

## Curriculum Vitae

### ELİF DEMİRTAŞ

#### CONTACT

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Adress: Ozyegin University, Department of Psychology, AB2 280, Cekmekoy, Istanbul, Turkey.

#### EDUCATION

**2021-** Ozyegin University

**2024** Institute of Social Sciences

***M.A. in Industrial and Organizational Psychology*** (Full-Scholarship, Tuition in English)

GPA: 3.39/4.00 (Honor Degree)

**Thesis Title:** Exploring Antecedents and Daily Consequences of Workplace

Incivility: An Experience Sampling Study

**Advisor:** Prof. Dr. Canan Sümer ([canan.sumer@ozyegin.edu.tr](mailto:canan.sumer@ozyegin.edu.tr))

##### **Taken Courses:**

- *Advanced Topics in Work and Organizational Psychology I* | Prof. Dr. Canan Sümer
- *Advanced Topics in Work and Organizational Psychology II* | Prof. Dr. Canan Ergin
- *Training, Development and Evaluation* | Prof. Dr. Canan Sümer
- *Leadership and Motivation* | Prof. Dr. Canan Ergin
- *Advanced Statistics* | Prof. Dr. İbrahim Hakkı Acar
- *Research Methods and Ethics* | Assoc. Prof. Ercenur Ünal
- *Attitudes, Persuasion and Social Influence* | Assoc. Prof. Tarcan Kumkale
- *Consultation and Facilitation* | Dr. Melissa Hoşboyar

**02/2019-** Károli Gáspár University of the Reformed Church

**08/2019** Faculty of Humanities and Social Sciences

***Erasmus Exchange Program in Psychology*** (Tuition in English)

GPA: 3.81/4.00

**2016-** Bolu Abant İzzet Baysal University

**2020** Faculty of Arts and Sciences

***B.A. in Psychology*** (30% English Tuition)

GPA: 3.50/4.00 (High Honor Degree)

## WORK EXPERIENCE

- 01/2023- Present**      **Research Assistant (Full-time)**  
Ozyegin University  
Faculty of Social Sciences  
*Department of Psychology (English)*
- 04/2022- 01/2023**      **Research Assistant (Full-time)**  
Fenerbahce University  
Faculty of Economics, Administrative and Social Sciences  
*Department of Psychology (English)*

## RESEARCH EXPERIENCE

- 01/2023- 04/2024**      **Researcher, TÜBİTAK (Scientific and Technological Research Council of Turkey)**
- Project Title:** *“Does Employee Attachment Style Matter in the Experience of Workplace Incivility?”*
- Project Number:** 222K117
- Grant:** 1002-A Rapid Support Module (Grant Amount: 60,000 TRY)
- Project Coordinator:** Prof. Dr. Canan Sümer

I was the **sole researcher** of the project managing the entire process autonomously—from the initial project proposal to the final report—**under the supervision of Prof. Dr. Canan Sümer**.

### Project Role and Contributions:

- **Project Proposal Development:** Designed the research framework, formulated hypotheses, and prepared the project proposal, ensuring methodological and ethical rigor.
- **Participant Recruitment:** Managed participant recruitment for the daily-diary study, including identifying (*via Pre-Application Form*) contacting, and informing eligible participants. Provided feedback to non-recruited individuals, explaining eligibility criteria.
- **Survey Administration:** Administered daily online surveys over five days (pre- and post-work), ensuring participant compliance and timely data collection. Adjusted the process to accommodate participants' work schedules and monitored participation throughout the day and sent reminder messages when necessary.
- **Data Management:** Organized and securely stored data to maintain data integrity.
- **Participant Compensation:** Distributed gift vouchers to participants who completed all daily surveys, determining eligible individuals.
- **Data Analysis & Statistical Evaluation:** Conducted statistical analyses (*Including, multilevel mediation analysis and multilevel path analysis with random coefficient modeling*) employing appropriate methods and techniques.
- **Scientific Reporting:** Synthesized research findings into a structured report, adhering to academic writing standards and preparing the final project report

**02/2023-  
07/2024**      **Research Assistant**

- Contributed to the literature review and data collection for the research project “The battle within: understanding women’s adversarial interactions at work” conducted by **Prof. Dr. Canan Ergin and Prof. Dr. Canan Sümer**.

#### **MANUSCRIPT UNDER PREPARATION**

Demirtaş, E., & Sümer, H.C. *The daily affective spiral of workplace incivility: A dynamic, reciprocal process across days.*

#### **CONFERENCE PRESENTATIONS**

Demirtaş, E. & Sümer, H. C. (2025, May). *Waking up to incivility: The power of morning mood in shaping workplace dynamics.* Paper presented at the 22nd European Congress of Work and Organisational Psychology, Prague, Czech Republic.

Demirtaş, E. (2022, October). *Individual, situational and contextual antecedents of experienced workplace incivility.* Paper presented at the 2nd International Conference on Social Sciences, Humanities and Education, Istanbul, Turkey.

#### **INVITED TALKS**

Demirtaş, E. (2024, October). *Exploring antecedents and daily consequences of workplace incivility: An experience sampling study.* Invited talk at the Ozyegin University, Psychology Graduate Seminar, Istanbul, Turkey.

Demirtaş, E. (2022, November). *Does employee attachment style matter in the experience of workplace incivility?* Invited talk at the Sabancı University, Workplace Mistreatment Workshop, Istanbul, Turkey.

#### **APPLIED PROJECTS**

**09/2021-**      **Project Team Member**

**01/2022**      **Job Analysis of Occupational Nurses and Development of Performance Appraisal Tool, ARÇELİK**

**Supervisor:** Prof. Dr. Canan Sümer

#### **Tasks Performed:**

- Conducted a **full-cycle job analysis** using **C-JAM (Combination Job Analysis Method)**, incorporating the **Task Inventory Method** and **Job Element Method**.
- Collected, refined, and analyzed task statements from occupational nurses; **developed task clusters** and **conducted task ratings** based on *importance* and *frequency* to identify critical job duties.
- **Developed a job description** by synthesizing task analysis findings and defining key responsibilities and work requirements.
- **Identified** and evaluated job-relevant **Knowledge, Skills, Abilities, and Other Characteristics (KSAOs)** through **subject matter expert (SME) interviews** and **JEM**

procedures, including *relevancy, importance in selection, and ability to discriminate superior performers.*

- **Developed a job specification** by identifying critical KSAOs required to perform the job effectively.
- **Designed a Behavior Observation Scale (BOS)-based performance appraisal system**, including performance dimensions, behavioral indicators, rating procedures, scoring guidelines, and developmental feedback mechanisms.

**02/2022-**            **Project Team Member**  
**06/2022**            ***Design and Development of a Workplace Incivility Training Program***  
Supervisor: Prof. Dr. Canan Sümer

**Tasks Performed:**

- Designed a workplace incivility training program based on identified **training needs** and established **learning objectives** aligned with desired behavioral outcomes.
- **Developed instructional content, case studies, exercises, handouts, presentation materials, and facilitator guides** tailored to the target audience.
- **Developed scenario-based behavior modeling videos** demonstrating effective and ineffective responses to workplace incivility incidents.
- Prepared a comprehensive **trainer's manual**, including session plans, activity instructions, discussion prompts, facilitation guidelines, and time allocations.
- Designed a **training evaluation protocol** based on reaction, learning, behavior, and results criteria to assess training effectiveness.
- Delivered a training session and facilitated participant engagement through **interactive learning activities** and group discussions.

**TEACHING ASSISTANTSHIPS**

**01/2023-**            **Full-time Teaching Assistant**  
**Present**            Ozyegin University

**09/2021-**            **Part-time Teaching Assistant**  
**01/2023**            Ozyegin University

**Responsibilities:**

- **Conducting Recitation Sections:** Conducted supplementary sessions to reinforce key concepts from lectures and promote active student engagement.
- **Conducting Practical Sessions:** Led hands-on practice sessions using tools such as SPSS, enabling students to gain applied learning experiences.
- **Grading:** Evaluated and graded (essay) exams and assignments objectively and in a timely manner.
- **Grade Recording:** Accurately recorded student grades in the Learning Management System (LMS).
- **Providing Feedback:** Reviewed student assignments/projects and provided feedback to support academic development.
- **Advising:** Offered guidance to students on their research projects.

Institute	Semester	Courses Assisted as TA (Lecture Code, Name and Instructor)			
Ozyegin University	Spring 2026 (Ongoing)	<b>PSY 208A</b> Research Methods II  <i>Instructor: Dr. Berna Uzundağ</i>	<b>PSY 208B</b> Research Methods II  <i>Instructor: Dr. Pınar Uğurlar</i>	<b>PSY 427</b> Gender, Leadership and Diversity at Work  <i>Instructor: Prof. Dr. Canan Sümer</i>	
Ozyegin University	Fall 2025	<b>PSY100</b> General Psychology  <i>Instructors: Prof. Dr. Canan Ergin</i>	<b>PSY305</b> Work and Organizational Psychology  <i>Instructors: Prof. Dr. Canan Sümer</i>	<b>PSY429</b> Leadership and Motivation at Work  <i>Instructors: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Spring 2025	<b>PSY100</b> General Psychology  <i>Instructors: Dr. Alper Açık, Dr. Duygu Gürleyik</i>	<b>PSY 208A</b> Research Methods II  <i>Instructor: Dr. Pınar Uğurlar</i>	<b>PSY 208B</b> Research Methods II  <i>Instructor: Dr. Alper Açık</i>	<b>PSY 306</b> Measurement Techniques in Psychology  <i>Instructor: Prof. Dr. Canan Sümer</i>
Ozyegin University	Fall 2024	<b>PSY100</b> General Psychology  <i>Instructor: Prof. Dr. Canan Ergin</i>	<b>PSY 305</b> Work and Organizational Psychology  <i>Instructor: Prof. Dr. Canan Sümer</i>	<b>PSY 415</b> Cross-Cultural Psychology  <i>Instructor: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Spring 2024	<b>PSY 552</b> Advanced Topics in Work and Organizational Psychology II  <i>Instructor: Prof. Dr. Canan Ergin</i>	<b>PSY 555</b> Training Development and Evaluation  <i>Instructor: Prof. Dr. Canan Sümer</i>	<b>PSY556</b> Leadership and Motivation  <i>Instructor: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Fall 2023	<b>PSY 305</b> Work and Organizational Psychology  <i>Instructor: Prof. Dr. Canan Ergin</i>	<b>PSY 321</b> Qualitative Methods in Psychology  <i>Instructor: Prof. Dr. Canan Ergin</i>	<b>PSY 551</b> Advanced Topics in Work and Organizational Psychology I  <i>Instructor: Prof. Dr. Canan Sümer</i>	

Ozyegin University	<b>Spring 2023</b>	<p><b>PSY 420</b> Selected Topics in Work and Organizational Psychology</p> <p><i>Instructor: Prof. Dr. Canan Ergin</i></p>	<p><b>PSY 552</b> Advanced Topics in Work and Organizational Psychology II</p> <p><i>Instructor: Prof. Dr. Canan Ergin</i></p>	<p><b>PSY 555</b> Training Development and Evaluation</p> <p><i>Instructor: Prof. Dr. Canan Sümer</i></p>	<p><b>PSY556</b> Leadership and Motivation</p> <p><i>Instructor: Prof. Dr. Canan Ergin</i></p>
Ozyegin University	<b>Fall 2022</b>	<p><b>PSY 551</b> Advanced Topics in Work and Organizational Psychology I</p> <p><i>Instructor: Prof. Dr. Canan Sümer</i></p>			

## ACADEMIC SERVICE

- 05/2026**      **Organizing Committee Member**  
9th Annual Çiğdem Kağıtçıbaşı Psychology Research Festival
- 05/2025**      **Organizing Committee Member**  
8th Annual Çiğdem Kağıtçıbaşı Psychology Research Festival
- 05/2024**      **Organizing Committee Member**  
7th Annual Çiğdem Kağıtçıbaşı Psychology Research Festival

### Responsibilities:

- Coordinated the end-to-end organization of the annual research festival, including event planning, logistics, and certificate preparation.
- Coordinated festival planning, logistics, and certificate preparation.
- Reviewed abstracts and contributed to evaluation and award selection processes.
- Organized oral and poster presentation sessions and communicated with presenters.
- Managed post-festival activities, including award administration.

- 10/2022**      **Editorial Team Member**  
Editing Conference Book of 2nd International Conference on Social Sciences, Humanities, and Education

## SCHOLARSHIP

- 2021-2024**      Graduate Scholarship, Full Tuition Waiver, Ozyegin University
- 2021-2024**      Paid Scholarship for Graduate Studies in return for Research and Teaching Assistantship, Ozyegin University

## RESEARCH INTERESTS

- Workplace Mistreatment (with a focus on Workplace Incivility)
- Recovery from Workplace Adversities
- Resilience at Work
- Affective Dynamics at Work
- Employee Well-being and Job Attitudes

## SKILLS

Computer: MPLUS, SPSS, JASP.

Language: Turkish (Native), English (Fluent)

## PERSONAL INFORMATION

Date of Birth and Place: 19/08/1997, Bursa

Nationality: Turkey

## REFERENCES

### **H. Canan Sümer** (*Academic Supervisor*)

Professor, Industrial and Organizational Psychology

Dean, Faculty of Social Sciences

Ozyegin University, Istanbul, Turkey

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### **G. Canan Ergin**

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