

## Prof. HANDE SİNEM ERGUN

### Personal Information

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### International Researcher IDs

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Yoksis Researcher ID: 173087

### Education

Doctorate, Marmara University, Faculty of Business Administration, İşletme Bölümü (İngilizce), Turkey 2001 - 2006

Postgraduate, Middlesex University, İnsan Kaynakları Yönetimi, United Kingdom 1999 - 2001

Undergraduate, Marmara University, Faculty of Economic and Administrative Sciences, Business Administration, Turkey 1995 - 1999

### Research Areas

Social Sciences and Humanities

### Academic Positions

Professor, Marmara University, Faculty of Business Administration, Business Administration Lectured (English), 2017 - Continues

Associate Professor, Marmara University, Faculty of Business Administration, Business Administration Lectured (English), 2011 - 2017

Lecturer, Marmara University, Faculty of Business Administration, Business Administration Lectured (English), 2006 - 2011

Research Assistant, Marmara University, Faculty of Business Administration, Business Administration Lectured (English), 2001 - 2006

### Academic and Administrative Experience

University Executive Board Member, Marmara University, 2017 - 2018

### Courses

#### Doctorate

Directed Readings and Research in Management and Organization, Doctorate, 2023 - 2024, 2022 - 2023, 2021 - 2022

Qualitative Methods, Doctorate, 2024 - 2025, 2023 - 2024, 2022 - 2023, 2021 - 2022

#### Postgraduate

Seminar, Postgraduate, 2023 - 2024

Independent Readings, Postgraduate, 2024 - 2025, 2023 - 2024, 2022 - 2023, 2021 - 2022

### **Undergraduate**

Strategic Management, Undergraduate, 2023 - 2024, 2022 - 2023, 2021 - 2022

Human Resources Management, Undergraduate, 2024 - 2025, 2023 - 2024, 2022 - 2023, 2021 - 2022

### **Supervised Theses**

ERGUN H. S., An analysis on the relationship between emotional intelligence and conflict management strategy : evidence from Turkey, Postgraduate, G.Yücel(Student), 2019

ERGUN H. S., An analysis on the impact of social networks on corporate image: evidence from Turkey, Postgraduate, M.Tarık(Student), 2019

ERGUN H. S., University industry collaborations between aviation industry and aviation management programs of higher education institutions in Turkey from an institutional perspective, Doctorate, Ö.Peksatıcı(Student), 2019

ERGUN H. S., Analysis of the factors influencing training effectiveness: evidence from Turkish financial sector, Postgraduate, B.Tokgöz(Student), 2019

ERGUN H. S., An analysis on the relationship between leader-member exchange and innovative work behaviour : evidence from Turkey, Postgraduate, B.Hallaç(Student), 2019

ERGUN H. S., An analysis on the relationship between organizational climate and employee retention: Evidence from the Gambia, Postgraduate, A.SAINABOU(Student), 2017

ERGUN H. S., The effect of trust based supply chain collaboration (SCC) on supply chain performance (SCP) and transaction cost (TC), Doctorate, A.DOĞANAY(Student), 2017

ERGUN H. S., The relationship between perceived stress and work engagement: An empirical study, Postgraduate, A.MARAQA(Student), 2017

ERGUN H. S., An analysis on the relationship between organizational climate and employee retention:evidence from the Gambia, Postgraduate, A.Sainabou(Student), 2017

ERGUN H. S., Analysis of entrepreneurial assistance programs with a special emphasis on entrepreneurial mentoring: Perspectives from Turkey, Doctorate, S.BEGÜM(Student), 2017

ERGUN H. S., Analysis of entrepreneurial assistance programs with special emphasis on entrepreneurial mentoring: perspectives from Turkey, Doctorate, S.Begüm(Student), 2017

ERGUN H. S., An analysis on relationship between employer brand attractiveness and organizational outcomes: Moderating role of the perceived person-organization fit, Postgraduate, B.TATAR(Student), 2016

ERGUN H. S., An analysis on relationship between employer brand attractiveness and organizational outcomes: moderating role of the perceived personorganization fit, Postgraduate, B.Tatar(Student), 2016

