

Prof. AYŞE GÜNSEL

Personal Information

Email: ayse.gunsel@kocaeli.edu.tr

Web: <https://avesis.kocaeli.edu.tr/ayse.gunsel>

International Researcher IDs

ORCID: 0000-0002-4427-7322

Publons / Web Of Science ResearcherID: F-6444-2018

Yoksis Researcher ID: 130897

Education Information

Doctorate, Gebze Yüksek Teknoloji Enstitüsü, Sosyal Bilimler Enstitüsü, İşletme (Dr), Turkey 2004 - 2008

Postgraduate, Gebze Yüksek Teknoloji Enstitüsü, İşletme Fakültesi, Strateji Bilimi Bölümü, Turkey 2002 - 2004

Undergraduate, Marmara University, Faculty Of Economics, Economics, Turkey 1998 - 2002

Research Areas

Management and Organization, Science of Strategy, Management Information Systems, Entrepreneurship and Innovation Management

Academic Titles / Tasks

Associate Professor, Kocaeli University, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, 2011 - Continues

Advising Theses

GÜNSEL A., TAKIMLARDA ADALET: TAKIM ARKADAŞI ADALETİNİN ÖNCÜLLERİ VE SONUÇLARI, Doctorate, A.SERT(Student), 2016

GÜNSEL A., The effects of team flexibility and team foresight on product and team performance in new product development projects, Doctorate, A.AÇIKGÖZ(Student), 2013

Published journal articles indexed by SCI, SSCI, and AHCI

- I. **Measuring innovative literacy: conceptualization, scale development and validation**
Yüksel A., Gök M. S., Günsel A.
JOURNAL OF INTELLECTUAL CAPITAL, vol.24, no.5, pp.1079-1102, 2023 (SSCI)
- II. **Do leaders have an influence on strengthening entrepreneurial orientation? Empirical evidence from SMEs of Turkish techno-parks**
Baysak B., BOZKURT S., GÜNSEL A.
KYBERNETES, vol.52, no.6, pp.2118-2144, 2023 (SCI-Expanded)
- III. **The relationship between imperfect information and performance speed: The mediation of improvisation in new product development teams**

Açıkgöz A., Acikgoz F., GÜNSEL A., Latham G. P.

Technovation, vol.121, 2023 (SCI-Expanded)

- IV. **Antecedents and consequences of corporate reputation from a bi-stakeholder perspective in Turkish banking sector**
Çekmecelioğlu H. G., Özbağ G., GÜNSEL A., ŞEVİK N.
JOURNAL OF EAST EUROPEAN MANAGEMENT STUDIES, vol.28, no.2, pp.313-346, 2023 (SSCI)
- V. **The moderating role of intrinsic motivation on the relationship between toxic leadership and emotional exhaustion**
Koc O., BOZKURT S., Tasdemir D. D., GÜNSEL A.
FRONTIERS IN PSYCHOLOGY, vol.13, 2022 (SSCI)
- VI. **Examining Nurses' Vengeful Behaviors: The Effects of Toxic Leadership and Psychological Well-Being**
Koc O., Sahin H., Ongel G., GÜNSEL A., Schermer J. A.
BEHAVIORAL SCIENCES, vol.12, no.11, 2022 (SSCI)
- VII. **Does the Reflection of Foci of Commitment in Job Performance Weaken as Generations Get Younger? A Comparison between Gen X and Gen Y Employees**
Celik A. A., Kilic M., ALTINDAĞ E., ÖNGEL V., GÜNSEL A.
SUSTAINABILITY, vol.13, no.16, 2021 (SCI-Expanded)
- VIII. **The Role of Innovative Climate in the Relationship between Sustainable IT Capability and Firm Performance**
ERKMEN T., GÜNSEL A., ALTINDAĞ E.
SUSTAINABILITY, vol.12, no.10, 2020 (SCI-Expanded)
- IX. **Research on effectiveness of technology transfer in technology alliances: evidence from Turkish SMEs**
GÜNSEL A., Dodourova M., Ergun A. T., Gerni C.
TECHNOLOGY ANALYSIS & STRATEGIC MANAGEMENT, vol.31, no.3, pp.279-291, 2019 (SSCI)
- X. **Antecedents and consequences of organizational ambidexterity: the moderating role of networking**
GÜNSEL A., Altindag E., Keceli S. K., Kitapci H., Hiziroglu M.
KYBERNETES, vol.47, no.1, pp.186-207, 2018 (SCI-Expanded)
- XI. **Individual Creativity and Team Climate in Software Development Projects: The Mediating Role of Team Decision Processes**
Acikgoz A., GÜNSEL A.
CREATIVITY AND INNOVATION MANAGEMENT, vol.25, no.4, pp.445-463, 2016 (SSCI)
- XII. **Team Foresight in New Product Development Projects**
Acikgoz A., GÜNSEL A., Kuzey C., Zaim H.
GROUP DECISION AND NEGOTIATION, vol.25, no.2, pp.289-323, 2016 (SSCI)
- XIII. **Functional Diversity, Absorptive Capability and Product Success: The Moderating Role of Project Complexity in New Product Development Teams**
Acikgoz A., Guensel A., Kuzey C., Secgin G.
CREATIVITY AND INNOVATION MANAGEMENT, vol.25, no.1, pp.90-109, 2016 (SSCI)

