

## CV

Assist. Prof. Afife Başak Ok  
Ankara University  
Faculty of Languages History and Geography  
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### **EDUCATION:**

- Ph.D. (Social Psychology), Middle East Technical University (METU), Department of Psychology  
Date of graduation: February 2007
- M.S. (Industrial and Organizational Psychology), Middle East Technical University (METU), Department of Psychology  
Date of graduation: April 2001
- Undergraduate (Psychology), Hacettepe University, Department of Psychology  
Date of graduation: June 1998

### **SKILLS:**

#### **Computer Skills:**

- MS – OFFICE (WORD, EXCEL, POWERPOINT)
- SPSS
- LISREL
- ACCESS

#### **Foreign Language Skills:**

- Advanced level English

### **PUBLICATIONS:**

Vandenberghe, C., & Ok, A. B. (in preparation). Relationships of multiple components of organizational commitment to career commitment and the role of horizontal and vertical individualism.

Ok, A. B., & Toker, Y. (2016). An evaluation of implicit and explicit selves of aggression. *Turkish Psychological Articles, 19*(Special Issue), 47-49.

Ok, A. B., & Vandenberghe, C. (2016). Organizational and career-oriented commitment and employee development behaviors. *Journal of Managerial Psychology, 31*(5), 930-945.

Büyükşahin-Sunal, A., Ok, A. B., & Keskin, S. (2016). The moderating role of marital satisfaction on the relationship between dimensions of work-family conflict and perfectionism. *Ankara University the Journal of the Faculty of Languages and History-Geography – DTCF Journal, 56*(1), 144-162.

**Ok, A. B.** (2015). Variables that are related to commitment to supervisor and workgroup: The moderator role of self-concept levels. *Ankara University the Journal of the Faculty of Languages and History-Geography – DTCF Journal*, 55(1), 263-282.

Vandenberghe, C., & **Ok, A. B.** (2013). Career commitment, proactive personality, and work outcomes: A cross-lagged study. *Career Development International*, 18(7), 652-672.

**Ok, A. B.**, Sümer, H. C., & Bilgiç, R. (2013). Comparing two different student evaluation formats in terms of psychometric properties and user reactions. *Hacettepe University Journal of Education*, 44, 237-248.

Tekman, H. G., Hortaçsu, N., & **Ok, A. B.** (2008). Message content, group identification and the intergroup sensitivity effect: Responses to the message and recognition memory. *Asian Journal of Social Psychology*, 11, 279-285.

### **CITATIONS:**

#### **Publication cited:**

Ok, A. B., & Vandenberghe, C. (2016). Organizational and career-oriented commitment and employee development behaviors. *Journal of Managerial Psychology*, 31(5), 930-945.  
Times cited: 5

#### **Publication cited:**

Vandenberghe, C., & Ok, A. B. (2013). Career commitment, proactive personality, and work outcomes: A cross-lagged study. *Career Development International*, 18(7), 652-672.  
Times cited: 26

#### **Publication cited:**

Tekman, H. G., Hortaçsu, N., & Ok, A. B. (2008). Message content, group identification and the intergroup sensitivity effect: Responses to the message and recognition memory. *Asian Journal of Social Psychology*, 11, 279-285.  
Times cited: 4

### **PRESENTATIONS IN ACADEMIC MEETINGS:**

**Ok, A.B.**, Büyükşahin-Sunal, A., & Baykara, K. (2017). *The Role of Masculinity and Attitudes towards Women and Men Managers in the Prediction of Commitment to Supervisor*. Poster presented at the 15<sup>th</sup> European Congress of Psychology (ECP 2017), 11-14July 2017, Amsterdam, Netherlands.

Büyükşahin-Sunal, A., & **Ok, A.B.** (2017). *The Relationship between Individualism and Organizational Cynicism through the Moderating Role of Organizational Collectivism*. Poster presented at the 15<sup>th</sup> European Congress of Psychology (ECP 2017), 11-14July 2017, Amsterdam, Netherlands.

Büyükşahin-Sunal, A., **Ok, A.B.**, & Gündüz, M.B. (2017). *The Relationships among Attachment Dimensions, Level of Jealousy and Reasons for Breakup in Romantic Relationships*. Poster presented at the 15<sup>th</sup> European Congress of Psychology (ECP 2017), 11-14July 2017, Amsterdam, Netherlands.