ERGUN H. S., The relationship between organizational entrepreneurship and performance: Evidence from Turkish SMEs, Postgraduate, N.PLATİN(Student), 2015

ERGUN H. S., Organizations without managers: The effect of self-management on employee engagement, Postgraduate, T.CANSIZ(Student), 2015

ERGUN H. S., The relationship between organizational socialization and organizational citizenship behavior: The role of person - environment fit, Postgraduate, Y.ÖZDEMİR(Student), 2015

ERGUN H. S., An analysis of factors affecting burnout in the workplace, Postgraduate, A.TUFEK(Student), 2013

ERGUN H. S., An analysis of the factors that determine e-business success: Evidence from Turkey, Postgraduate, Z.KABADAYI(Student), 2013

ERGUN H. S., An analysis of the factors that affect the technology acceptance of white collar employees, Postgraduate, A.SERCAN(Student), 2013

### **Journal articles indexed in SCI, SSCI, and AHCI**

- I. The gap between academy and industry - A qualitative study in Turkish aviation context  
PEKSATICI Ö., ERGUN H. S.

## Articles Published in Other Journals

- I. **A vicious cycle of superficial conceptualization: Deconstructing the nature in social innovation (policy) discourse**  
ERGUN H. S., SAMUR TERAMAN S. B.  
Novation Critical Studies on Innovation, pp.118-142, 2023 (Peer-Reviewed Journal)
- II. **Stratejik Planların Söylemleri: Üniversiteler Arasındaki Kurumsal Eşbiçimselliğin Keşfi**  
GÜRBÜZ F. G., ERGUN H. S., DÜLGER TAŞKIN A. M., SAMUR TERAMAN S. B.  
Dokuz Eylül Üniversitesi Sosyal Bilimler Enstitüsü Dergisi, vol.21, no.2, pp.639-665, 2019 (Peer-Reviewed Journal)
- III. **The barriers against effective university industry collaboration - A study in Turkish aviation industry**  
PEKSATICI Ö., ERGUN H. S.  
Pressacademia, vol.6, no.1, pp.35-43, 2019 (Peer-Reviewed Journal)
- IV. **A comparison of employees perceived and expected employer brand attributes: evidence from Turkey**  
ERGUN H. S., TATAR B.  
Pressacademia, vol.7, no.3, pp.200-207, 2018 (Peer-Reviewed Journal)
- V. **Employer branding and employee attitudes: mediating role of person-organization fit**  
ERGUN H. S., TATAR B.  
Pressacademia, vol.5, no.2, pp.110-120, 2018 (Peer-Reviewed Journal)
- VI. **THE RELATION BETWEEN FINANCIAL KNOWLEDGE AND DEMOGRAPHICS**  
ÇİNKO M., AVCI E., ERGUN H. S., TEKÇE İ. M.  
International Journal of Management and Applied Science, vol.3, pp.71-74, 2017 (Peer-Reviewed Journal)
- VII. **FINANCIAL LITERATURE LEVELS OF UNIVERSITY STUDENTS: AN EXAMPLE OF MARMARA UNIVERSITY**  
Çinko M., Avcı E., Ergun H. S., Tekçe İ. M.  
Marmara Business Review, vol.2, pp.25-50, 2017 (Peer-Reviewed Journal)
- VIII. **The Relationship Between Entrepreneurial Orientation and Performance Evidence from Turkish SMEs**  
PLATİN N., ERGUN H. S.  
Business and Management Studies, vol.3, no.2, pp.78, 2017 (Peer-Reviewed Journal)
- IX. **The effect of supply chain collaboration on supply chain performance**  
Doğanay A., ERGUN H. S.  
Pressacademia, vol.4, no.1, pp.30-39, 2017 (Peer-Reviewed Journal)
- X. **THE RELATION BETWEEN FINANCIAL KNOWLEDGE AND DEMOGRAPHICS**  
Çinko M., Avcı E., Ergun H. S., Tekçe İ. M.  
International Journal of Management and Applied Science, vol.3, pp.71-74, 2017 (Peer-Reviewed Journal)
- XI. **Is Fear of Failure a Psychological Barrier? An Empirical Study on Occupational Choices**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
Journal of Management, Marketing and Logistics, vol.4, no.4, pp.343-350, 2017 (Peer-Reviewed Journal)
- XII. **Financial Literacy Levels Of University Students: An Example Of Marmara University**  
ÇİNKO M., AVCI E., ERGUN H. S., TEKÇE İ. M.  
Marmara Business Review, vol.2, no.1, pp.25-50, 2017 (Peer-Reviewed Journal)
- XIII. **Garden of mentoring: revisiting mentoring in entrepreneurial sense**  
SAMUR TERAMAN S. B., ERGUN H. S.  
Pressacademia, vol.5, no.4, pp.365-375, 2016 (Peer-Reviewed Journal)
- XIV. **AN ANALYSIS ON RELATIONSHIP BETWEEN EXPECTED EMPLOYER BRAND ATTRACTIVENESS, ORGANIZATIONAL IDENTIFICATION AND INTENTION TO APPLY**