Articles Published in Other Journals

- I. **Is It Possible to Examine the Suicide Phenomenon from A Social and Economic Perspective?**
ÖNGEL V., GÜNSEL A., Bozkurt G.
SOSYOEKONOMI, vol.30, no.51, pp.137-148, 2022 (ESCI)
- II. **The Dark Side of the Leadership: The Effects of Toxic Leaders on Employees**
KILIÇ M., GÜNSEL A.
European Journal of Social Sciences, vol.2, no.2, pp.51-56, 2019 (Peer-Reviewed Journal)
- III. **Examining the Relationship Between Emotional Intelligence and Team Roles**

Acaray A., GÜNSEL A., Yasar S.

EGE ACADEMIC REVIEW, vol.19, no.2, pp.189-203, 2019 (ESCI)

- IV. **Keşifsel ve Geliştirici Yeteneğe Dayalı Çift Yönlülük: Çift Yönlülük ve Firma Yenilikçiliği Arasındaki İlişkilerin İncelenmesi**
GÜNDÜZ ÇEKMECELİOĞLU H., GÜNSEL A., ÖZTÜRK İLHAN Ö.
Business and Economics Research Journal, vol.9, no.1, pp.137-150, 2018 (Peer-Reviewed Journal)
- V. **THE CONCEPTS OF CORPORATE SOCIAL RESPONSIBILITY AND THE EFFECTS OF PERCEPTIONS OF CORPORATE SOCIAL RESPONSIBILITY ON ORGANIZATIONAL COMMITMENT**
GÜNSEL A., CANDAN F. B., KARATAŞ E.
Eurasian Journal of Social Sciences, 2017 (Peer-Reviewed Journal)
- VI. **BEŞ FAKTÖR KİŞİLİK ÖZELLİKLERİ, İZLENİM YÖNETİMİ TAKTİKLERİ VE ÖZNEL İYİ OLUŞ ARASINDAKİ İLİŞKİNİN İNCELENMESİ: KAMU ÇALIŞANLARI ÜZERİNE BİR ARAŞTIRMA**
ACARAY A., GÜNSEL A.
Uluslararası İktisadi ve İdari İncelemeler Dergisi, pp.527-546, 2017 (Peer-Reviewed Journal)
- VII. **Motivasyon, Duygusal Emek, Duygusal Uyumsuzluk ve Etkileşim Yoğunluğu Arasındaki İlişkinin İncelenmesi: Bir Kamu Kurumu Çalışanları Üzerinde Araştırma**
ACARAY A., GÜNSEL A.
Sosyal Bilimler Araştırma Dergisi, vol.6, no.4, pp.83-98, 2017 (Peer-Reviewed Journal)
- VIII. **The consequences of internal marketing activities on emotional labor in tourism industry**
POLAT ÜZÜMCÜ T., GÜNSEL A., YAVAŞ A.
Journal of Human Sciences, vol.14, no.2, pp.1909-1923, 2017 (Peer-Reviewed Journal)
- IX. **TRANSFORMATIONAL LEADERSHIP AND INDIVIDUAL CREATIVITY: THE MEDIATING ROLE OF INTRINSIC MOTIVATION**
GÜNDÜZ ÇEKMECELİOĞLU H., İlhan Öztürk Ö., GÜNSEL A.
