About the Contributors

**Aslı Goksoy** is Assistant Professor in Business Department at American University in Bulgaria, where she has been a faculty member since 2010. Prior to coming to Bulgaria, she was a Lecturer and Chairman of Aviation Logistics Program at Istanbul Commerce University. She received a B.A. in Economics from Istanbul University and M.B.A. in International Business from Pace University, Lubin School of Business at New York. She received her Ph.D. in Organizational Behavior from Marmara University, Social Sciences Institute, in 2009. Her primary research interests are in the field of organizational change and organizational culture.

***

**Geoffrey Kwasi Adjaison** finished his taught courses in MBA Human Resource from the IGNOU University, New Delhi under the Pan-African Education programme initiated jointly by the Government of India and the African Union. He has worked at the University Relations Office at the Kwame Nkrumah University of Science & Technology in Ghana. He is currently a lecturer (Adjunct Faculty) at the Business Development Centre, Central University College, Accra Ghana as well as the Lead Consultant of BFRD Ghana. He writes, presents and consults on issues of human resource policies and practices, education, Community Development/ project management and CSR.

**Erkut Altındağ** is an Assistant Professor of Economic and Administrative Sciences at Beykent University, Turkey. His papers have appeared in Social Behavior and Personality: an international journal and The European Journal of Health Economics. His research interests include family firms, strategic management, technology management, modern management theories and strategic human resources management.

**George Kofi Amoako** is a Senior Lecturer and Head of Department at the Marketing Department of Central Business School, Central University College in Accra Ghana, an academic and a practising Chartered Marketer (CIM-UK) with specialisation in Branding, CSR and Strategic Marketing. He was educated in Kwame Nkrumah University of Science and Technology in Kumasi Ghana and at the University of Ghana and the London School of Marketing (UK). He is currently reading his PhD at London Metropolitan University UK. He has considerable research, publication, teaching, consulting and practice experience in the application of marketing theory and principles to everyday marketing challenges and management and organisational issues, George has published and presented conference and academic papers in Africa, Europe and Australia.
**Robert J. Blomme** is a Full Professor of Organization Behavior at Nyenrode Business Universiteit and Director of the Nyenrode Center for Leadership and Management Development. In his teaching and research work, he covers a wide range of topics in the fields of Organization Behavior, Organization Sociology, Organization Theory and Organizational Wisdom. Together with Bertine van Hoof, he founded the Dutch institute Wisdom in Business. In addition, he is affiliated with the global Humanistic Management Network which seeks to promote and enhance human dignity and humaneness in organizations. Besides working as a scholar, Robert also operates as a business consultant and interim manager.

**Yunhyung Chung** is an associate professor of management and human resources in the Department of Business in the College of Business and Economics at University of Idaho. She received her Ph.D. from the School of Management and Labor Relations (Human Resource Management emphasis) at Rutgers University. Her research interests include workplace diversity and faultlines, social networks, strategic human resource management, and retirement security. Her research appeared in journals including Academy of Management Journal, Journal of Management, and Small Group Research.

**Saba Çolakoğlu** is an associate professor of management in the Campbell School of Business at Berry College, U.S.A. and a visiting faculty at Koç University in Istanbul, Turkey. She received her Ph.D. from the School of Management and Labor Relations at Rutgers University. Her primary research interests include management of human resources in a global context, transfer of knowledge and human resource practices across borders, and staffing strategies of multinational corporations’ subsidiaries. Her research on these topics appeared in journals such as Journal of International Business Studies, International Journal of Human Resource Management, and Thunderbird International Business Review.

**Melanie De Ruiter** received her Bachelor of Arts Cum Laude from University College Roosevelt (International Honors College of Utrecht University) and completed her Master of Science in Management at Nyenrode Business Universiteit. Melanie is currently working on her PhD project at both the Department of Human Resource Studies at Tilburg University and at the Center for Leadership and Management Development at Nyenrode Business Universiteit. Her doctoral research focuses on the role of an employee’s immediate manager in the psychological contract framework.

