

Cihangir Gümüştas

Contact Information

cihangir.gumustas@eng.bau.edu.tr

Academic Employment

Bahçeşehir University, Faculty of Engineering and Natural Sciences, Engineering Management Department (2022 - Current / Assistant Professor)

Istanbul Technical University, Faculty of Management, Management Engineering Department, Research Assistant (2009 - 2021)

Education

Istanbul Technical University, Graduate School

2021. PhD, Business Management

Dissertation: Organizational trust and distrust in the context of occupational safety: Institutional and organizational influences.

Istanbul Technical University, Graduate School

2010. Master of Business Administration.

Istanbul University, Faculty of Political Science

2207. International Relations and Political Science.

Publications:

Journal Articles:

Gümüştas, C., and Küskü, F. (2021). Dynamics of Organizational Distrust: An Exploratory Study in Workplace Safety. *Safety Science*, 134. (SCI Indexed, Impact Factor: 6.4, Scopus Q1)

Gumustas, C. (2011) "Does the Origin of the Country Matter: The Effects of Country of Image Concept on Turkish Job Seekers" *The Business Review*, Cambridge 17, (1): 262- 269. (ABI/INFORM Indexed).

- Book Chapters: Gumustas, C. and Kusku, F. (2019), "Chapter 34: Managing Distrust in Occupational Safety and Management: Contextual Manifestations and How It Might Best Be Overcome", in *Advances in Global Business and Economics, Volume 2* (Co-Editors: Cobanoglu, C., Cavusoglu, M. ve Corbaci, A.), Anaheipublishing, pp. 346- 353, ISBN 978-1-7321275-5- (<https://scholarcommons.usf.edu/anaheipublishing>)
- Conference Proceedings: Gumustas C. and Karatas Gumustas N. (2021). Wrongdoing in Crisis Communication: A Comparative Case Study of Occupational Accidents - 37th EGOS Colloquium (European Group for Organizational Studies - **EGOS**), July 8-10, 2021, Amsterdam, The Netherlands.
- Karatas-Gumustas, N. and Gumustas, C. (2020), "Are Employees Leaving Their Organizations or Their Managers? A Research on the Effect of Corporate Reputation and Trust in Manager on Intention to Quit.", Paper presented at 28th National Management and Organization Conference.
- Gumustas, C. and Kusku, F. (2019), "The antecedents of Organizational Distrust: An exploratory study in Occupational Safety", presented at 19th European Academy of Management (**EURAM**) Conference, 2019, Lisbon, Portugal, ISSN 2466-7498 and ISBN 978-2-9602195-1-7
- Gumustas, C. and Kusku, F. (2018), "The Antecedents of Organizational Distrust: An Exploratory Study in the Field of Occupational Health and Safety", Proceedings of the 6th National Organizational Behavior Congress: 376-388.
- Soydemir, C. Ozan and Gumustas, Cihangir, 2016, An Ottoman Elite as an Institutional Entrepreneur: Autonomous Reflexivity and Corresponding Actions, Paper presented at Academic Conferences Association, August 2016, Prague.
- Soydemir, C. O. and Gumustas, C. (2015). "The Spiraling Effect of Incivility in the Workplace Revisited: Culture of Honor Perspective" International Journal of Arts and Sciences Conference, 30 Haziran-3 July 2015, Brussels

Wasti, S.A., Cortina, L.M., Erdas, K., and Gumustas, C. (2013). “Workplace Incivility through the Lens of Culture: The Case of Turkey” Paper Presented at 13th Annual Conference of the European Academy of Management (EURAM), 26-29 June 2013, Istanbul.

Ercek, M. and Gumustas, C. (2011). “Absorbing Fashionable Management Innovations: The Case of Six Sigma and Balanced Scorecard in Turkey” Paper Presented at 27th EGOS Colloquium, Gothenburg, Sweden.

Gumustas, C. Araci, O, and Soydemir, C. (2010), “The effects of the learning organization on firm innovativeness: A study in Turkish textile industry”, 19th IMDA Conference Proceedings, 2010.

Gumustas, C., and Evcimen I.V. (2010). “Factors influencing the Applicability of Strategic HRM Applications that increase Innovation Capability of Firm”, International Journal of Arts and Sciences Conference Proceedings, 226-238, Orlando, U.S

Research in progress:

Workplace Incivility and Organizational Citizenship Behavior: The role Work Engagement and Organizational Identification. (in review)

Projects:

Research Project funded by Scientific and Technological Research Council of Turkey (**TUBITAK**): History, Institutionalization and Interactions: Construction of Turkish Agricultural Credit Cooperatives as an Organizational Form and Mechanisms of Institutional Change, 1920-2016. (2017-2019)

Research Project funded by Scientific and Technological Research Council of Turkey (**TUBITAK**): Adoption of Trending Fashionable Management Techniques among Turkish Business Corporations. (2009-2010)

EU Funded Projects: Erasmus+ Programme Knowledge Alliances, Women Entrepreneurs in Regional Inclusive Entrepreneurial Ecosystems (Coordinator: Dr. Zeynep Erden Bayazit, 2021 - Jan 2022).

Administrative Roles:

Istanbul Technical University, Strategic Planning Council (2013-2014)

Academic Memberships: European Group for Organization Studies (2011 - ongoing)
European Academy of Management (2013 - ongoing)

Awards: Orlando International Journal of Arts and Sciences Conference - 2010 -
"The Best Conference Award".

Courses Given: International Business (Kadir Has University, Business Management
Program) (2021 - 2022 Fall)
Strategic Management (Bahcesehir University, Management Engineering
Graduate Program) (2021 - 2022 Fall)
Strategic Human Resources Management (Bahcesehir University,
Management Engineering Graduate Program) (2021 - 2022 Fall)
Business Management, International Baccalaureate Diploma Program,
Eyuboglu High School (2014 - Current)

Academic Interests: Organizational Behavior
Human Resources Management
Strategic Management
International Business and Cross Cultural Management

References: Prof. Dr. Fatma Kuskü Akdoğan
Professor at Istanbul Technical University, Management Engineering
Department.
kuskufa@itu.edu.tr
Mehmet Ercek
Associate professor at Istanbul Technical University, Management
Engineering Department.
ercekme@itu.edu.tr