

## Asst. Prof. ARZU ÖZSOY ÖZMEN

### Personal Information

**Email:** arzuozsoy@kocaeli.edu.tr

**Other Email:** ozsoyarzu@gmail.com

**Web:** <https://avesis.kocaeli.edu.tr/arzuozsoy>

### International Researcher IDs

ORCID: 0000-0002-8571-6299

Publons / Web Of Science ResearcherID: F-6309-2018

Yoksis Researcher ID: 36937

### Education Information

Doctorate, Kocaeli University, İktisadi ve İdari Bilimler Fakültesi, Çalışma Ekonomisi Ve Endüstri İlişkileri Bölümü, Turkey  
2009 - 2016

Postgraduate, Kocaeli University, Sosyal Bilimler Enstitüsü, Turkey 2002 - 2005

Undergraduate, Kocaeli University, İktisadi ve İdari Bilimler Fakültesi, Çalışma Ekonomisi Ve Endüstri İlişkileri Bölümü,  
Turkey 1998 - 2002

### Foreign Languages

English, B2 Upper Intermediate

### Dissertations

Doctorate, Kamu Çalışma İlişkilerinde Esneklik: Uyum ve Direniş Örüntüleri, Kocaeli University, İktisadi ve İdari Bilimler  
Fakültesi, 2016

Postgraduate, İşgücü piyasalarında esneklik ve istihdam ilişkisi (Avrupa Birliği değerlendirmesi ve Türkiye'xxnin  
durumu), Kocaeli University, Sosyal Bilimler Enstitüsü, 2005

### Research Areas

Social Sciences and Humanities, Labor Economics and Industrial Relations, Management and Industrial Psychology

### Academic Titles / Tasks

Assistant Professor, Kocaeli University, İktisadi ve İdari Bilimler Fakültesi, Çalışma Ekonomisi ve Endüstri İlişkileri, 2018 -  
Continues

Assistant Professor, Kocaeli University, İktisadi ve İdari Bilimler Fakültesi, Çalışma Ekonomisi Ve Endüstri İlişkileri  
Bölümü, 2017 - 2018

### Academic and Administrative Experience

## Courses

- İnsan Kaynakları Yönetimi, Undergraduate, 2022 - 2023  
Çalışma Psikolojisi, Undergraduate, 2023 - 2024  
İnsan Kaynakları Yönetimi, Undergraduate, 2022 - 2023  
Toplumsal Sorumluluk Projesi, Undergraduate, 2023 - 2024  
Toplumsal Sorumluluk Projesi, Undergraduate, 2022 - 2023  
Toplumsal Sorumluluk Projesi, Undergraduate, 2022 - 2023  
Kuramsal ve Uygulamalı İKY, Postgraduate, 2023 - 2024  
Çalışma Yaşamında Davranışsal Yaklaşım, Undergraduate, 2022 - 2023  
Çalışma Psikolojisi, Undergraduate, 2023 - 2024  
Çalışma Yaşamında Birey ve Güncel Sorunlar, Doctorate, 2022 - 2023  
Toplumsal Sorumluluk Projesi, Undergraduate, 2023 - 2024  
Çalışma Yaşamında Davranışsal Yaklaşım, Undergraduate, 2022 - 2023

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

- I. **Academics' Responses to Job Insecurity: The Mediating Effect of Job Satisfaction.**  
Tayfur Ekmekci Ö., Bayhan Karapınar P., Metin Camgöz S., Özsoy Özmen A., Güler B.  
Higher Education Policy, vol.1, pp.1-20, 2018 (SSCI)
- II. **Job satisfaction, flexible employment and job security among Turkish service sector workers**  
Zeytinoglu I. U., YILMAZ G., KESER A., Inelmen K., Uygur D., ÖZSOY ÖZMEN A.  
ECONOMIC AND INDUSTRIAL DEMOCRACY, vol.34, no.1, pp.123-144, 2013 (SSCI)
- III. **Security in a sea of insecurity: job security and intention to stay among service sector employees in Turkey**  
Zeytinoglu I. U., KESER A., YILMAZ G., Inelmen K., ÖZSOY ÖZMEN A., Uygur D.  
INTERNATIONAL JOURNAL OF HUMAN RESOURCE MANAGEMENT, vol.23, no.13, pp.2809-2823, 2012 (SSCI)