**Evangelos-Vagelis Dedousis** is a Full Professor at the School of Business, the American University in Dubai. Dr Dedousis has received his education at the Economics University of Athens Greece, Waseda University and Asia University in Tokyo Japan, and Griffith University Australia. He has worked for multinational corporations and has taught in Australia, Japan, Lebanon, and Saudi Arabia. His research interests are varied and he contributed chapters to books by Routledge, Longman, and Academic Press and articles in several journals such as the Journal of Management, Higher Education, Journal of Managerial Psychology, Journal of Cross-Cultural Management, Journal of Islamic Marketing, and Journal of Marketing and Operations Management Research. He is a member of the editorial board in online and print journals.
About the Contributors

**Rainer Erne** studied Business and Social Sciences in Tübingen / Germany, Dublin / Ireland and Leipzig / Germany. He accomplished his PhD in Business at Leeds Metropolitan University / UK with a thesis on managing knowledge work(er). He started his professional career in 1998 at IBM Global Services as a project manager for Human Resource and Organizational Development projects. After that he worked as a Senior Consultant for improving people and process issues in the automotive industry. After that he was hired by Robert Bosch as responsible for internal process improvement and competence development projects. In 2014 Rainer Erne was appointed as professor for Management at Nuertingen-Geislingen University. Besides that he continues to support companies and non-profit organizations in Human Resource and Business topics, to work as lecturer at different universities and to publish papers on Human Resource and organizational topics.

**Filiz Eryılmaz** is affiliated as a research assistant at the Faculty of Economics and Administrative Sciences of Uludağ University in Bursa/Turkey. She graduated with a bachelor’s degree in economics department of same university. She holds a Ph.D. degree from Uludağ University. Her current research is focused on fields of new political economy, political business cycles, macro economy and financial economy.

**Mehmet Eymen Eryılmaz** is an associate professor who is working for Faculty of Economics and Administrative Sciences of Uludağ University in Bursa/Turkey. At the same time, he is serving as a vice dean for his faculty. He holds a Ph.D. degree from Uludağ University. His researches previously appeared in journals such as *Journal of Management Research*, *Management Research Review*, *Metu Studies in Development*, and *Occasional Series in Criminal Justice and International Studies*. His current research is focused on fields of organization theory, strategic management and research methodology.

**Noyan Sebla Günay** was born in Istanbul, Turkey, in 1986. She received the B.Sc. degree Industrial Engineering from the Okan University, Turkey, in 2008. Following, she gained her MSc. degree in Industrial Engineering at Istanbul University, Turkey, in 2013. Since September 2008, she has been with the Department of Industrial Engineering, Okan University where she is a Research Assistant. Also she was employed as quality manager of the university between the years of 2012-2014. She is currently completing her PhD in industrial engineering at Marmara University, Turkey.

**Kijpokin Kasemsap** received his BEng degree in Mechanical Engineering from King Mongkut’s University of Technology Thonburi, his MBA degree from Ramkhamhaeng University, and his DBA degree in Human Resource Management from Suan Sunandha Rajabhat University. He is a Special Lecturer at Faculty of Management Sciences, Suan Sunandha Rajabhat University based in Bangkok, Thailand. He is a Member of International Association of Engineers (IAENG), International Association of Engineers and Scientists (IAEST), International Economics Development and Research Center (IEDRC), International Association of Computer Science and Information Technology (IACSIT), International Foundation for Research and Development (IFRD), and International Innovative Scientific and Research Organization (IISRO). He also serves on the International Advisory Committee (IAC) for International Association of Academicians and Researchers (INAAR). He has numerous original research articles in top international journals, conference proceedings, and book chapters on business management, human resource management, and knowledge management published internationally.
David R. King earned his PhD in strategy and entrepreneurship from Indiana University’s Kelley School of Business. After retiring from the U.S. Air Force where he managed aircraft procurement programs, he joined academia. Currently, Dave is an Associate Professor in the College of Business at Iowa State University where he teaches undergraduate and graduate business strategy. Dave’s research focuses on complementary resources, merger and acquisition (M&A) integration and performance, and technology innovation. An award winning researcher, his research appears in Strategic Management Journal, Academy of Management Journal, Journal of Management, Journal of Management Studies, and Organization Science.

Theo A. Kishna is a PhD candidate in the faculty of Organization Behavior at the Nyenrode Business University. Besides finalizing his PhD thesis he is engaged as a business consultant primarily working at ICT related organizational change projects. He has also gained extensive experience working at ICT outsourcing projects for various Dutch and EU public and private organizations. With backgrounds in Informatics and Management Science his academic research interest is centered on sociological approaches of organization identity construction in the area of organizational change.

