

## Assoc. Prof. ANIL BOZ SEMERCİ

### Personal Information

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**Address:** Hacettepe Üniversitesi, İktisadi İdari Bilimler Fakültesi, İşletme Bölümü, Beytepe/Ankara

### International Researcher IDs

ScholarID: k1IC8s4AAAAJ

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Publons / Web Of Science ResearcherID: I-8488-2013

ScopusID: 57196480771

Yoksis Researcher ID: 169570

### Education Information

Post Doctorate, University of Western Australia, Business School, Australia 2017 - 2017

Doctorate, Hacettepe University, İktisadi Ve İdari Bilimler Fakültesi, Turkey 2012 - 2016

Postgraduate, Hacettepe University, İktisadi Ve İdari Bilimler Fakültesi, ; University of St Gallen, Swiss Institute of Small Business and Entrepreneurship, Turkey 2009 - 2012

Undergraduate, Hacettepe University, İktisadi İdari Bilimler, İşletme (İng.), Turkey 2004 - 2009

### Foreign Languages

English, C1 Advanced

### Dissertations

Doctorate, Sosyal destek ve cinsiyete yönelik kalıp yargıların stres ve iş aile arasındaki çatışmalara etkisi: kadın ve erkek arasındaki farklılıklar, Hacettepe Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, 2016

Postgraduate, Girişimci kadınların kişilik özellikleri ve yetiştirilme stilleri üzerine bir değerlendirme, Hacettepe Üniversitesi, Sosyal Bilimler Enstitüsü, İşletme (YI) (Tezli), 2012

### Research Areas

Social Sciences and Humanities, Management, Entrepreneurship and Innovation Management

### Academic Titles / Tasks

Associate Professor, Hacettepe University, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, 2020 - Continues  
Researcher, ZHAW Zurich University of Applied Sciences, 2021 - 2021

Assistant Professor, Hacettepe University, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, 2018 - 2020  
Researcher, University of Western Australia, Business School, 2017 - 2018

Research Assistant, Hacettepe University, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, 2010 - 2018  
Researcher, Universitaet St. Gallen, Research Institute on Entrepreneurship and Small Business, 2014 - 2015

## Courses

Intellectual Capital Management, Doctorate, 2024 - 2025  
Talent Management, Postgraduate, 2022 - 2023  
Digitalization in HRM, Postgraduate, 2021 - 2022  
Ethics and HRM, Postgraduate, 2020 - 2021  
Entrepreneurial Behavior and Innovation, Undergraduate, 2020 - 2021  
Innovation Management, Postgraduate, 2019 - 2020  
Principles of Management, Undergraduate, 2018 - 2019

## Advising Theses

Boz Semerci A., Planlanmış davranış teorisi çerçevesinde yenilikçi iş davranışlarının ağır sanayide çalışan beyaz yakalılar özelinde incelenmesi, Postgraduate, E.İŞCANOĞLU(Student), 2023  
Boz Semerci A., Örgütlerde kayırmacılık, sinizm ve psikolojik sözleşme ihlali algısı üzerine bir araştırma, Postgraduate, Z.SEZENÖZ(Student), 2021  
Boz Semerci A., Karanlık üçlü kişilik özellikleri, örgütsel sinizm ve bilgi saklama davranışı arasındaki ilişkiler üzerine bir araştırma, Postgraduate, G.BURCU(Student), 2021  
Boz Semerci A., Örgütlerde mizah, örgüt iklimi ve bilgi saklama davranışı arasındaki ilişkiler üzerine bir araştırma, Postgraduate, A.GÜNEY(Student), 2021  
Boz Semerci A., İş yükü ve iş kontrolünün karar verme stilleri üzerindeki etkisinde karar verme öz-yeterliğinin aracılık rolü, Postgraduate, E.OTGON(Student), 2020

## Published journal articles indexed by SCI, SSCI, and AHCI

- I. **The Antecedent of Nurses' Revenge and Gossiping Behaviors: Gender Microaggression Experiences**  
Boz Semerci A.  
RESEARCH AND THEORY FOR NURSING PRACTICE, vol.38, no.3, pp.295-320, 2024 (SSCI)
- II. **Individual ambidexterity after entrepreneurial failure in COVID-19 pandemic times: the influence of current employment status**  
Semerci A.  
JOURNAL OF ORGANIZATIONAL CHANGE MANAGEMENT, vol.35, no.7, pp.1000-1024, 2022 (SSCI)
- III. **Thoughts on women entrepreneurship: an application of market basket analysis with google trends data**  
Boz Semerci A., Abbasoğlu Özgören A., İçen D.  
SOFT COMPUTING, vol.26, no.19, pp.10035-10047, 2022 (SCI-Expanded)
- IV. **Social support as a predictor of quality of life: Turkish validation of two-way social support scale**  
BOZ SEMERCİ A., TAYFUR EKMEKÇİ Ö.  
PSYCHOLOGY HEALTH & MEDICINE, vol.25, pp.13-24, 2020 (SCI-Expanded)
- V. **Examination of knowledge hiding with conflict, competition and personal values**  
BOZ SEMERCİ A.  
INTERNATIONAL JOURNAL OF CONFLICT MANAGEMENT, vol.30, no.1, pp.111-131, 2019 (SSCI)
- VI. **Entrepreneurs as parents: the antecedents and consequence of parenting stress**  
BOZ SEMERCİ A., Volery T.  
INTERNATIONAL JOURNAL OF ENTREPRENEURIAL BEHAVIOUR & RESEARCH, vol.24, no.1, pp.41-58, 2018 (SSCI)

## Articles Published in Other Journals

- I. **Intra-family communication in challenging times and family business: a perspective article**  
Boz Semerci A.  
Journal of Family Business Management, vol.14, no.5, pp.965-973, 2024 (ESCI)
- II. **THE USE OF SENTIMENT AND EMOTION ANALYSIS WITH CORRESPONDENCE ANALYSIS: EXAMINATION OF OPINIONS TOWARDS MOTHERHOOD IN TÜRKİYE**  
İçen D., Abbasoğlu Özgören A., Boz Semerci A.  
Nicel Bilimler Dergisi, vol.5, no.2, pp.117-134, 2023 (Peer-Reviewed Journal)
- III. **AN INVESTIGATION OF WOMEN'S ATTITUDES TOWARDS WORK-FAMILY ROLES IN TURKEY AND GERMANY USING DECISION TREES**  
Abbasoğlu Özgören A., İçen D., Boz Semerci A.  
Anadolu Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi, vol.23, no.3, pp.43-80, 2022 (Peer-Reviewed Journal)
- IV. **Two Faces of Workplace Loneliness: Cyberloafing and Innovative Work Performance**  
Boz Semerci A., Ergeneli H. A., Yılmaz Z.  
Hacettepe Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi, vol.39, no.1, pp.133-147, 2021 (Peer-Reviewed Journal)
- V. **Women's entrepreneurial intention: The role of sticky floor perception and social networking**  
Shabsough T., Semerci A., Ergeneli A.  
INTERNATIONAL JOURNAL OF ENTREPRENEURSHIP AND INNOVATION, vol.22, no.1, pp.45-55, 2021 (ESCI)
- VI. **The Role of Perceived Normative Legitimacy on the Growth Orientation of Women Entrepreneurs in Turkey**  
Boz Semerci A.  
International Review of Entrepreneurship, vol.18, no.4, pp.1, 2020 (ESCI)
- VII. **The Effects of Workload, Work Control and Self-efficacy in Decision Making on Decision Making Styles**  
Narangerel E., Boz Semerci A.  
Behavior Studies in Organizations, vol.3, pp.22-32, 2020 (Peer-Reviewed Journal)
- VIII. **The Role of Employee's Social Capital in the Relationship between Empowerment and Cynicism**  
Boz Semerci A.  
EGE ACADEMIC REVIEW, vol.20, no.1, pp.43-55, 2020 (ESCI)
- IX. **Longitudinal investigation on personality traits and mental health relationships: the mediating role of work-family interference and enhancement**  
BOZ SEMERCİ A., VOLERY T.  
Current Issues in Personality Psychology, vol.7, no.3, 2019 (ESCI)
- X. **Job Insecurity Perceptions of Employees: The Differences between Employees with and without Parenting Responsibilities**  
Boz-Semerci A.  
SOSYOEKONOMI, vol.26, no.37, pp.81-102, 2018 (ESCI)
- XI. **Bireysel Yenilikçiliğin İnovasyona Atfedilen Sosyal Değer ve Girişimsel Eğilim Arasındaki Aracılık Etkisi: Boylamsal Bir Çalışma**  
BOZ SEMERCİ A.  
Girişimcilik ve İnovasyon Yönetim Dergisi, vol.7, no.1, pp.1-18, 2018 (Peer-Reviewed Journal)
- XII. **RECOVERY BEHAVIOURS IN EDUCATION: THE ROLE OF INNOVATIVENESS AND EMOTIONAL INTELLIGENCE**  
Boz Semerci A., Özer L.  
JOURNAL OF PSYCHOLOGICAL AND EDUCATIONAL RESEARCH, vol.26, no.1, pp.69-89, 2018 (ESCI)
- XIII. **THE IMPACTS OF SOCIAL SUPPORT TYPES AND SOURCES ON PSYCHOLOGICAL OWNERSHIP**  
Boz Semerci A., Ergeneli A.  
Cumhuriyet Üniversitesi İktisadi ve İdari Bilimler Dergisi, vol.19, no.2, pp.11-23, 2018 (Peer-Reviewed Journal)

