

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)

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. Tarcın 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 REVIEW

Demirtaş, E., & Sümer, H. C. *The affective cycle of workplace incivility: A dynamic, recursive process across days*. Manuscript submitted for publication, *Occupational Health Science*.

MANUSCRIPT UNDER PREPARATION

Demirtaş, E., & Sümer, H.C. *Why some employees are more vulnerable to workplace incivility: An attachment theory perspective*.

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.

02/2022-06/2022 **Project Team Member**
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-Present **Full-time Teaching Assistant**
Ozyegin University

09/2021-01/2023 **Part-time Teaching Assistant**
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	Fall 2026 (Ongoing)	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>	PSY 321 Qualitative Methods in Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>		
Ozyegin University	Spring 2026	PSY 208A Research Methods II <i>Instructor: Dr. Berna Uzundağ</i>	PSY 208B Research Methods II <i>Instructor: Dr. Pınar Uğurlar</i>	PSY 427 Gender, Leadership and Diversity at Work <i>Instructor: Prof. Dr. Canan Sümer</i>	
Ozyegin University	Fall 2025	PSY100 General Psychology <i>Instructors: Prof. Dr. Canan Ergin</i>	PSY305 Work and Organizational Psychology <i>Instructors: Prof. Dr. Canan Sümer</i>	PSY429 Leadership and Motivation at Work <i>Instructors: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Spring 2025	PSY100 General Psychology <i>Instructors: Dr. Alper Açık, Dr. Duygu Gürleyik</i>	PSY 208A Research Methods II <i>Instructor: Dr. Pınar Uğurlar</i>	PSY 208B Research Methods II <i>Instructor: Dr. Alper Açık</i>	PSY 306 Measurement Techniques in Psychology <i>Instructor: Prof. Dr. Canan Sümer</i>
Ozyegin University	Fall 2024	PSY100 General Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. Dr. Canan Sümer</i>	PSY 415 Cross-Cultural Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Spring 2024	PSY 552 Advanced Topics in Work and Organizational Psychology II <i>Instructor: Prof. Dr. Canan Ergin</i>	PSY 555 Training Development and Evaluation <i>Instructor: Prof. Dr. Canan Sümer</i>	PSY556 Leadership and Motivation <i>Instructor: Prof. Dr. Canan Ergin</i>	
Ozyegin University	Fall 2023	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>	PSY 321 Qualitative Methods in Psychology <i>Instructor: Prof. Dr. Canan Ergin</i>	PSY 551 Advanced Topics in Work and Organizational Psychology I <i>Instructor: Prof. Dr. Canan Sümer</i>	

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

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)
- Affective Dynamics at Work
- Recovery from Workplace Adversities
- Resilience at Work
- Employee Well-being and Job Attitudes
- Attachment Styles at Work

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

Professor, Industrial and Organizational Psychology

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