

Serdar KARABATI

serdar.karabati@bilgi.edu.tr

<https://orcid.org/0000-0002-4668-5274>

EDUCATION

Ph.D. Bogazici University www.boun.edu.tr

Management and Organization, Institute of Social Sciences, 2004

JIBS Högskolan i Jönköping, Sweden www.ju.se

International Business School, Spring 1998 - Doctoral exchange student

M.A. Bogazici University

Social Psychology, Institute of Social Sciences, 1996

B.A. Bogazici University

Psychology, Faculty of Arts and Sciences, 1993

ACADEMIC EXPERIENCE

Bilgi University www.bilgi.edu.tr

Professor of Management, Department of Business Administration, Oct 2020-cont'd

Department Head, Feb 2025-cont'd

Main responsibilities and goals include monitoring the ongoing AACSB accreditation process and redesigning the undergraduate programs to ensure greater student employability.

Initiated an international workshop on Meaningful Work and created opportunities for various seminars and paper development workshops.

W. P. Carey School of Business, ASU wpcarey.asu.edu

Guest Researcher, Department of Management and Entrepreneurship, 2021-22

University of North Carolina Greensboro www.uncg.edu

Short-term Scholar, Bryan School of Management and Economics, Fall 2016

Developed a research project on conflict in global virtual teams, on an award from Dispute Resolution Research Center at Northwestern University.

Bilgi University

Asst/Assoc Professor of Management, Department of Business Administration | 2004-20

Developed an HRM Summer School for a partner university in Germany; more than fifty students were hosted in three consecutive years.

Bilgi University

Coordinator, MA Program in HRM | 2009-12

Took over the position during a restructuring; initiated a recovery plan for the program.

Aligned the program with Society for Human Resource Management (SHRM) principles and initiated collaboration towards GPHR Certification Training.

Bogazici University www.boun.edu.tr

Departmental and Research Assistant, Department of Business Administration | 1996-98

Assisted the pilot study for the Turkish leg of the *GLOBE project*. Assisted the local organizing committee to the *5th International Western Academy of Management (WAM) Conference in Istanbul, 1998*.

Bogazici University

Departmental and Research Assistant, Department of Psychology | 1993-95

Member in a collaborative project on self-esteem. Findings were presented at the *4th European Congress of Psychology in Athens, Greece, 1995*.

TEACHING EXPERIENCE

Undergraduate courses: Organizational Behavior, Strategy Simulation (StratSim China, Airline), Sustainable Business Simulation (The Green Lab), Strategic Management in Global Industries (based on X-Culture business plan competition), Research Methods.

Graduate courses: Quantitative Methods, Special Topics in Cross-Cultural Management.

Short courses: Cross-Cultural Management at ESC Amiens (France), 2012-14. I was also invited to Università di Padova (Italy), EPHEC Brussels (Belgium), IPAG Paris (France), Mykolas Romeris University (Lithuania), Riga Business School (Latvia), Universidad Europea de Madrid (Spain), and University of Pecs (Hungary) as guest lecturer on different occasions.

PAPERS

Dalla Rosa, A., Lysova, E. I., Buis, B. C., Karabati, S., D'Silva, N. A., Gomez, J.; Pan, J., Dik, B., Vianello, M. (under review for publication). Is calling conceptualized equivalently across cultures? A comparative study across six countries.

Karabati, S. (2024). Moralities, cultural fit, and life satisfaction. *International Journal of Psychology*, 59(3), 419-431.

Besta, T., Jurek, P., Olech, M., Włodarczyk, A., Kosakowska-Berezecka, N., Bosson, J. K., ... & Vohra, N. (2024). Measuring Collective Action Intention Toward Gender Equality Across Cultures. *European Journal of Psychological Assessment*. Early access.

Wojtczuk-Turek, A., Turek, D., Edgar, F., Klein, H. J., Bosak, J., Okay-Somerville, B., ... & Labedzki, R. (2024). Sustainable human resource management and job satisfaction—unlocking the power of organizational identification: A cross-cultural perspective from 54 countries. *Corporate Social Responsibility and Environmental Management*, 31(5), 4910-4932.

Kosakowska-Berezecka, N., Bosson, J. K., Jurek, P., Besta, T., Olech, M., Vandello, J. A., ... & van der Noll, J. (2023). Gendered self-views across 62 countries: A test of competing models. *Social Psychological and Personality Science*, 14(7), 808-824.

- Bosson, J. K., Jurek, P., Vandello, J. A., Kosakowska-Berezecka, N., Olech, M., Besta, T., ... & Van Laar, C. (2021). Psychometric properties and correlates of precarious manhood beliefs in 62 nations. *Journal of Cross-Cultural Psychology*, 52(3), 231-258.
- Karabati, S., Ensari, N., & Fiorentino, D. (2019). Job satisfaction, rumination, and subjective well-being: A moderated mediational model. *Journal of Happiness Studies*, 20(1), 251-268.
- Buttrick, N., Choi, H., Wilson, T. D., Oishi, S., Boker, S. M., Gilbert, D. T., ... Karabati, S., ... & Wilks, D. (2019). Cross-cultural consistency and relativity in the enjoyment of thinking versus doing. *Journal of Personality and Social Psychology*, 117(5), e71.
- Klein, R. A., Vianello, M., Hasselman, F., Adams, B. G., Adams Jr, R. B., Alper, S., ... Karabati, S., ... & Sowden, W. (2018). Many Labs 2: Investigating variation in replicability across samples and settings. *Advances in Methods and Practices in Psychological Science*, 1(4), 443-490.
- Vauclair, C. M., Fischer, R., Ferreira, M. C., Guerra, V., Hoßler, U., Karabati, S., Porto, J., Reyes, M. L., Rytönen, J., de Carvalho Filho, M. K., and Spieß, E. (2015). What kinds of value motives guide people in their moral attitudes? The role of personal and prescriptive values at the individual and culture-level. *Journal of Cross-Cultural Psychology*, 46(2), 211-228.
- Uçanok, B. and Karabati, S. (2013). The effects of values, work centrality, and organizational commitment on OCBs: Evidence from Turkish SMEs. *Human Resource Development Quarterly*, 24(1), 89-129.
- Karabati, S. and Cemalcilar, Z. (2010). Values, materialism, and well-being: A study with Turkish university students. *Journal of Economic Psychology*, 31, 624-633.
- Cakmakci, U. and Karabati, S. (2008). Exploring managerial values in the changing Turkish business context. *Journal of Management Development*, 27(7), 693-707.
- Karabati, S. and İşeri, A. (2005). Relating work values to societal values: evidence from the Turkish business context. *Cross Cultural Management*, 12(2), 85-107.

