz, B.**, Alpkay, L., Ates, H. & Sezen, B. (2015). Determinants of constructive deviance: the mediator role of psychological ownership. *International Business Research*, 8(4), 107-121.

## ARTICLES PUBLISHED IN TURKISH

- Gizlier, O. & **Yildiz, B.** (2021). The effect of perceived overqualification on compulsory citizenship behaviors, *Abant Sosyal Bilimler Dergisi*, 21(2), 187-206.
- Bekmezci, M. & **Yildiz, B.** (2019). The mediating effect of collective gratitude on the relationship between paternalistic leadership and work engagement, *Hacettepe Üniversitesi Sosyal Bilimler Dergisi*, 1(1), 52-73.
- Bekmezci, M. & **Yildiz, B.** (2019). How paternalistic leadership affects psychological ownership? Mediator role of collective gratitude, *İstanbul Ticaret Üniversitesi Sosyal Bilimler Dergisi*, vol.35,309-324.
- Yildiz, B.**, Ensari, M. S., Elci, M. & Karabay, M. E. (2019). The Mediating Effect of Burnout on the Relationship between Work-Family Conflict and Turnover Intention, 6(1), 13-27.
- Yildiz, B.**, Ayaz Arda, O. (2018). The role of collective gratitude on the relationship between perceived overqualification and innovative workplace behaviors, *Yönetim ve Ekonomi Araştırmaları Dergisi*, 16(2),141-161.
- Demir, M., Ayas, S. & **Yildiz, B.** (2018). An investigation of the relationship between organizational cynicism and work alienation: A research on five star hotels' employees, *Yönetim Bilimleri Dergisi*,16(32), 231-254.
- Yildiz, B.** & Caki, N. (2018). The mediator role of individual gratitude in the relationship between perceived organizational support and contextual performance, *Pamukkale Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 32, 69-86.
- Yildiz, B.** & Ayaz Arda, O.(2018). Being a good soldier or an illusionist? The role of turnover intention on the relationship between careerism and compulsory citizenship behaviors, *Business and Economics Research Journal*, 9(1), 151-167.
- Sezici, E. & **Yildiz, B.** (2017). The mediating role of perceived employability on organizational cynicism and organizational commitment relationship, *Kastamonu Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 18(1).56-74.
- Sezici, E. & **Yildiz, B.** (2017). The mediator role of abusive supervision in the relationship between neuroticism and personal accomplishment, *Yakın Doğu Üniversitesi Sosyal Bilimler Dergisi*, 10(2).50-76.
- Ozsahin, M, Bayrcelik, E. B. & **Yildiz, B.** (2017). The mediator role of abusive supervision in the relationship between neuroticism and personal accomplishment, *Uluslararası İktisadi ve İncelemeler Dergisi*,10, 749-766.
- Yildiz, B.**, Ozdemir, F., Habib, E., and Caki, N. (2017). The moderating effect of collective gratitude on the overqualification-turnover intention relationship. *Journal of Organizational Behavior Research*, 2(2),40-61.
- Yildiz, H. & **Yildiz, B.** (2016). Cyber Loafing Isn't A Bad Thing...But?. *Harvard Business Review Turkey*, 9(9),108-115.
- Yildiz, H. & **Yildiz B.**, and Iyigun, N. O. (2016). The effect of psychological contract perception on cyberloafing behaviors. *Erciyes Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 47, 147-165.
- Yildiz, H. & **Yildiz B.**, and Ates, H. (2015). Does the perception of organizational justice have a role in the display of cyberloafing behaviors?. *Bilgi Ekonomisi ve Yönetimi Dergisi*, 10, 55-66.
- Keklik, B., Kılıc, R., Yildiz, H. & **Yildiz, B.** (2015). An investigation of the effect of cyberloafing behaviors on organizational learning capacity. *Business and Economics Research Journal*, 6(3), 129-144.
- Kaya, F. S., **Yildiz, B.** & Yildiz, H. (2013). An evaluation of the motivation levels of primary school teachers in terms herzberg's two-factor theory . *Akademik Bakış Uluslararası Hakemli Sosyal Bilimler E- Dergisi*, 39, 1-18.
- Yumusak, S., Yildiz, H. & **Yildiz, B.** (2012). An evaluation of the motivation levels of primary school teachers in terms herzberg's two-factor theory. *Uludağ Üniversitesi İİBF Dergisi*, 31(1), 211-231.