ERGUN H. S., TATAR B.

Journal of Management Marketing and Logistics, vol.3, no.2, pp.105, 2016 (Peer-Reviewed Journal)

- XV. **Mediating Role of Emotional Self-Efficacy Between Emotional Intelligence and Creativity: An Empirical Study on University Undergraduates**

GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.

International Journal of Higher Education Management, vol.3, no.1, pp.14-29, 2016 (Peer-Reviewed Journal)

- XVI. **Entrepreneurial Management Entrepreneurial Orientation and Turkish Small Firm Growth**

GÜRBÜZ F. G., ERGUN H. S.

Management Research News, vol.32, no.4, pp.321-336, 2009 (Scopus)

- XVII. **The Impact of Human Resources and Capabilities on the growth of Small Firms Evidence from Turkey**

GÜRBÜZ F. G., ERGUN H. S.

Marmara Üniversitesi Öneri Dergisi, vol.8, no.31, pp.9-22, 2009 (Peer-Reviewed Journal)

- XVIII. **Extent Of Family Influence on Family Firm Innovative Behavior: A Study on Small Sized Family Firms in İstanbul**

YENER M. İ., ERGUN H. S.

Journal of Global Strategic Management, vol.3, no.1, pp.103-112, 2009 (Peer-Reviewed Journal)

- XIX. **"Girişimcilik Değerleri Ve Örgütsel Vatandaşlık Davranışı Üzerine Bir Araştırma"**

YENER M. İ., ERGUN H. S.

Süleyman Demirel Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi, vol.14, no.1, pp.255-271, 2009 (Peer-Reviewed Journal)

- XX. **Entrepreneurial Intentions Of Young Educated Public In Turkey**

ERGUN H. S., GÜRBÜZ F. G.

Journal of Global Strategic Management, vol.4, no.1, pp.47-56, 2008 (Peer-Reviewed Journal)

- XXI. **Entrepreneurial Orientation in Small Family Firms in Istanbul**

YENER M. İ., ERGUN H. S.

The Business Review, Cambridge,, vol.11, no.1, pp.231-239, 2008 (Peer-Reviewed Journal)

## Books

- I. **İş Yerinde Yalnızlık Mı? İş Yerinde Tabiatsızlık Mı? Tabiatı Unutmamızın Örgütsel Yalnızlık ile İlişkisi**  
ERGUN H. S.

in: İş Yerinde Yalnızlık, YELOĞLU HAKKI OKAN, SÜRAL ÖZER PINAR, Editor, Nobel Yayınevi, Ankara, pp.273-299, 2024

- II. **Karar Verme**

ERGUN H. S.

in: Yöneticiler için Karar Verme Rehberi, Gül Eser, Editor, Atlas Akademik Basım Yayın Dağıtım Tic. Ltd. Şti., Ankara, pp.1-28, 2023

- III. **In Search of Footprints of Technology Leadership for Innovation in Strategic Planning: A Study of Turkish Universities**

Ergun H. S., Gürbüz F. G., Dülger Taşkın A. M., Samur Teraman S. B.

in: Technology Leadership for Innovation in Higher Education, Guiyou Huang, Yufeng Qian, Editor, IGI Global, Pennsylvania, pp.105-130, 2019

- IV. **A Proposition of Strategy Making in Global Firms: Reflections from Strategy as Practice (S-As-P)**

GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.

in: Geopolitics and Strategic Management in the Global Economy, , Editor, IGI Global, pp.78-95, 2018

- V. **SMEs and Macro Environment**

ERGUN H. S.

in: How Small and Medium-sized Enterprises (SMEs) can be competitive, Ensari, M. , S., Kiygi-Calli M., Editor, LIT Verlag, Zürich, pp.11-42, 2018

- VI. **The Impact of Social Media on Social Movements: The Case of Anti-Consumption**  
ERDOĞMUŞ Z. İ., ERGUN H. S.  
in: Online Communities as Agents of Social Change and Social Movements, Steven Gordon, Editor, IGI Global, pp.224-252, 2017
- VII. **The Impact of Social Media on Social Movements: The Case of Anti-Consumption**  
ERDOĞMUŞ Z. İ., ERGUN H. S.  
in: Online Communities as Agents of Change and Social Movements, Steven Gordon, Editor, IGI Global, Hershey, pp.224-252, 2017
- VIII. **Toplumsal Hareketlerin Örgüt Çalışmaları Bağlamında İncelenmesi. ÖRGÜT YÖNETİMİ: BİR DERLEME**  
ERGUN H. S.  
in: ÖRGÜT YÖNETİMİ BİR DERLEME, İdil Tamer, Editor, NOBEL AKADEMİK YAYINCILIK, pp.151-160, 2015
- IX. **İtibar Yönetimi; Tanım, Ölçüm ve Teori**  
YENER M. İ., ERGUN H. S.  
in: İtibar Yönetimi, , Editor, Beta Yayınevi, pp.3-23, 2014
- X. **Küçük ve Orta Ölçekli Aile İşletmelerinde Büyüme**  
AVCI E., ERGUN H. S., DAL S., ERDOĞMUŞ Z. İ., TÜRKOĞLU UTKU F., YENER M. İ.  
Yalın Yayıncılık, 2009
- XI. **Üniversite Gençliği Değerleri Korkular ve Umutlar**  
Artan H. İ., Börü M. D., İslamoğlu G., Yurtkoru E. S., Durmuş B., Çalışkan K., Ergun H. S.  
TESEV, İstanbul, 2005

## **Papers Presented at Peer-Reviewed Scientific Conferences**

- I. **Imagination and strategy-making: (Fore)telling the future story of a city**  
ERGUN H. S., Kola V.  
39th EGOS Colloquium, Cagliari, Italy, 06 July 2023, (Full Text)
- II. **Digging into The “Logic” of Start-up Assistance Programs: Craving for “Constructiveness”**  
ERGUN H. S., SAMUR TERAMAN S. B., Taşkent D.  
British Academy of Management 2018, 4 - 06 September 2018, (Full Text)
- III. **AN ANALYSIS ON THE RELATIONSHIP BETWEEN FINANCIAL LITERACY AND ENTREPRENEURIAL INTENTION: EVIDENCE FROM TURKISH UNIVERSITY STUDENTS**  
ERGUN H. S., ÇİNKÖ M., AVCI E., TEKÇE İ. M.  
MAC 2018 in Prague, 25 - 27 May 2018, (Full Text)
- IV. **Tanımlarda Kaybolan Sınırlar: Mentorluk, Koçluk ve Danışmanlık Üzerine Bir Tartışma**  
ERGUN H. S., GÜRBÜZ F. G., SAMUR TERAMAN S. B.  
26. Ulusal Yönetim ve Organizasyon Kongresi, Turkey, 10 - 12 May 2018, (Summary Text)
- V. **ÜST YÖNETİM İLETİŞİMİNİN ÖRGÜTLER İÇİN KRİTİK ÖNEMİ: HAVACILIK SEKTÖRÜNDE BİR ÇALIŞMA**  
PEKSATICI Ö., ERGUN H. S.  
Yönetim Organizasyon Kongresi 2018, Turkey, 10 - 12 May 2018, (Full Text)
- VI. **Re)Framing Mentoring in Entrepreneurial Sense: Interplay of Multiple Institutional Logics in Turkish Entrepreneurship Ecosystem**  
SAMUR TERAMAN S. B., ERGUN H. S.  
RENT XXXI Research in Entrepreneurship and Small Business, 15 November - 17 January 2017, (Full Text)
- VII. **Is Fear of Failure a Psychological Barrier? An Empirical Study on Occupational Choices**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
13th International Strategic Management Conference, 6 - 08 July 2017, (Full Text)
- VIII. **Kişiliğin Karanlık Yüzü Kariyerde Aydınlanıyor mu? Kariyer Tercihleri Üzerine Bir Araştırma**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
24. Ulusal Yönetim ve Organizasyon Kongresi, Ankara, Turkey, 25 - 27 May 2017, (Full Text)
- IX. **Tedarik Zinciri Yönetimi (TZY) ve Stratejik Yönetim İlişkisi: Türkiye’deki Dayanıklı Tüketim Malları**