- Ok, A. B.**, & Büyükaşahin-Sunal, A. (2016). *The Role of Perceived Supervisor Support, Employees' Level of Relational Self-Concept, and Commitment to Supervisor in Predicting Organizational Commitment*. Poster presented at the 1<sup>st</sup> Social Psychology Congress, 17-19 November 2016, Baskent University, Ankara, Turkey.
- Ok, A. B.**, Bilgiç, R., & Sümer, H. C. (2011). *The Role of Supervisor and Workgroup Commitment in Explaining the Relationship between Communication with the Supervisor and Workgroup and Organizational Commitment and Turnover Intentions*. 12. Poster presented at the 12<sup>th</sup> European Congress of Psychology (ECP 2011), 04-08 July 2011, Istanbul, Turkey.
- Toker, Y., & **Ok, A. B.** (2010, May). *Validation of the CRT-RMS in the Turkish sample*. In James, L., & Lee, H. J. (Chairs), *Introducing Conditional Reasoning Test-Relative Motive Strength*. Symposium presented at the American Psychological Society Convention, Boston.
- Dirik, G., Topaloglu, D. D., & **Ok, A. B.** (2009). *The Relationship between Environmental (Parental Attitudes, Peer Rejection) and Cognitive Factors with Social Anxiety in University Students*. Oral presentation submitted in the 11<sup>th</sup> European Congress of Psychology (ECP 2009), 7-10 July 2009, Oslo, Norway.
- Ok, A. B.**, Bilgiç, R., & Sümer, H. C. (2008). *The Role of Supervisor and Workgroup Commitment in the Prediction of Organizational Commitment*. Oral presentation submitted in the 15<sup>th</sup> National Congress of Psychology, 3-5 September 2008, Istanbul University, Istanbul, Turkey.
- Ok, A. B.**, Bilgiç, R., & Sümer, H. C. (2008). *The Factorial Construct Validity of Organizational Communication Scales and the Prediction of Organizational Commitment*. Poster presented in the 15<sup>th</sup> National Congress of Psychology, 3-5 September 2008, Istanbul University, Istanbul, Turkey.
- Ok, A. B.**, Bilgiç, R., & Sümer, H. C. (2008). *Relationship between Communication, Commitment, Identification, Job Satisfaction and Turnover Intentions*. Poster presented in the XXIX International Congress of Psychology (ICP 2008), 20-25 July, Berlin, Germany.
- Hortaçsu, N., **Ok, A. B.**, & Kutlu, F. (2004). *Extended Self: A Research on High School Students*. Poster presented in the 13<sup>th</sup> National Congress of Psychology, 9-11 September 2004, Istanbul Bilgi University, Istanbul, Turkey.
- Ok, A. B.**, Asan, B., & Sümer, H. C. (2002). *Factors Affecting the Job Satisfaction of Government Employees*. Poster presented at the 12<sup>th</sup> National Congress of Psychology, 11-13 September 2002, METU Culture and Convention Center, Ankara.
- Ok, A. B.**, & Sümer, H. C. (2002). *Comparing Three Rating Formats for Errors, Accuracy, and User Reactions*. *Comparing Three Rating Formats for Errors, Accuracy, and*

*User Reactions*. Poster presented at the 25<sup>th</sup> International Congress of Applied Psychology, 7-12 July 2002, Singapore.

### **BOOK CHAPTERS TRANSLATED:**

**Ok, A. B.** (October 2015). Health (Chapter 17). In Berry, J. W., Poortinga, Y. H., Breugelmans, S. M., Chasiotis, A., & Sam, D. L. (2011). *Cross-Cultural Psychology - Research and Applications* (3rd ed.). Cambridge.

### **RESEARCH IN PROGRESS AND COMPLETED:**

Researcher in the project “Perception of and Attitude towards the Syrian Refugees in Turkey” supported by the British Academy - Newton Advanced Fellowship, collaborative research between Istanbul Kemerburgaz University and University of Kent (2015-2016).

İlden-Koçkar, A., & **Ok, A. B.** (2014). Parents’ Awareness of Children’s Use and Abuse of Technology: Cyberbullying in Generation Y.