Orucu, E., Yumusak, S., Yildiz, H. & **Yildiz, B.** (2012). The effect of formal organizational structure on organizational communication: A public hospital example. *Akademik Bakış Uluslararası Hakemli Sosyal Bilimler E- Dergisi*, 32, 1-20.

## BOOK & BOOK CHAPTERS

Ayaz Arda, O. & **Yildiz, B.** (2019). The Moderating Role of Transformational Leadership on the Relationship between Careerism and Social Loafing Behaviors: A Propositional Review, in: *Handbook of Research on Contemporary Approaches in Management and Organizational Strategy*, Dogru C., Editor, IGI-Global Publications, Pennsylvania, pp.226-247.

**Yildiz, B.** (2019). Güç ve Çatışma Yönetimi (Power and Conflict Management), in: *Örgütlerde Güç ve Politika (Power and Policy in Organizations)*, Yıldız H., Okan T., Editors, Beta Books, İstanbul, pp.237-253.

**Yildiz, B.** (2017). Öğrenme ve Gelişme Stratejisi (Learning and Development Strategy) in: *Armstrong'un Stratejik İnsan Kaynakları Yönetimi El Kitabı (Armstrong's Handbook of Strategic Human Resource Management)*, Yonca Gürol, Editor, Nobel Yayın Dağıtım, Ankara, pp.198-208. Book Translate

**Yildiz, B.** (2017). 21. Yüzyıldaki Rekabetçi Başarı İçin Çalışan Adanmışlığının Zorunluluğu (The Imperative of Employee Engagement for Competitive Success in the 21st Century) in: *21. Yüzyıl İşgücü Adanmışlığı İçin Uygulamalar: Değişen İş Yerinde Yetenek Yönetiminin Zorlukları (Practices for Engaging the 21st Century Workforce: Challenges of Talent Management in a Changing Workplace)*, Özlem KUNDAY, Editor, Nobel Yayın Dağıtım, Ankara, pp.93-113. Book Translate

**Yildiz, B.** (2016). Psikolojik Shiplik (Psychological Ownership) in: *Postmodern Örgütlerde Güncel Davranışsal Konular: Örnek Olay İncelemeli (Contemporary Behavioral Issues in Postmodern Organizations: Case Study)*, Taslak S. ve Çiftçi, B., Editors, Beta Basım Yayım Dağıtım, İstanbul, pp.353-376, 2016

**Yildiz, B.**, Alpkan, L. & Sezen, B. (2015). *The Antecedents of Deviant Workplace Behaviors: A Perception, Attitude and Personality-Based Approach to Constructive and Destructive Deviant Workplace Behaviors*. Scholar's Press, Saarbrücken, Germany.

**Yildiz, B.** & Yildiz, H. (2015). *Örgütsel Vatandaşlıktan Zorunlu Vatandaşlığa: Karşılaştırmalı Bir Yaklaşım (From Organizational Citizenship to Compulsory Citizenship: A Comparative Approach)*, Türkiye Alim Kitapları, Saarbrücken, Germany.

**Yildiz, B.** (2015). *Fiziksel Çalışma Koşullarının Çalışan Motivasyonu Üzerindeki Etkisi: Teorik ve Uygulamalı Bir Yaklaşım (The Effect of Physical Working Conditions on Employee Motivation: A Theoretical and Practical Approach)*, Türkiye Alim Kitapları, Saarbrücken, Germany.

## IN REVIEW

Manuscript 1: **Yildiz, B.** & Yildiz, H. How compulsory citizenship behaviors affect moral disengagement through anger toward organization among Turkish nurses during the COVID-19 pandemic? Findings from CB-SEM and R-based Bayesian mediation analysis, **Psychology, Health and Medicine** (Under review).

Manuscript 2: **Yildiz, B.** & Yildiz, T. A systematic review and meta-analytical synthesis of the relationship between work engagement and job satisfaction in nurses, **Journal of Nursing Management** (Under review).

