

Curriculum Vitae

ELİF DEMİRTAŞ

CONTACT

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Adress: Ozyegin University, Department of Psychology, AB2 278, 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. H. Canan Sümer (canan.sumer@ozyegin.edu.tr)

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- **Research Associate**
Present Ozyegin University
Faculty of Social Sciences
Department of Psychology (English)

04/2022- **Research Assistant**
01/2023 Fenerbahce University
Faculty of Economics, Administrative and Social Sciences
Department of Psychology (English)

MANUSCRIPT UNDER PREPARATION

Demirtas, E., & Sümer, H.C. Bad mornings, bad days? How morning mood fuels workplace Incivility and affective outcomes.

CONFERENCE PRESENTATIONS

Demirtas, E, & Sümer, H. C. (2025, May). Waking up to incivility: *The power of morning mood in shaping workplace dynamics*. Paper to be presented at the 22nd European Congress of Work and Organisational Psychology, Prague, Czech Republic.

Demirtas, 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

Demirtas, 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.

Demirtas, 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.

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. H. 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. H. 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.

02/2024- **Research Assistant**

07/2024

Contributed to the literature review for the research project “The battle within: understanding women’s adversarial interactions at work” conducted by Prof. G Canan Ergin and Prof. H. Canan Sümer.

02/2023- **Research Assistant**

07/2023

Contributed to data collection for the research project “The battle within: understanding women’s adversarial interactions at work” conducted by Prof. G Canan Ergin and Prof. H. Canan Sümer.

TEACHING ASSISTANTSHIPS

01/2023- **Full-time Teaching Assistant**

Present

Ozyegin University

09/2021- **Part-time Teaching Assistant**

01/2023

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	Spring 2025	PSY100 General Psychology <i>Instructors: Dr. Alper Açık, Dr. Pınar Uğurlar</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. H. Canan Sümer</i>
Ozyegin University	Fall 2024	PSY100 General Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. H. Canan Sümer</i>	PSY 415 Cross-Cultural Psychology <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Spring 2024	PSY 552 Advanced Topics in Work and Organizational Psychology II <i>Instructor: Prof. G. Canan Ergin</i>	PSY 555 Training Development and Evaluation <i>Instructor: Prof. H. Canan Sümer</i>	PSY556 Leadership and Motivation <i>Instructor: Prof. G. Canan Ergin</i>	
Ozyegin University	Fall 2023	PSY 305 Work and Organizational Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 321 Qualitative Methods in Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 551 Advanced Topics in Work and Organizational Psychology I <i>Instructor: Prof. H. Canan Sümer</i>	
Ozyegin University	Spring 2023	PSY 420 Selected Topics in Work and Organizational Psychology <i>Instructor: Prof. G. Canan Ergin</i>	PSY 552 Advanced Topics in Work and Organizational Psychology II <i>Instructor: Prof. G. Canan Ergin</i>	PSY 555 Training Development and Evaluation <i>Instructor: Prof. H. Canan Sümer</i>	PSY556 Leadership and Motivation <i>Instructor: Prof. G. Canan Ergin</i>
Ozyegin University	Fall 2022	PSY 551 Advanced Topics in Work and Organizational Psychology I <i>Instructor: Prof. H. Canan Sümer</i>			

PROJECTS

- 10/2022** **Publishing Team Member**
Editing Conference Book of 2nd International Conference on Social Sciences, Humanities, and Education
- 02/2022-06/2022** **Project Team Member**
Designing of Assertiveness Training Program against Workplace Incivility
- 09/2021-01/2022** **Project Team Member**
Job Analysis of Occupational Nurses and Development of Performance Appraisal Tool

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

INTEREST TOPICS

- Workplace Mistreatment (Specifically, Workplace Incivility)
- Emotions and Perceptions in Organizational Behavior
- Well-being at Work
- Work Attitudes

SKILLS

Computer: MPLUS, SPSS, JASP.

Language: Turkish (Native), English (Fluent)

PERSONAL INFORMATION

Date of Birth and Place: 19/08/1997, Bursa

Nationality: Turkey

REFERENCES

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