## Articles Published in Other Journals

- I. **YOKSULLUK VE SERVETE İLİŞKİN NEDENSEL ATIFLARIN DEMOGRAFİK DEĞİŞKENLER BAĞLAMINDA İNCELENMESİ**  
Baykal B., Köse S., Özsoy Özmen A.  
Yönetim ve Ekonomi Araştırmaları Dergisi, vol.19, no.1, pp.198-214, 2021 (Peer-Reviewed Journal)
- II. **İç Göç ve Kent İle Bütünleşme Kocaeli İli Alan Araştırması**  
Güler B., Özsoy Özmen A., Sarıipek D. B.  
SOSYAL GÜVENLİK DERGİSİ, vol.5, no.2, pp.37-69, 2015 (Peer-Reviewed Journal)
- III. **TÜRKİYE'DE İŞÇİ SENDİKALARININ ve KONFEDERASYONLARIN WEB SİTELERİ İÇERİK ANALİZİ ÜZERİNE BİR DEĞERLENDİRME**  
Selamoğlu A., Özsoy Özmen A.  
Çalışma ve Toplum, vol.2, no.17, pp.31-60, 2008 (Peer-Reviewed Journal)

## Books & Book Chapters

- I. **Yeşil İnsan Kaynakları Yönetimi**

ÖZSOY ÖZMEN A.

in: Makro ve Mikro Düzeyde Sürdürülebilirlik Tartışmaları (Yeşil İşletme, Çevresel, Sosyal ve Kurumsal Yönetim, Kamuda Sürdürülebilirlik), Doç. Dr. Ozan Gönüllü, Editor, Gazi Kitabevi, Ankara, pp.43-59, 2023

**II. Loneliness: From Individualistic Loneliness to Workplace Loneliness**

KÖSE S., ÖZSOY ÖZMEN A.

in: Current Debates in Social Sciences 2021, Şevket Alper Koç, Ünal Çağlar, Abidin Çevik, Editor, IJOPEC Publication Limited, London, pp.145-156, 2021

**III. Industry 4.0 and Gender**

ÖZSOY ÖZMEN A., GÜRSOY ÇUHADAR S.

in: Industry 4.0 and Social Change, Bora YENİHAN ve Gökçe CEREV, Editor, Dora Basım Yayın Dağıtım Ltd. Şti, Bursa, pp.53-69, 2020

**IV. Industry 4.0 and Its Possible Impacts on Human Resources Management**

ÖZSOY ÖZMEN A.

in: Industry 4.0 and Social Change, Bora YENİHAN ve Gökçe CEREV, Editor, Dora Basım Yayın Dağıtım Ltd. Şti, Bursa, pp.165-184, 2020

**V. SOCIO-PSYCHOLOGICAL ASPECT OF POVERTY AND WEALTH**

BAYKAL B., KÖSE S., ÖZSOY ÖZMEN A.

in: Challenges in economics and Business studies From researches to Practices, Mehmet Onur Gülbahar, Hilal Yıldız, Editor, IJOPEC, pp.417-426, 2020

**VI. Yıllardır çok sesli, çok renkli İzmit**

SARIİPEK D. B., ÖZSOY ÖZMEN A., GÜLER B.

in: Gri Yeşil: İzmit, Tuncay Bilecen, Editor, İletişim, İstanbul, pp.313-323, 2018

**VII. Perceptions of Job Insecurity of Public Employees in Turkey: A Case of Public University**

GÜRSOY ÇUHADAR S., ÖZSOY ÖZMEN A.

in: A Critical Review of Social Sciences Theory and Practice, Yenihan Bora, Sariipek Doğa Başar, Cerev Gökçe, Editor, Frontpage Publications Limited, pp.468-479, 2018

**VIII. Being Poor Or Feeling Poor: Poverty With Objective And Subjective Dimensions**

ÖZSOY ÖZMEN A.

in: Current Debates in Labour Economics Industrial Relations, Çağatay Edgücan Şahin, Arzu Özsoy Özmen, Editor, IJOPEC Publication, pp.115-124, 2018

**IX. Sosyal Demokrasi ve Sosyal Politika**

ÖZSOY ÖZMEN A.

in: İdeoloji ve Sosyal Politika, Sariipek, Doğa ve Güleç Taşdemir, Aşlı, Editor, Umuttepe Yayınları, Kocaeli, pp.81-96, 2017

**X. Women and their Socio-economic Situations after Disasters in Turkey: Case of 1999 Marmara Earthquake**

Özsoy Özmen A., Sariipek D. B.

in: Women's Encounter with Disaster, Samir Dasgupta, İsmail Şiriner and Partha Sarathi De, Editor, Frontpage Publications, London, pp.94-107, 2010

**XI. Women and their Socio-economic Situations after Disasters in Turkey: Case of 1999 Marmara Earthquake**

ÖZSOY ÖZMEN A., SARIİPEK D. B.

in: Women's Encounter with Disaster, Samir Dasgupta, İsmail Şiriner and Partha Sarathi De, Editor, Frontpage Publications, Kolkata, pp.94-106, 2010

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

**I. Theoretical View to The Concept of Loneliness**

KÖSE S., ÖZSOY ÖZMEN A.