Toker, Y., **Ok, A. B.**, Lee, H. J., Kim, M. Y., & James, L. (2009). Cross-cultural generalization of the Conditional Reasoning - Relative Motive Strength Test (CRT-RMS) to college students in the Turkish context: Its relation to academic achievement.

Toker, Y., **Ok, A. B.**, & James, L. (2009). The moderating role of vocational interests on the relation between Conditional Reasoning - Relative Motive Strength Test and academic achievement.

### **OTHER ACADEMIC ACTIVITIES:**

#### **Theses Supervised:**

Güney, G. (July 2016). “The role of commitment to supervisor and trust on the relationship between downwards influence tactics and organizational commitment” (Master’s thesis). Military Academy of Land Forces, Defense Science Institute, Department of Defense Management, Ankara.

#### **Seminars and Trainings Delivered:**

22 March 2017 – “*Human Resources Selection Process: Methods and Country Applications.*” Invited speaker in a Public Personnel Employment System Evaluation Meeting organized by State Personnel Department, 22-23 March 2017, Golbasi, Ankara.

25 January 2016 - Seminar given on “*Peer Bullying: Definition, Types, and Ways of Coping*” to MEV Schools Florya College teachers. Istanbul Kemerburgaz University, Istanbul.

15 May 2015 –Training delivered to officers on “*Conflict Management.*” Military Academy of Land Forces, Ankara.

11 December 2014 –Seminar given on “*Peer Bullying: Definition, Types, and Ways of Coping*” given to teachers. Istanbul Kemerburgaz University, Istanbul.

27 October 2014 –Training delivered to officers on “*Job Analysis and Performance Appraisal.*” Military Academy of Land Forces, Ankara.

18 April 2014 – “*Deindividuation and its effects on aggression.*” Invited speaker in the Psychology Days arranged by Istanbul Kemerburgaz University. Istanbul Kemerburgaz University, 17-18 April 2014, Istanbul.

8 October 2009 – Training delivered to officers on “*Effective Communication Techniques and Note Taking in Job Analysis: Evaluation of Data in Job Analysis.*” Military Academy of Land Forces, Defense Science Institute, Ankara.

20 January 2009 – Training delivered to newly employed staff on “*Organizational culture and organizational commitment.*” The Central Bank of the Republic of Turkey, Ankara.

7 November 2008 -Seminar given on “*Variables related to organizational commitment and the role of organizational communication.*” Uludag University, Psychology Department, Bursa.

### **Congress Organization:**

Member of the congress organizing committee in the 12<sup>th</sup> National Congress of Psychology (11-13 September 2002, METU Culture and Convention Center, Ankara).

### **FELLOWSHIPS AND ABROAD EXPERIENCE:**

- Grant received from The Scientific and Technological Research Council of Turkey (TUBITAK) – BİDEB 2219 International Postdoctoral Research Fellowship Programme (September 2012 - June 2013)
- Post-doc researcher at HEC Montreal, Montreal, Canada (September 2012 –September 2013)

### **PROFESSIONAL WORK EXPERIENCE:**

- Assistant Professor (May 2016 - continued), Ankara University, Faculty of Languages History and Geography, Department of Psychology, Ankara.
- Assistant Professor (March 2013 –May 2016), Istanbul Kemerburgaz University, Department of Psychology, Istanbul.
- Instructor (September 2007- June 2012), Atilim University, Department of Psychology, Ankara.
- Research Assistant (January 2002 - September 2006), Middle East Technical University (METU), Department of Psychology, Ankara.

### **Part-Time Professional Experience:**

- 2016-2017 Spring. Lecturer at Middle East Technical University (METU), “General Psychology” (Undergraduate course).
- 2015-2016 Fall. Lecturer at Military Academy of Land Forces “Introduction to Psychology” (Undergraduate course).
- 2014-2015 Spring. Lecturer at Military Academy of Land Forces Defense Science Institute “Organizational Psychology” (Graduate level course).

- 2014-2015 Spring. Lecturer at Military Academy of Land Forces “Introduction to Psychology” (Undergraduate course).

#### **ADMINISTRATIVE DUTIES:**

- Vice chair (April 2017 - continued), