

Milena Tekeste, PhD

milena.tekeste@ozyegin.edu.tr

EDUCATION

Ph.D., Management 2022

Royal Holloway, University of London (RHUL)

Dissertation: Flexibility i-deals: Contextual factors and negotiation processes amongst female lawyers in the UK

Examiners: Professor Clare Kelliher and Dr Maria Simosi

MSc, Human Resource Management and Organizational Analysis 2014

King's College, University of London

BSc, Management with Human Resources 2010

Royal Holloway, University of London

ACADEMIC APPOINTMENTS

Assistant Professor of Management 2026 – Present

Ozyegin University

RESEARCH INTEREST

International Human Resource Management; Employment Relations; Gender; Intersectionality; Future of Work and Organizations; Flexibility at Work; Qualitative Methods

PEER REVIEWED PUBLICATIONS (*denotes student collaboration)

- Forthcoming* Abdellatif, A., & **Tekeste, M.** 'The Colonial Cartography of Business and Society Research: Towards a Collective Epistemic Responsibility.' *Business & Society*
- Forthcoming* **Tekeste, M.**, Abdellatif, A., & Hadjisolomou, A. 'You Don't Look Sick: Invisible Disability, Moral Injury, and Organisational Betrayal on the Retail Front-line' *Work, Employment and Society*
- 2026 **Tekeste, M.**, Özbilgin, M., & Frimpong, J.A. 'Broadening the lens: integrating context and intersectionality to advance global DEI research in the Academy of Management.' *Academy of Management Collections*, 00, 1-19
- 2026 Mergen, A., Özbilgin, M., & **Tekeste, M.** (2026). 'Normalization of toxicity in organizations: A multilevel process framework of toxicity normalization cascade.' *Journal of Occupational and Organizational Psychology*, 99, e70108.
- 2026 **Tekeste, M.**, & Özbilgin, M. 'Misrecognition and Responsibilisation in Extreme Events: Towards Recognition-based Accountability in Academia' *British Journal of Management*, 37(1), 1-11.

- 2026 **Tekeste, M.**, Özbilgin, M., & Laker, B. “They view HRM as obstructive rather than helpful’: HRM devolution in flexibility i-deal negotiations for women in international law firms.’ *The International Journal of Human Resource Management*, 37(1), 19-56.
- 2026 Rice, D. B., Darden, T., **Tekeste, M.**, Addae, G., & Lewis-Flenaugh, J. ‘You want my commitment, earn my trust: Understanding how and when inclusive supervisors increase Black employees’ organizational commitment.’ *Equality, Diversity and Inclusion: An International Journal*, 1-17.
- 2025 Alghafri, A.,* & **Tekeste, M.** ‘Beyond Stereotypes: An Autoethnographic Journey of an Emirati Woman through Educational Stigma.’ *Culture & Organization*, 1-18.
- 2025 **Tekeste, M.** ‘Under pressure: Becoming the good enough academic.’ *Organization*, 1-8.
- 2025 **Tekeste, M.**, Nickson, D., & Hadjisolomou, A. “Still the White Man's World?” Exploring Visible and Invisible Intersectional Dynamics and Aesthetic Labor-Related Inequalities Among English Language Teachers in the UAE Education Sector.’ *Gender, Work & Organization*, 32(6), 2197–2210.
- 2025 Özbilgin, M, Erbil. C., & **Tekeste, M.** ‘HR-Led Co-Design for Neuroinclusion: A Critical Pragmatist and Sociotechnical Systems Approach to Transforming Neuronormative Organisations.’ *Human Resource Management Journal*, 00: 1-13.
- 2025 **Tekeste, M.**, & Özbilgin, M. ‘Expatriating for safety: recognition and marginalized women expatriates in the UAE.’ *Journal of Global Mobility*, 13(4), 588-615.
- 2024 **Tekeste, M.**, Zakariah, A., Azer, E., & Salahuddin, S. ‘Surviving Academia: Narratives on Identity Work and Intersectionality.’ *Gender, Work & Organization*, 32(3), 1329-1348.
- AOM Saroj Parasuraman Outstanding Publication Award nomination
 - Top 10 most-cited papers published by the journal in 2024
- 2024 **Tekeste, M.**, & Özbilgin, M. F. ‘Anatomy of a mass resignation: moral entrepreneurship and academic outsiders within.’ *Equality, Diversity and Inclusion: An International Journal*, 44(9), 42-52.
- 2021 Pérez-Nebra, A., Sklaveniti, C., Islam, G., Petrović, I., Pickett, J., Alija, M., Bal, P.M., **Tekeste, M.**, Vukelić, M., Bazana, S., & Sanderson, Z. ‘COVID-19 and the future of work and organisational psychology.’ *South African Journal of Industrial Psychology*, 47(1), 1-9.

PEER REVIEWED CONTRIBUTED VOLUMES

Forthcoming **Tekeste, M.** ‘Towards Greater Equality in Academia: A Collective Response’

2024 **Tekeste, M.** & Özbilgin, M. *Balancing Acts: EDI Leadership in Turbulent Times*, Sage Business Cases.

2018 Benassi, C. & **Tekeste, M.** ‘Employment Relations and Precarious Work’. In Wilkinson, A., Dundon, T., Donaghey, J., and Colvin, A. (Eds). *The Routledge Companion to Employment Relations*. London: Routledge

EDITORSHIP

Tekeste, M. ‘How to Become the Good Enough Academic: A Guide for Marginalised Scholars’ [*Under contract with Edward Elgar*]

Tekeste, M. & Brewster, C. ‘Handbook on Human Resource Management and Migration’ [*Under contract with Edward Elgar*]

Cihat, E., Özbilgin, M., Kurt, A. & **Tekeste, M.** ‘Critical Human Resource Management and Evidence-Based Policy: Challenging Power, Inequality and Managerial Orthodoxy’, *Personnel Review*

Özbilgin, M., Erbil, C., & **Tekeste, M.** ‘Encyclopaedia of intersectionality’ [*Under contract with Edward Elgar*]

TEACHING

Ozyegin University

Organizations

Human Resource Management

MEDIA MENTIONS

Forbes

Diversification Strategies For Thriving In A Changing Global Economy [\[Link\]](#)

Returning To The Office After Lockdown – Negotiate The Terms You Want Today [\[Link\]](#)

Should You Warn A New Hire About A Toxic Team Or Let Them Find Out The Hard Way? [\[Link\]](#)

Times Higher Education

Hypocritical' journal walkout left junior researchers in lurch [\[Link\]](#)

Psychology Today

Understanding the psychology of protest [\[Link\]](#)

The Law Society Gazette

What to consider when designing an agile work policy [\[Link\]](#)

PROFESSIONAL ACTIVITIES

Associate Editor

Gender, Work & Organization (2025-Present)

Canadian Journal of Administrative Sciences (2024-2026)

Member

Academy of Management

British Academy of Management

Academy of International Business

African Academy of Management

Management Faculty of Color Association

Chartered Institute for Personnel Development