**Sektöründeki Bir Şirkette Uygulama Olarak Strateji Görüşü**

DOĞANAY A., GÜRBÜZ F. G., ERGUN H. S., KABADAYI KUŞÇU Z., SAMUR TERAMAN S. B.

23. Ulusal Yönetim ve Organizasyon Kongresi, Turkey, 14 - 17 May 2017, (Full Text)

- X. **An Investigation on Emotional Intelligence, Creativity and Career Intentions Among Turkish Female University Students with Special Emphasis on Entrepreneurial Intention**  
ERGUN H. S., GÜRBÜZ F. G., SAMUR TERAMAN S. B.  
EURAM, Paris, France, 1 - 04 June 2016, (Full Text)
- XI. **Memur, Girişimci veya Akademisyen: Öğrencilerin Kariyer Tercihleri Üzerine bir Tartışma**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
24. Ulusal Yönetim ve Organizasyon Kongresi, Turkey, 29 - 31 May 2016, (Full Text)
- XII. **POWER OF SOFT SKILLS DETERMINING ACADEMIC CAREER SATISFACTION: EMPIRICIAL STUDY ON RESEARCH ASSISTANTS**  
GÜRBÜZ F. G., ERGUN H. S., Teraman S. B. S.  
Global Business Research Congress (GBRC), İstanbul, Turkey, 26 - 27 May 2016, vol.2, pp.703-714, (Full Text)
- XIII. **Power of Soft Skills Determining Academic Career Satisfaction: Empirical Study on Research Assistants**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
Global Business Research Congress, İstanbul, Turkey, 26 - 27 May 2016, (Full Text)
- XIV. **Mediating Role of Emotional Self efficacy between Emotional Intelligence and Creativity An Empirical Study on University Undergrads**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
International Conference on Business and Economic Development (ICBED), 4 - 05 April 2016, pp.9, (Full Text)
- XV. **Understanding university brand loyalty the mediating role of attitudes towards the department and university**  
ERDOĞMUŞ Z. İ., ERGUN H. S.  
5th International Conference on Leadership, Technology, Innovation and Business Management, 10 - 12 December 2015, pp.362-371, (Full Text)
- XVI. **Duygusal Zeka ve Tükenmişlik İlişisine Yasam Tatminin Etkisi**  
ERGUN H. S., SAMUR TERAMAN S. B.  
3. Örgütsel Davranış Kongresi, Turkey, 5 - 06 November 2015, (Full Text)
- XVII. **Tedarik Zinciri Yönetimi (TZY) ve Stratejik Yönetim İlişkisi. Türkiye’xxdeki Dayanıklı Tüketim Malları Sektöründeki bir Şirkette Uygulama Olarak Strateji Görüşü**  
GÜRBÜZ F. G., ERGUN H. S., Doğanay A., SAMUR TERAMAN S. B.  
23. Ulusal Yönetim ve Organizasyon Kongresi, Turkey, 14 - 16 May 2015, (Full Text)
- XVIII. **EXPLORING NATURE OF INNOVATIVE ORIENTATION Perspectives From Case Study**  
GÜRBÜZ F. G., ERGUN H. S., SAMUR TERAMAN S. B.  
2nd International Conference on Management, Finance and Entrepreneurship, İstanbul, Turkey, 25 - 26 October 2014, (Full Text)
- XIX. **THE RELATIONSHIP OF SUPPLY CHAIN MANAGEMENT SCM AND STRATEGIC PLANNING STRATEGY AS PRACTICE VIEW ON A DURABLE CONSUMER GOODS COMPANY in TURKEY**  
GÜRBÜZ F. G., ERGUN H. S., DOĞANAY A.  
2nd International Conference on Management, Finance and Entrepreneurship, İstanbul, Turkey, 25 - 26 September 2014, (Full Text)
- XX. **“An Analysis of Factors Affecting Burnout in Healthcare Organizations”, , June 4-7, Valencia, Spain.**  
Tüfek A., ERGUN H. S., YENER M. İ.  
14th EURAM Academy of Management Conference, 4 - 07 June 2014, (Full Text)
- XXI. **Revelation of the missing part in social innovation mosaic: “Wholeness”**  
ERGUN H. S., YENER M. İ.  
30th EGOS Colloquium, 3 - 05 July 2014, (Full Text)
- XXII. **Networking for Survival: An Ethnographic Study on an Artist’s Passion for Existence**  
Poroy A., ERGUN H. S., YENER M. İ.