Ashish Malik is a lecturer at the University of Newcastle, Australia where he teaches HRM and related courses. Ashish has won several teaching and learning awards at a Faculty, University and international level. Ashish’s research has been published in several journals and premier national and international conferences. Ashish has written three books (edited and co-authored) on business models (Routledge), culture (Springer) and human capital (Palgrave Macmillan) is currently co-editing three Special issues with an India focus and serves on the editorial board of Journal of Asian Business Studies (Emerald) and Jindal Journal of Business Research (Sage).

Jan Morsch is a researcher and lecturer for the Centre for Leadership and Management Development at Nyenrode Business Universiteit. In his courses he focuses on organizational behavior, leadership, personality, team composition and culture. In addition, he also provides courses regarding research methodology and quantitative data analysis. His research activities focus on selection systems, personality, motivation, performance, team composition, cross-cultural differences and other topics associated with the field of organizational dynamics.

Noble Osei-Bonsu received his BA and MPhil degrees in Psychology from the University of Ghana, Legon, with specialization in Industrial and Organizational Psychology. Has previous experience working with Otabil and Associates Ltd, a corporate training consultancy firm in Accra in administrative capacity and as a Facilitator. Currently, he is the head of Human Resource Management Department in Central Business School, Central University College, Ghana and lectures Industrial Psychology, Gender Studies, Human Behaviour in Organization and Introduction to Psychology at the undergraduate level. He also supervises a number of MBA dissertations at the School of Graduate Studies and Research, Central Business School. Research interests include organizational downsizing, organizational justice, change Management, career guidance and gender issues at the workplace.
**Mürşide Özgeldi** after her undergraduate degree from Hacettepe University, and Master’s degree on “Personnel Management” from Istanbul University, School of Social Sciences and PhD degree on “Business Management, Personnel, Management and Organisation” from the same university. Özgeldi is an academic member of Maltepe University Faculty of Economics and Business Administration as well as being the Head (Founder) of Human Resources Management Department. She has also active roles in Maltepe University Strategic Planning and Evaluation Committees and some research and projects teams. Among the courses she has taught are Human Resource Management, Management and Organisation, Organizational Behaviour, Organization Development, Management and Leadership, Research Methods, Introduction to Business Administration, Business Management Science, Organization Management, Public Relations, Training and Development, Human Resources Planning and Work Analysis, Work Health and Safety and Project. Özgeldi, along with her trainings for executives and prospective executives in various sectors, has one book (Occupational Health and Safety in Psychology- with two other authors), chapters in national ("Organizational Change Management" in Organizational Behaviour; “Human Resources Management and Development” in Human Resource Management) and international books (“Selecting Effective Employees Out of Great Number of Applicant” in Psychological Assessment in Personel Selection), articles and published proceedings.

**Ute Riemann** was born and grew up in Dortmund, gained a Master in Computer Science and an MBA. She started her career as a consultant for IT systems. Before she joined SAP she worked for companies such as T-Systems, Kurt Salmon Associates and Giesecke & Devrient where she headed focused on the process optimization and implementation into the organization. Ute Riemann published various articles in the area of business process management and process controlling. With her expertise in business process development and her background in project and process management she teaches change management at the University of Applied Science in Villingen-Schwenningen and the University of Applied Science in Reutlingen.

**Jean-Loup Richet** is Information Systems Service Manager at Orange and Research Fellow at ESSEC Business School - Institute for Strategic Innovation & Services. He graduated from the French National Institute of Telecommunications, Telecom Business School, and holds a Master of Research from IAE/HEC Paris. He is currently pursuing a part time Ph.D. degree in Management at the University of Nantes, France. Expert in IS Security, Jean-Loup Richet has been a speaker at several national and international conferences in Information Systems and has published articles in academic and trade journals. He is also an adjunct lecturer in Information Systems at Sorbonne Graduate Business School (MBA) and guest lecturer at HEC Paris, ESSEC, INT in risk and crisis management.