Business and Economics Research Journal, vol.6, no.3, pp.224-232, 2017 (Peer-Reviewed Journal)
- X. **Kurumsal Sosyal Sorumluluk: Bir Reklam Aracı mı Yoksa Bir Gerçek mi?**
ERSAN K., GÜNSEL A.
Journal of Turkish Studies, vol.12, pp.135-162, 2017 (Peer-Reviewed Journal)
- XI. **ENFORMASYON TEKNOLOJİLERİ FİRMA PERFORMANSI İLİŞKİSİNE YETENEK PERSPEKTİFİNDEN BİR BAKIŞ**
GÜNSEL A.
Düzce Üniversitesi Bilim ve Teknoloji Dergisi, vol.4, no.1, pp.327-336, 2016 (Peer-Reviewed Journal)
- XII. **Climate and Product Quality in Software Development Teams Assessing the Mediating Role of Problem Solving and Learning**
AÇIKGÖZ A., GÜNSEL A., KUZEY C.
Çanakkale Onsekiz Mart Üniversitesi Yönetim Bilimleri Dergisi, vol.13, no.26, pp.7-40, 2015 (Peer-Reviewed Journal)
- XIII. **AKADEMİSYENLERİN PROSEDÜREL ADALET VE SİNİZMALGILARININ BİREYSEL PERFORMANSLARI ÜZERİNDEKİ ETKİLERİ**
MEHTAP Ö., ALNIAÇIK E., AKYÜREK T., GÜNSEL A.
Elektronik Mesleki Gelişim ve Araştırma Dergisi, vol.3, no.2, pp.1-15, 2015 (Peer-Reviewed Journal)
- XIV. **Akademisyenlerin Prosedürel Adalet Ve Sinizm Algılarının Bireysel Performansları Üzerindeki Etkileri**
MEHTAP Ö., ALNIAÇIK E., GÜNSEL A., AKYÜREK T.
Elektronik Mesleki Gelişim ve Araştırmalar Dergisi, vol.3, no.2, pp.1-15, 2015 (Peer-Reviewed Journal)

Books & Book Chapters

- I. **Digital Management Towards Society 5.0: A Review of the Framework for Kurt Lewin Theory During COVID-19 Pandemic**

AKKAYA B., GÜNSEL A., YIKILMAZ İ.

in: Emerging Challenges, Solutions, and Best Practices for Digital Enterprise Transformation, Sandhu, Kamaljeet, Editor, IGI Global Publisher, pp.120-137, 2021

II. IT Sektöründe Kadınların Yeri Türkiye Örneği

GÜNSEL A., ÖNEY A.

Lambert Academic Publishing, 2016

III. Takımlarda ve Örgütlerde İletişim

GÜNSEL A.

in: Örgütsel Davranış, GÜNSEL AYSE, BOZKURT SERDAR, Editor, Nobel, Ankara, pp.152-171, 2016

IV. Bilgi Yönetimi ve Öğrenen Örgütler

AKGÜN A. E., KESKİN H., GÜNSEL A.

Eflatun, Ankara, 2009

Refereed Congress / Symposium Publications in Proceedings

I. SAĞLIK SEKTÖRÜNDE HEKİMLERİN ÖZ LİDERLİK DAVRANIŞI GELİŞTİRMELERİNİN ÖNEMİ

KAĞAN G., GÜNSEL A.