BOOK CHAPTERS

- Karabati, S. (2026, forthcoming). Well-being in the Turkish higher education context. In L. Tay & B. McCuskey (Eds.), *Oxford Handbook of Well-Being in Higher Education (Chapter 45)*. Oxford University Press.
- Karabati, S. (2021). Organizational outcomes of destructive leadership: Summary and evaluation. In S. M. Camgöz and O. T. Ekmekci (Eds.), *Destructive Leadership and Management Hypocrisy: Recent Advances and Current Thought*, Emerald.
- Karabati, S. and Oba, B. (2018). Thriving on Uncertainty: Leadership in Turkey. In S. Western and E. Garcia (Eds.), *Global Leadership Perspectives: Insights and Analysis*, Sage Publications UK.
- Karabati, S. (2008). Outward internationalization of Turkish SMEs. In L. Dana, I. M. Welpel, M. Han, and V. Ratten (Eds.), *Handbook of Research on European Business and Entrepreneurship: Towards a Theory of Internationalization*, Edward Elgar.

CHAPTER IN A TEXTBOOK

- Karabati, S. (2021). Theories of virtual teams, international teams, and global virtual collaboration. In V. Taras (Ed.), *X-Culture Textbook*, open-source publication.
- Karabati, S. (2009). Örgütsel Davranışa Giriş (Introduction to Organizational Behavior). In Z. Cemalcılar (Ed.), *Psikoloji*, Anadolu Üniversitesi Acikogretim Fakültesi Yayinlari.

CURRENT CROWDSOURCED RESEARCH PROJECTS

Development of the Unified Multidimensional Calling Scale (UMCS). *Collaborator / Researcher in a six-country project.*

UNPUBLISHED MANUSCRIPTS

Karabati, S. (2012). Positive and negative consequences of materialism in the work setting. *Paper presented at IACCP 21st International Congress in Stellenbosch, South Africa.*

Uçanok, B. and Karabati, S. (2010). Organizational commitment: The multiple effects of values and work centrality. *Paper presented at the 7th Workshop on Research Advances in Organizational Behavior and Human Resource Management, Toulouse, France.*

Uçanok, B. and Karabati, S. (2007). Facets of religious orientation in Turkey. *Paper presented at the 5th Annual Hawaii International Conference on Arts and Humanities, Honolulu, Hawaii, USA.*

Karabati, S. (2005). Correlates of entrepreneurship in Turkey. *Paper presented at the 5th EURAM Conference, Munich, Germany.*

Furman, B., Iseri, A. and Karabati, S. (2000). Consultant-client interaction as a precarious networking and reconstructing the consultancy work. *16th EGOS Colloquium, Helsinki, Finland.*

PROFESSIONAL EXPERIENCE

Kalita, Istanbul

Market research company specializing primarily in qualitative research.

Marketing Research Specialist | 2002-2006

Conducted in-depth interviews, moderated focus group discussions, and finalized client reports.

Boyut Publishing, Istanbul

Major publisher of book series on political affairs and various audiovisual material.

Contributor to Jazz www.jazzdergisi.com | 1995-cont'd

Musician interviews, album critics, and book reviews. 45 posts / 227,973 views.

Assistant editor to *Car&Men* | 1995-1996

Assisted the editor to the magazine in editorial matters, developed the leisure sections of the magazine, and wrote a column on popular psychology.

Acik Radyo 94.9, Istanbul

Acik Radyo is a non-profit, collaborative effort to establish an independent news medium.

Presenter | 1998-2000

Produced and hosted a weekly jazz hour, *Caz Saati Uygulamasi*.

SKILLS

Language skills: Turkish (native), English (highly proficient), French (beginner).

Software and AI user skills: MS Office, SPSS, JASP, SmartPLS, AMOS, ChatGPT, sCite, DeepSeek, familiarity with various image editing software.

PROFESSIONAL MEMBERSHIPS

AOM Academy of Management

APS Association for Psychological Science

EGOS European Group for Org'l Studies

IACCP Int'l Assoc for Cross-Cultural Psych

TPD Türk Psikologlar Dernegi

YÖNAD Yönetim Akademisi Dernegi

REVIEW EDITORSHIP

European Journal of International Management

International Journal of Social Psychology

AWARDS

DAAD Research Stays for University Academics and Scientists, 2019. Universität Bamberg, Germany.

French Embassy Scholarship for Visiting Researchers, 2018. Université Paris-Dauphine, France.

Research Residency Award from Dispute Resolution Research Center, Kellogg School of Management, Northwestern University, Chicago, 2016.