12. International Congress on Current Debates in Social Sciences, 01 September 2021

- II. Attributions For Poverty and Wealth**  
BAYKAL B., KÖSE S., ÖZSOY ÖZMEN A.  
11. INTERNATIONAL CONGRESS ON CURRENT DEBATES IN SOCIAL SCIENCES, 29 - 30 September 2020
- III. Turkey's Population Policy in Demographic Transformation Process: Is There any Plan?**  
ÖZSOY ÖZMEN A., GÜRSOY ÇUHADAR S.  
SOS-CON Social Sciences Congress, Antalya, Turkey, 11 - 13 May 2018
- IV. Impact of Perceived Job Insecurity on Employees' Exit, Voice, Loyalty and Neglect Behaviours in Turkey: Example of a Public University**  
GÜRSOY ÇUHADAR S., ÖZSOY ÖZMEN A.  
SOS-CON Social Sciences Congress, Antalya, Turkey, 11 - 13 May 2018
- V. Job Insecurity Perception of Public Servants and Its Impact on Job Behaviour in Turkey**  
ÖZSOY ÖZMEN A., SARIİPEK D. B.  
7. International Congress on Current Debates in Social Sciences, 19 - 21 April 2018
- VI. Changing Nature of Work as a Response to the Challenges Social Security Systems Face Expansion of Precarity in Public Services in Turkey**  
ÖZSOY ÖZMEN A., SARIİPEK D. B.  
24TH INTERNATIONAL RESEARCH SEMINAR ON ISSUES IN SOCIAL SECURITY, Sigtuna, Sweden, 5 - 07 June 2017, pp.2-3
- VII. A TRADITIONAL RESPONSE FOR TODAY'S CHALLENGE: ASILENT AND "INFORMAL" REFORM IN SOCIAL SECURITY IN TURKEY**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
24TH INTERNATIONAL RESEARCH SEMINAR ON ISSUES IN SOCIAL SECURITY, Sigtuna, Sweden, 5 - 07 June 2017, pp.1-2
- VIII. Governance as a Corporatist Delusion Case of Turkey**  
ÖZSOY ÖZMEN A., SARIİPEK D. B.  
2nd International Annual Meeting of Sosyoekonomi Society, Amsterdam, Netherlands, 28 - 29 October 2016
- IX. Informal Social Protection in Turkey A Challenge or Opportunity for Rights Based Social Policy**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
2nd International Annual Meeting of Sosyoekonomi Society, Amsterdam, Netherlands, 28 - 29 October 2016
- X. Hidden social policy reform in post crisis Turkey from formal to informal social protection**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
Absolute Poverty in Europe, Salzburg, Austria, 27 - 28 August 2015
- XI. Hidden Social Policy Reform in Post Crisis Turkey From Formal to Informal Social Protection**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
Absolute Poverty in Europe, 27 - 29 August 2015
- XII. Breaking the Negative Trade Union Perception in Turkey Case of Petrol İş Organizing Campaign**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
Industrial Relations in Europe Conference IREC 2011, Barcelona, Spain, 1 - 02 September 2011
- XIII. Analysing the Crisis Discourse of Trade Unions in Turkey**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
Industrial Relations in Europe Conference IREC 2010, Oslo, Norway, 8 - 10 September 2010
- XIV. A New Hope for Hopeless Social Dialogue in Turkey EU Negotiation Process**  
SARIİPEK D. B., ÖZSOY ÖZMEN A.  
Industrial Relations in Europe Conference IREC 2008, Greenwich, United Kingdom, 23 - 25 June 2008

## **Episodes in the Encyclopedia**

- I. The SAGE Encyclopedia of World Poverty**  
ÖZSOY ÖZMEN A.  
SAGE Publications, pp.107-109, 2015

## Supported Projects

Özsoy Özmen A., Sariipek D. B., Governorship, Kocaeli'ye İç Göç ve Entegrasyon, 2014 - 2014

Özsoy Özmen A., Sariipek D. B., Development Agency, Çalışma Psikolojisi Veri Bankası Kurulması Projesi: Gebze Örneği, 2012 - 2012

Özsoy Özmen A., Project Supported by Higher Education Institutions, Güvenceli Esnekliğin Bireysel ve Örgütsel Sonuçları Çeşitli Sektörler Bağlamında Türkiye deki Sorunların İncelenmesi, 2008 - 2010

## Metrics

Publication: 33

Citation (WoS): 43

Citation (Scopus): 48

H-Index (WoS): 2

H-Index (Scopus): 2

## Non Academic Experience

University of Kassel