- International Conference on Arts, Economics and Management (ICAEM'xx14), 22 - 23 March 2014, (Full Text)
- XXIII. **Innovation orientation, market orientation and e-loyalty: evidence from Turkish e-commerce customers**  
ERGUN H. S., KUSCU Z. K.  
9th International Strategic Management Conference, Riga, Latvia, 27 - 29 June 2013, vol.99, pp.509-516, (Full Text)
- XXIV. **"Tales behind trust":ethnographic explorations of trust in a small family business**  
ARTAN H. İ., YENER M. İ., ERGUN H. S.  
27th EGOS Colloquium, 6 - 09 July 2011, (Full Text)
- XXV. **Historical Perspective on the Darkside of Organizational Jesters: Examples from the Ottoman Empire**  
ERGUN H. S., YENER M. İ.  
24th EGOS Colloquium, 10 - 12 July 2008, (Full Text)
- XXVI. **Extent of Family Influence on Family Firm Innovative Behavior: A Study on Small Sized Family Firms in İstanbul**  
YENER M. İ., ERGUN H. S.  
4th International Strategic Management Conference, 19 - 21 June 2008, (Full Text)
- XXVII. **Entrepreneurial Intentions of Young Educated Public in Turkey**  
GÜRBÜZ F. G., ERGUN H. S.  
4th International Strategic Management Conference, 19 - 21 June 2008, (Full Text)
- XXVIII. **"Entrepreneurial Management, Entrepreneurial Orientation and Turkish Small Firm Growth", ,7-9th November 2007**  
GÜRBÜZ F. G., ERGUN H. S.  
ISBE 2007, 7 - 09 October 2007, (Full Text)
- XXIX. **Entrepreneurial Characteristics Entrepreneurial Orientation and Small Firm Growth Evidence from Turkish Small Firms**  
GÜRBÜZ F. G., ERGUN H. S.  
International Council For Small Business 52nd World Conference, Turku, Finland, 13 - 15 June 2007, (Full Text)

## Metrics

Publication: 62

Citation (WoS): 128

Citation (Scopus): 210

H-Index (WoS): 2

H-Index (Scopus): 3

## Non Academic Experience

Professional Association, İnoSuit Projesi, Other, İnovasyon Menrtu

University, Marmara University, Innovation and Technology Transfer Application and Research Center,

Entrepreneurship Module