- XIV. **Environmental Incentives of Entrepreneurship: FuzzyClustering Approach to OECD Countries.**  
BOZ SEMERCİ A., ÇİMEN M.  
Journal of Global Entrepreneurship Research, vol.7, no.27, pp.1-19, 2017 (ESCI)
- XV. **Algılanan Psikolojik Şiddet ile Duygusal Tükenmişlik Arasındaki İlişkide Örgüt İçi Sessizliğin Aracılık Rolü**  
TAŞ A., BOZ SEMERCİ A., ERGENELİ H. A.  
İşletme Araştırmaları Dergisi, vol.9, no.1, pp.249-270, 2017 (Peer-Reviewed Journal)
- XVI. **Türk Geleneksel Yiyecek Endüstrisinde Girişimsel Fırsatların İncelenmesi: Simit Sarayı Örnek Olayı.**  
BOZ SEMERCİ A., Mutlu S.  
Girişimcilik ve Kalkınma Dergisi, vol.11, no.2, pp.141-174, 2016 (Peer-Reviewed Journal)
- XVII. **THE EFFECT OF SOCIAL SUPPORT ON JOB STRESS OF ENTREPRENEURS**  
BOZ SEMERCİ A.  
Academy of Entrepreneurship, no.22, pp.41-51, 2016 (Scopus)
- XVIII. **An Overview on Women Employment in Public Transportation of Turkey.**  
BOZ SEMERCİ A., ERGENELİ H. A.  
International Journal of Business Management and Economic Research, no.7, pp.568-571, 2016 (Peer-Reviewed Journal)
- XIX. **Women entrepreneurs'xx personality characteristics and parents'xxparenting style profile in Turkey**  
BOZ A., ERGENELİ H. A.  
Procedia - Social and Behavioral Sciences, pp.92-97, 2014 (Peer-Reviewed Journal)
- XX. **A Descriptive Analysis of Parents of Women Entrepreneurs in Turkey**  
Boz Semerci A., Ergeneli H. A.  
Intellectual Economics, no.7, pp.63-73, 2013 (Peer-Reviewed Journal)