INTERNATIONAL SOCIAL INNOVATION CONGRESS, İstanbul, Turkey, 16 - 17 October 2019, pp.192-201

II. FAALİYET DENETİMİ KAVRAMI VE FAALİYET DENETİMİNİN ÖNEMİ: ENERJİ SEKTÖRÜ YÖNETİCİLERİ ÜZERİNDE BİR ARAŞTIRMA

GÜNEŞ A., GÜNSEL A., HALİS M.

3th International Congress on Tourism, Economic and Business Science, Sivas, Turkey, 19 - 21 June 2019, vol.162

III. SAĞLIKTA ŞİDDET: ÇATIŞMA YÖNETİMİ TARZLARININ ŞİDDETİ ENGELLEME YÖNÜNDE KULLANIMI

KAĞAN G., GÜNSEL A.

3th International Congress on Tourism, Economic and Business Science, Sivas, Turkey, 19 - 21 June 2019, vol.326

IV. The Consequences of Toxic Leadership on Foci of Commitment: An Empirical Study on the Employees of Banking Sector

KILIÇ M., GÖKKAYA H., GÜNSEL A.

9th International Conference on Leadership, Technology, Innovation and Business Management: Leadership, Innovation, Media and Communication, İstanbul, Turkey, 12 - 13 December 2019, vol.1, pp.340-349

V. SAĞLIK SEKTÖRÜNDE HEKİMLERİN İLETİŞİM BECERİLERİNİ GELİŞTİRMELERİNİN ÖNEMİ

KAĞAN G., GÜNSEL A.

INTERNATIONAL CONGRESS OF MANAGEMENT ECONOMY AND POLICY 2019, İstanbul, Turkey, 2 - 03 November 2019, pp.311-320

VI. HİZMET YENİLİKÇİLİĞİ KAVRAMI VE SAĞLIK SEKTÖRÜNDE HİZMET YENİLİKÇİLİĞİNİN GELİŞİMİ

Öztürk A., GÜNSEL A.

2nd International Congress on Tourism, Economics and Business Sciences (ICTEBS), Kocaeli, Turkey, 1 - 04

November 2018, vol.2, pp.402-418

VII. ÇİFT YÖNLÜ ÖRGÜTLER DAHA MI DAYANIKLI? SAĞLIK İŞLETMELERİ ÜSTÜNDE BİR ARAŞTIRMA

GÜNSEL A., Dodourova M.

2nd International Congress on Tourism, Economic and Business Science (ICTEBS), Kocaeli, Turkey, 1 - 04 November 2018, vol.2, pp.7-12

VIII. Bilişim Sektöründe Mesleki Gelişim Olanaklarının İş Değişime Tutum ve Davranışlarına Etkileri

YIKILMAZ İ., GÜNSEL A., KARA K., KARA K.

II. Uluslararası Sosyal Araştırmalar ve Davranış Bilimleri Sempozyumu, Antalya, Turkey, 21 - 23 October 2018, pp.374-387

IX. SAĞLIK KURUMLARINDA YENİLİKÇİLİĞİN (İNOVASYON) BOYUTLARI VE ZİNCİR HASTANELERDE UYGULANMASI

Öztürk A., GÜNSEL A.

2nd International 12th National Congress on Health and Hospital Administration, Bodrum, Turkey, 11 - 13 October