**Richard Nathan Rutter** is a Lecturer in the School of Business at the Australian College of Kuwait and was previously Assistant Professor in the Faculty of Business at Sohar University in the Sultanate of Oman. Richard is a Visiting Research Fellow and was previously a doctoral student in the Norwich Business School at the University of the East Anglia in the United Kingdom. His research interests include: branding; entrepreneurship; and economic development.
René Schalk is a faculty member of the department of Human Resource Studies at Tilburg University and holds a special chair in Social Work at Tranzo, Tilburg University in the Netherlands. He is extraordinary professor at the Faculty of Economic and Management Sciences at the Potchefstroom Campus of North West University in South Africa. His research focuses on organizations and employees, with a special interest for psychological contracts, international differences, and human and social capital.

Zeynep Tuğçe Şimşit is a research assistant of Industrial Engineering Department at Marmara University. She graduated with a BS from Istanbul Commerce University in 2011, a MS from Istanbul Technical University in 2013. She is continuing PhD at Marmara University Industrial Engineering Department. Her current research interests include Lean Management and Production, Quality Engineering, Managing Service Quality, Engineering Management, Business Process Management and Innovation and Change Management.

Ayşe Buyçe Tarhan is an organizational development (OD) consultant with over a decade of experience in organizational cultural transformation and talent management. She has earned both her BSc. in Engineering and MBA degrees from Middle East Technical University, in Turkey. She accumulated knowledge as a consultant and practitioner in analyzing, identifying and addressing corporate OD priorities and human resource practices. Her primary focus area is establishment of talent and leadership development strategies to drive cultural transformation in large, multinational corporations. She also has experience as a part-time instructor at Bilgi University MBA program in Istanbul.

N. Gökhan Torlak studied Industrial Relations and Economics at Istanbul University from 1983 to 1987, where he received his BA. Then, he achieved his MA in Management Systems at Hull University in 1991 and his PhD in Management Systems at University of Lincolnshire and Humberside in 1999. Torlak spent his academic life teaching at Bilgi University from 2001 to 2002 and Fatih University since 2002 where he chaired Department of Management from 2004 to 2008 and became Associate Professor of Management and Organisation in 2010. He supervised fifteen MA students to successful completion. He published numerous articles and books in peer-reviewed and prestigious national and international journals, delivered conference papers, and undertaken consultancy engagements and EU projects.

Jack A. A. van der Veen is a Full Professor of Supply Chain Management and holder of the EVO Chair for SCM at Nyenrode Business Universiteit sponsored by EVO, the Dutch shipper association. Also Jack is Cluster lead ‘Lean at SME’ at the Nyenrode Lean Institute. Furthermore, Jack is the chairman of the Dutch society for logistics and supply chain professionals (vereniging logistiek management, vLm). Jack’s areas of interest include Operations Research, Production & Logistics Management, Operational Excellence, Lean management, Social Innovation and Supply Chain Collaboration. Jack has published numerous articles both in international research journals and in managerial journals and regularly writes columns for various Dutch websites.
About the Contributors

Özalp Vayvay works in Industrial Engineering Department at Marmara University. He is currently the Chairman of the Engineering Management Department for Graduate Studies at Marmara University. His current research interests include new product design and concurrent engineering, technology management, operations management, logistics and supply chain management. Dr. Vayvay has been involved in R&D projects and education programs for an over the past 20 years.

Uğur Zel is a professional consultant with an academic background. He received his PhD degree in 1999 at Hacettepe University/Turkey on management and did a doctoral research at Cranfield University/UK as a Chevening Scholar. In 2013, he is titled as “Full Professor” on “Management/Business & Organization”. He is giving lectures on management for graduate and post graduate levels since 2003. He is the author and co-author of numerous articles and seven books on Management and Leadership, Employee Motivation, Human Resource Management, Business Ethics, Performance and Talent Management published in accredited journals. He has been a key-note speaker, consultant and trainer on leadership, motivation, talent management and HR projects in many organizations. He is a certified instructor of “Seven Habits of Highly Effective People” and “Principle-Centered Leadership” programs of Covey International Inc. He has an accredited “Professional Coach” certification (ACC) from International Coaching Federation (ICF). He is also a certified assessor of “European Foundation Quality Management (EFQM) Award” since 1996. He also designed and delivered numerous “Leadership Development Programs” and Assessment Center/Development Center projects for big scale companies. He has been lecturing at University of Wollongong in Dubai (UOWD) since 2014. Innovation and Change Management, Success Management, Responsible Leadership and Business Communication are some subjects he has been lecturing for under-graduate and post-graduate students.