## Books & Book Chapters

- I. **İş Gücü Planlaması**  
Boz Semerci A.  
in: İnsan Kaynakları Yönetimi (Geliştirilmiş ve Güncellenmiş 3. Basım), Azize Ergeneli, Editor, Nobel Yayın Dağıtım, Ankara, pp.101-117, 2022
- II. **Gender and Destructive Leadership: An Examination of Follower Perceptions**  
Bayhan Karapınar P., Ergeneli H. A., Boz Semerci A.  
in: Destructive Leadership and Management Hypocrisy: Advances in Theory and Practice, selin metin camgöz,özge tayfur ekmeççi, Editor, Emerald Publishing Limited, Bradford, pp.239-254, 2021
- III. **Kariyer Yönetiminde Güncel Sorunlar**  
Ergeneli H. A., Boz Semerci A., Shabsough T.  
in: Tüm Yönleriyle Kariyer Yönetimi, Günay A.,Çelik R.,Çarıkcı H. İ.,Yalçın A.,Ozdemir K., Editor, Nobel Yayın Dağıtım, Ankara, pp.381-438, 2020
- IV. **Girişimcilikte İş Ağları ve Kadın Girişimciler**  
Boz Semerci A., Ergeneli H. A.  
in: Türkiye'de Sosyal Bilimlerde Güncel Tartışmalarda Kadın, Ergeneli A.,Koyuncu-Lorasdağı B., Editor, Nobel Yayın Dağıtım, Ankara, pp.359-378, 2020
- V. **Cyberloafing in organizations: Job quality and Job Involvement as Predictors of Employees' Cyberloafing Behaviours**  
BOZ SEMERCİ A.  
in: Management and Organization: Various Approaches, Çakırel Yasin, Editor, Peter Lang Publishing, pp.63-81, 2019
- VI. **Tutumlar ve Kalıp yargılar**  
Boz Semerci A.  
in: Davranış Bilimleri II, ---, Editor, Anadolu Üniversitesi, Eskişehir, 2018

- VII. **Gendered Perspectives in Succession Process of Family Businesses: A Conceptual Review**  
BOZ SEMERCİ A.  
in: Gender and Family Entrepreneurship, Ratten, V., Ramadani, V., Dana, L. P., Hisrich, R. Ferreira, J., Editor, ROUTLEDGE, pp.63-81, 2017
- VIII. **Türkiye’de Dönüşümcü Liderlik Çalışmalarının Genel Görünümü**  
İLSEV A., BOZ SEMERCİ A., METİN CAMGÖZ S.  
in: Türkiye’de Örgütsel Davranış Çalışmaları II, Özen Kutanis, Rana, Editor, Gazi Kitabevi, pp.163-190, 2016

## **Refereed Congress / Symposium Publications in Proceedings**

- I. **Open Innovation Capabilities of Women-Owned SMEs in Turkey: A Legitimacy Perspective within Partners**  
Boz Semerci A., İçen D., Abbasoğlu Özgören A.  
Diana International Research Conference 2024, Stockholm, Sweden, 1 - 03 June 2024, pp.1
- II. **Handling Missing Values in Random Forests: An Application to Demographic Survey Data**  
İçen D., Abbasoğlu Özgören A., Boz Semerci A.  
6th International Conference on Advances in Statistics (ICAS’20), 16 - 18 October 2020, pp.16-22
- III. **Application of data mining methods using demographic survey data: Analyses of attitudes towards gender roles and domestic violence in Turkey**  
Abbasoğlu Özgören A., Boz Semerci A., İçen D.  
2nd BigSurv Conference (BigSurv20), 6 November - 04 December 2020
- IV. **Assessing Opinions towards Women’s Employment and Entrepreneurship with Market Basket Analysis**  
BOZ SEMERCİ A., ABBASOĞLU ÖZGÖREN A., İÇEN D.  
29th Euroasia Business and Economics Society Conference, Lizbon, Portugal, 10 - 12 October 2019
- V. **Türkiye’de Ebeveynliğe dair Tutumlar ve Hisler: Twitter Verileri Üzerine Analizler**  
ABBASOĞLU ÖZGÖREN A., BOZ SEMERCİ A., İÇEN D.  
9. Sosyoloji Kongresi, Ankara, Turkey, 19 - 21 September 2019
- VI. **Duygusal Zekanın İşten Ayrılma Niyeti ve Örgütsel Bağlılık Üzerindeki Etkisi**  
ER N. İ., BOZ SEMERCİ A., ERGENELİ H. A.  
18. Uluslararası İşletmecilik Kongresi, Osmaniye, Turkey, 2 - 04 May 2019
- VII. **İşe İlişkin Öz-Yeterlilik Algısının Ağ Kurma Davranışları Üzerindeki Etkisi: Cinsiyete Dayalı Bir Değerlendirme**  
BOZ SEMERCİ A., ERGENELİ H. A.  
6. Örgütsel Davranış Kongresi, Isparta, Turkey, 2 - 03 November 2018
- VIII. **A Conceptual Review on Organizational Cynicism**  
BOZ SEMERCİ A.  
11th International Conference on New Challenges in Management and Business, 28 March 2018, pp.107
- IX. **Çocuk Bakım Problemlerinin İşe Adanmışlığa Etkisi ve İşyeri Koşullarının Düzenleyici Rolünde Cinsiyete Dayalı Bir Değerlendirme**  
BOZ SEMERCİ A., ERGENELİ H. A.  
5. Örgütsel Davranış Kongresi, Turkey, 3 - 04 November 2017
- X. **Self-assessment of Entrepreneurial Abilities in Women**  
BOZ SEMERCİ A., TEMIRBEKOVA Z.  
5th Global Conference on Business and Social Sciences, 4 - 05 May 2017
- XI. **The Role of Family Background on The Entrepreneurial Career Choice of Individuals**  
BOZ SEMERCİ A.  
Sydney Conference on Interdisciplinary Business amp Economics Research (SIBR 2017), 15 - 16 April 2017
- XII. **The Childcare Difficulties of Dual Career Couples in Turkey**  
BOZ SEMERCİ A.

The 3rd European Business and Management Conference, Brighton, United Kingdom, 7 - 10 July 2016

**XIII. Kazakistan, Kırgızistan ve Türkiyede Kadın Girişimcilerin Kişilik Özellikleri Üzerine Kültürelarası Bir Araştırma**

BOZ A., Temirbekova Z., ERGENELİ H. A.

The 6th International Conference on Entrepreneurship, Bishkek, Kyrgyzstan, 24 - 26 April 2014

**XIV. Social Confirmation of Entrepreneurship A Cross Cultural Comparison**

BOZ A., Temirbekova Z., ERGENELİ H. A.

Advances in Business-Related Scientific Research Conference, Roma, Italy, 2 - 04 October 2013

**XV. Criticizing Kohlberg s Moral Development Stages from Female Perspective**

GÜLTEKİN S., ERGENELİ H. A., BOZ A.

International Scientific Conference Practice and Research in Private and Public Sector, Vilniaus, Lithuania, 26 - 27 April 2012

## Supported Projects

Arkün Kocadere S., Boz Semerci A., Ulucan A., Kabakçı H., Boy Akdağ L., Erasmus Project, GAMEUP: Promoting Entrepreneurial Mindsets in European Universities Through Gamification, 2022 - 2025

Boz Semerci A., Project Supported by Other Private Institutions, Obstacles, Challenges and Opportunities For University Graduates' Employment and Entrepreneurship: A Solution-Based Model Proposal for Turkey, 2023 - 2023

ABBASOĞLU ÖZGÖREN A., BOZ SEMERCİ A., İÇEN D., Project Supported by Higher Education Institutions, Türkiye'de ve Dünyada Kadına Atfedilen Roller: Veri Madenciliği Yöntemleri ile Tutum ve Politika Analizleri, 2020 - 2023

Boz Semerci A., Project Supported by Public Organizations in Other Countries, Gender Equality and the Empowerment of Women in the Context of "Mangilik el- Eternal Country" Idea, the Project of the Welfare State in Kazakhstan, 2018 - 2020

Boz Semerci A., EU Supported Other Project, Pilot Project for Entrepreneurial Learning in Higher Education , 2016 - 2016

## Metrics

Publication: 49

Citation (WoS): 114

Citation (Scopus): 125

H-Index (WoS): 4

H-Index (Scopus): 4

## Scholarships

Early Career Researcher Scholarship, University, 2017 - 2018

Travel and lodging expenses, University, 2015 - 2015

International Scientific Cooperation Development Support , University, 2014 - 2015