Manuscript 3: Yildiz H., Yildiz T., **Yildiz, B.** & Aykanat, Z. A bibliometric analysis of 26 years of research on workplace violence in nurses, **Journal of Nursing Management** (Under review).

Manuscript 4: Elibol E., **Yildiz, B.** & Harmanlı Seren, A. The effect of nurses' compulsory citizenship behaviors on their subjective vitality: A cross-sectional study, **Journal of Nursing Management** (Under review).

Manuscript 5: **Yildiz, B.** & Yildiz, H. Mapping and Bibliometric Analysis of Cyberloafing: Two Decades Review from 2001 to 2020, **Kybernetes** (Under review).

Manuscript 6: **Yildiz, B.**, Ertürk, A. & Ayaz Arda O. A Three-Wave Longitudinal Analysis of the Causal Ordering of Careerism and Moral Disengagement on Organizational Deviant Workplace Behaviors, **Current Psychology** (Under review).

## IN PREP

Manuscript 1: **Yildiz, B.**, Tamer, G. & Elibol, E. The mediator role of moral disengagement in the relationship between compulsory citizenship behaviors and presenteeism. **Frontiers in Psychology**, (Submitted to the journal).

## Awards, Fellowships, & Grants

2018	TUBITAK Research Award, THE SCIENTIFIC AND TECHNOLOGICAL RESEARCH COUNCIL OF TURKEY	\$ 1,000
2017	Scientific Organization Award, Istanbul University	\$ 2,500

2017	<b>A Travel Award</b> , Istanbul University	\$ 2000
2017	<b>Another Travel Award</b> , THE SCIENTIFIC AND TECHNOLOGICAL RESEARCH COUNCIL OF TURKEY	\$ 500

## Presentations

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### INVITED TALKS

- November 2018. *How Paternalistic Leadership Affects Work Engagement? Mediator Role of Collective Gratitude*. Invited talk: That I Presented At 2. EMI International conference on Entrepreneurship and Social Sciences, Nevşehir, Turkey.
- June 2018. *The Role of Mindfulness on the Relationship between Employees Entrepreneurial Leadership Perception and Public Service Motivation*. Invited talk: That I Presented At International Conference on Empirical Economics and Social Science (ICEESS' 18), Balıkesir, Turkey.
- June 2018. *Having Entrepreneur Employees Is Really Good? The Dark Side of Entrepreneurship*. Invited talk: That I Presented At International Conference on Empirical Economics and Social Science (ICEESS' 18), Balıkesir, Turkey.
- May 2018. *Linking Perceived Organizational Justice to Job Satisfaction, Organizational Commitment, and Organizational Citizenship Behaviors: The Moderator Role of Mindfulness*. Invited talk: That I Presented At Global business Research Congress, Istanbul, Turkey.
- May 2018. *Which is Harder: Go or Stay? The Moderating Effect of Overqualification Perception on the Relationship Between Careerism and Turnover Intention*. Invited talk: That I Presented At International EMI Entrepreneurship and Social Science Congress, Lefkosa, Cyprus.
- March 2018. *Which Employees are More Prone to Be a Careerist: The Role of Big-Five Personality Traits*. Invited talk: That I Presented At VII. International Balkan and Near Eastern Social Sciences Congresses Series, Tekirdag, Turkey.
- December 2017. *The impact of transformational leadership on turnover intention: How employees level of education and the number of employees affect this relationship?*. Invited talk: That I Presented At 4th International Conference on Business and Economics Studies, Istanbul, Turkey.
- November 2017. *The Moderating Effect of Transformational Leadership on the Relationship between Careerism and Social Loafing Behaviors*. Invited talk: That I Presented At International Conference on Global Competition and Innovation Management, Istanbul, Turkey.
- November 2017. *Who Is More Prone to Be a Careerist: The Role of Big-Five Personality Traits*. Invited talk: That I Presented At International Conference on Global Competition and Innovation Management, Istanbul, Turkey.
- October 2017. *The Moderator Effect of Perceived Organizational Support on the Relationship Between Proactive Personality Trait and Intrapreneurship Performance*. Invited talk: That I Presented At International Balkan and Near East Social Sciences Congress Series VI, Ohrid, Macedonia.
- August 2017. *The Mediator Role of Episodic Gratitude on the Relationship between Perceived Distributive Justice and Organizational Citizenship Behaviors*. Invited talk: That I Presented At 7th International Conference on New Challenges in Management and Business, Dubai, United Arab Emirates.
- May 2017. *The Mediating Role of Perceived Employability on Cronyism and Organizational Commitment Relationship*. Invited talk: That I Presented At 2nd International Conference on Economics Business Management and Social Sciences, Belgrad, Serbia.
- March 2017. *When Overqualified Employees Exhibit Organizational Citizenship Behaviors? It Depends on Conditional Factors*. Invited talk: That I Presented At International Conference on Business and Economics Studies, Houston, TX, United States Of America.
- March 2017. *The Consequences of Abusive Supervision: Burnout, Work-Family Conflict and Turnover Intention*. Invited talk: That I Presented At International Conference on Business and Economics Studies, Houston, TX, United States Of America.
- January 2017. *The Conditional Effect of Psychological Entitlement on the Relationship Between Employees Organizational Justice Perception and Turnover Intention*. Invited talk: That I Presented At XII. European Conference on Social and Behavioral Sciences, Catania, Sicily, Italy.
- December 2016. *The Effect of Person-Organization Fit on Entrepreneurship Potential: A Field Study*. Invited talk: That I Presented At 7th International Congress on Healthcare Management, Antalya, Turkey.