2018, pp.144-151

- X. **ORGANIZATIONAL AMBIDEXTERITY AS A CATALYZER FOR CORPORATE SUSTANABILITY:A QUALITATIVE STUDY ON BORSA ISTANBUL COMPANIES**
KILIÇ KEÇELİ S., GÜNSEL A.
Current Debates in Management Organization, İstanbul, Turkey, 19 - 21 April 2018, vol.29, pp.147-158
- XI. **THE EFFECTS OF CRM PRACTICES ON FINANCIAL PERFORMANCE FROM AN INNOVATIVE PERSPECTIVE**
TÜKEL ERGÜN A., ŞAHİN A., GÜNSEL A.
Current Debatesin Management Organization, İstanbul, Turkey, 19 - 20 April 2018, vol.29, pp.41-50
- XII. **The Concepts of Corporate Social Responsibility and the Effects of Perceptions of Corporate Social Responsibility onOrganizational Commitment**
GÜNSEL A., CANDAN F. B., ERSAN K.
INTERNATIONAL CONFERENCE ON GLOBAL COMPETITITON AND INNOVATION MANAGEMENT, 9 - 11 November 2017, vol.1, pp.1-27
- XIII. **PERSONALITY AND CREATIVITY RELATIONSHIP: A RESEARCH ON THE manufacturing sector employee IN THE SCOPE OF FIVE FACTOR PERSONAL THEORY**
GÜNSEL A., GÜNDÜZ ÇEKMECELİOĞLU H., UMUT G., YIKILMAZ İ.
INTERNATIONAL CONFERENCE ON GLOBAL COMPETITITON AND INNOVATION MANAGEMENT, 9 - 11 November 2017
- XIV. **Transformational Leadership and Individual Creativity: The Mediating Role of Intrinsic Motivation**
GÜNDÜZ ÇEKMECELİOĞLU H., ÖZTÜRK İLHAN Ö., GÜNSEL A.
13.International Strategic Management Conference, Podgorica, Montenegro, 6 - 08 July 2017, pp.589-597
- XV. **PERSONALITY AND CREATIVITY RELATIONSHIP: A RESEARCH ON THE MANUFACTURING SECTOR EMPLOYEE IN THE SCOPE OF FIVE FACTOR PERSONAL THEORY**
GÜNSEL A., GÜNDÜZ ÇEKMECELİOĞLU H., Günaydın U.
International Conference on Global Competition and Innovation Management (ICGCIM 2017), 9 - 11 November 2017
- XVI. **Kurumsal Sosyal Sorumluluk Kavramı Ve Kurumsal Sosyal Sorumluluk Algılarının Örgütsel Bağlılık Üzerine Etkileri**
GÜNSEL A., CANDAN F. B., KARATAŞ E.
International Conference On Global Competition And Innovation Managemen, 19 - 21 July 2017
- XVII. **Transformational Leadership, Individual Creativity and Intrinsic Motivation**
GÜNDÜZ ÇEKMECELİOĞLU H., ÖZTÜRK İLHAN Ö., GÜNSEL A.
13TH INTERNATIONAL STRATEGIC MANAGEMENT CONFERENCE, 6 - 08 July 2017
- XVIII. **Pozitif Psikolojik Sermaye, Duygusal Emek Görev/Bağlamsal Performans Arasındaki İlişkinin İncelenmesi: Bankacılık Sigortacılık Sektöründe Bir Araştırma**
ACARAY A., GÜNSEL A.
25. ULUSAL YÖNETİM VE ORGANİZASYON KONGRESİ, Ankara, Turkey, 25 - 27 May 2017, pp.1116-1124
- XIX. **Kurumsal Kimliğin Kurumsal İtibar Üzerindeki Etkileri: Bankacılık Sektöründe Bir Araştırma**
ŞEVİK N., GÜNDÜZ ÇEKMECELİOĞLU H., GÜNSEL A.
25. Ulusal Yönetim ve Organizasyon Kongresi, Ankara, Turkey, 25 - 27 May 2017, pp.852-861
- XX. **MOTİVASYONUN DUYGUSAL EMEK DAVRANIŞI ÜZERİNDEKİ ETKİSİ: BİR KAMU KURUMU ÇALIŞANLARI ÜZERİNDE ARAŞTIRMA**
ACARAY A., GÜNSEL A., ERKEN M.
INTERNATIONAL CONGRESS OF MANAGEMENT ECONOMY AND POLICY, İstanbul, Turkey, 20 - 21 May 2017, pp.108
- XXI. **DUYGUSAL ZEKA İLE TAKIM ROLLERİ ARASINDAKİ İLİŞKİNİN İNCELENMESİ**
ACARAY A., GÜNSEL A., YAŞAR S.
INTERNATIONAL CONGRESS OF MANAGEMENT ECONOMY AND POLICY, İstanbul, Turkey, 20 - 21 May 2017, pp.142
- XXII. **The Effects of Outsourcing in Logistics Services to Competitive Advantage**

KILIÇ M., GÜNSEL A., GÜNDÜZ ÇEKMECELİOĞLU H.