December 2016. *Neuroticism and Personal Accomplishment: The Mediator Role of Abusive Supervision*. Invited talk: That I Presented At I. Uluslararası Afro - Avrasya Araştırmaları Kongresi, Almatı, Kazakhstan.

September 2016. *Drivers of Innovative Behaviors: The Moderator Roles of Perceived Organizational Support and Psychological Empowerment*. Invited talk: That I Presented At 4th International Conference on New Challenges in Management and Business, Izmir, Turkey.

July 2016. *The Impact of Burnout on Turnover Intention: Moderator Roles of Subjective Vitality and Supervisor Support*. Invited talk: That I Presented At 12th International Strategic Management Conference, Antalya, Turkey.

May 2016. *A Proposed Conceptual Model of Abusive Supervision Whistleblowing Relationship: The Moderator Role of Envy*. Invited talk: That I Presented At 12th International Strategic Management Conference, Antalya, Turkey.

May 2016. *Some Determinants of Constructive Deviance: The Mediator Role of Psychological Ownership*. Invited talk: That I Presented At 15th Eurasia Business and Economics Society (EBES) Conference, Lizbon, Portugal.

July 2015. *The Antecedents of Presenteeism and Sickness Absenteeism: A Research in Turkish Health Sector*. Invited talk: That I Presented At 11th International Strategic Management Conference, Vienna, Austria.

July 2015. *A Proposed Conceptual Model of Destructive Deviance: The Mediator Role of Moral Disengagement*. Invited talk: That I Presented At 11th International Strategic Management Conference, Vienna, Austria.

November 2014. *A Theoretical Model on the Proposed Predictors of Destructive Deviant Workplace Behaviors and the Mediator Role of Alienation*. Invited talk: That I Presented At 4th International Conference on Leadership, Technology, Innovation and Business Management (ICLTIBM), Istanbul, Turkey.

## CONTRIBUTED PRESENTATIONS

Gizlier, O. & **Yildiz, B.** 2018. The Effect of Perceived Over-qualification on Employee Careerism Tendency and Social Loafing Behaviors, Oral presentation: 2nd International EMI Entrepreneurship and Social Sciences Congress, Nevşehir, Turkey.

Bekmezci, M. & **Yildiz, B.** 2018. How Does Paternalistic Leadership Affect Psychological Ownership? The Mediator Role of Collective Gratitude. Oral presentation: 6th Organizational Behaviour Conference, Isparta, Turkey.

**Yildiz, B.** 2017. Moderator Effect of Perceived Organizational Support on the Relationship Between Proactive Personality Trait and Intrapreneurship Performance. Oral presentation: VI. International Balkan and Near East Social Sciences Congress Series, Ohrid, Macedonia.

**Yildiz, B.** 2017. The Moderating Effect of Collective Gratitude on the Effect of Perceived Over-qualification on Innovative Behaviors. Oral presentation: 25th National Management and Organization Conference, Ankara, Turkey.