9th International Conference on Social Sciences, Dubrovnik, Croatia, 8 - 09 April 2016, pp.240-249

- XXIII. **Research on Effectiveness of Technology Transfer from a Knowledge Based perspective**
GÜNSEL A.

11th International Strategic Management Conference, Vienna, Austria, 23 - 25 July 2015, vol.207, pp.777-785

- XXIV. **The effects of individual creativity and organizational climate on firm innovativeness**
Cekmecelioglu H., GÜNSEL A.

9th International Strategic Management Conference, Riga, Latvia, 27 - 29 June 2013, vol.99, pp.257-264

- XXV. **Effects Of Emotional Intelligence On Job Satisfaction An Empirical Study**
GÜNDÜZ ÇEKMECELİOĞLU H., GÜNSEL A.

Proc. 8. International Strategic Management Conference, Barcelona, Spain, 21 - 23 June 2012

- XXVI. **The Role Of Flexibility On Software Development Performance: An Empirical Study On Software Development Teams**

GÜNSEL A., Acikgoz A., Tukul A., Ogut E.

8th International Strategic Management Conference, Barcelona, Spain, 21 - 23 June 2012, vol.58, pp.853-860

- XXVII. **Effects Of Emotional Intelligence On Job Satisfaction: An Empirical Study On Call Center Employees**
Cekmecelioglu H., GÜNSEL A., Ulutas T.

8th International Strategic Management Conference, Barcelona, Spain, 21 - 23 June 2012, vol.58, pp.363-369

- XXVIII. **Promoting creativity among employees of mature industries: The effects of autonomy and role stress on creative behaviors and job performance**

Cekmecelioglu H., GÜNSEL A.

7th International Strategic Management Conference, Paris, France, 30 June - 02 July 2011, vol.24, pp.889-895

- XXIX. **Knowledge Management And Learning Capability To Enhance Organizational Innovativeness**
GÜNSEL A., Siachou E., Acar A. Z.

7th International Strategic Management Conference, Paris, France, 30 June - 02 July 2011, vol.24

- XXX. **The effects of organizational climate on team innovativeness**
Acikgoz A., GÜNSEL A.

7th International Strategic Management Conference, Paris, France, 30 June - 02 July 2011, vol.24

- XXXI. **The Effects of Process Innovation in Logistics Service**
Acar Z., Günsel A.

5th European Conference on Entrepreneurship and Innovation, Athens, Greece, 01 September 2010, pp.1-9

- XXXII. **Technology Audit: An Empirical Study on SMEs of Istanbul**
Günsel A., Cetindamar D.

5th European Conference on Entrepreneurship and Innovation, Athens, Greece, 01 September 2010, pp.263-272

Supported Projects

GÜNSEL A., Project Supported by Higher Education Institutions, YÜKSELEN BİR SEKTÖR OLARAK YARATICI ENDÜSTRİLER: İSTANBUL İLİMDE YARATICI ENDÜSTRİLER KAPSAMINDA FAALİYET GÖSTERMEKTE OLAN KOBİ'LERİN REKABETÇİLİKLERİ ÜZERİNE BİR ARŞTIRMA, 2015 - 2016

GÜNSEL A., Project Supported by Higher Education Institutions, STRATEJİK USTALIK KAVRAMI VE STRATEJİK USTALIĞIN İŞBİRLİĞİ İLŞKİLERİ AÇISINDAN ÖNEMİ: TEKNOLOJİ GELİŞTİRME BÖLGELERİ ÜZERİNDE BİR ARAŞTIRMA, 2014 - 2014

Metrics

Publication: 78

Citation (WoS): 266

Citation (Scopus): 263

H-Index (WoS): 13

H-Index (Scopus): 12

Non Academic Experience

University of Hertfordshire

Okan Üniversitesi

Sabancı Üniversitesi

Gebze Yüksek Teknoloji Enstitüsü