Bayarcelik E. B., Ozsahin M. & **Yildiz B.** 2017. The Conditional (Moderator) Effect of Strategic Decision-Making Speed on the Relationship between Strategy Types and Innovation Performance, Oral presentation: 16th National Business Conference, Izmir, Turkey.

**Yildiz, B.** 2016. The Moderating Effect of Organization-Based Self-Esteem on the Relationship Between Abusive Supervision Perception and Contextual Performance. Oral presentation: 4th Organizational Behaviour Conference, Adana, Turkey.

## Teaching Experience

Spring 2021	<b>Seminar (Doctorate)</b> , Lecturer	Istanbul University
Spring 2021	<b>Advanced Research Techniques in Quantitative Research (Doctorate)</b> , Lecturer	Istanbul University
Spring 2021	<b>Human Resources Management (Post Graduate)</b> , Lecturer	Istanbul University
Spring 2021	<b>Technology and Innovation Management (Post Graduate)</b> , Lecturer	Istanbul University
Fall 2020	<b>Introduction to Management (Under Graduate)</b> , Lecturer	Istanbul University
Spring 2020	<b>Business Ethics (Under Graduate)</b> , Lecturer	Istanbul University

## Mentoring

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2021	<b>NAZARLI, Sabina.</b> <i>"The Relationship Between Entrepreneurial Characteristics and Entrepreneurial Tendency: Comparison of Turkish and Foreign Students"</i> , Advisor, Istanbul University	Istanbul, Turkey
2020	<b>OKTAY, Ramazan.</b> <i>"The effects of person-job fit and transformational leadership on employees' self-efficacy perceptions"</i> , Advisor, Istanbul University	Istanbul, Turkey
2020	<b>ARAL, Rumeysa,</b> <i>"Moderator effect of organizational support perception on the effect of human resources practices on innovative workplace behaviors and intention to leave"</i> , Advisor, Istanbul University	Istanbul, Turkey
2020	<b>BALTA, Eyüp,</b> <i>"The effects of perceived authentic leadership of the employees on innovative behavior in the workplace"</i> , Advisor, Istanbul University	Istanbul, Turkey
2019	<b>AGIRBAS, Zeynep Busra,</b> <i>"The effect of neurotic personality traits on careerism: Mediating effects of moral disengagement"</i> , Advisor, Istanbul University	Istanbul, Turkey
2019	<b>KOSE, Eray,</b> <i>"Can swot analysis be used as a tool in the project management methodology selection? An application in software industry"</i> , Advisor, Bahcesehir University	Istanbul, Turkey
2019	<b>DURAN, Tulin,</b> <i>"The effect of high performance human resources management practices on psychological ownership and turnover intention"</i> , Advisor, Bahcesehir University	Istanbul, Turkey
2018	<b>BEKEMEZCI, Omer,</b> <i>"The role of conditional factors in the relationship between employees paternalistic leadership perceptions and its positive and negative consequences"</i> , Advisor, Bahcesehir University	Istanbul, Turkey
2018	<b>GIZLIER, Ömer,</b> <i>"A research on the determining the consequences of employees perceived overqualification"</i> , Advisor, Bahcesehir University	Istanbul, Turkey

## Outreach & Professional Development

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### SERVICE AND OUTREACH

2020	<b>Science Fair, Volunteer Judge</b>	Istanbul
2018-2010	<b>Faculty strategic planning board member, Member</b>	Istanbul
2016-2018	<b>Graduate Student Association, Committee Member</b>	Istanbul

### DEVELOPMENT

- 1. Space Economics, Space Law & Space Sciences Symposium,** In this organization, I present a holistic framework for the workforce of the space age considering the resource-based view and resource dependency theories. In this respect, human capital in the space economy, proactive personality, innovative workplace behaviors, and creativity were discussed. Also, various suggestions for businesses were discussed considering the theoretical frameworks.

### PEER REVIEW

Journal of Business Ethics  
Current Psychology  
Frontiers in Psychology  
Kybernetes  
Management Decision  
Journal of Career Assessment

### PROFESSIONAL MEMBERSHIPS

International Strategic management and Managers Association  
Academy of Management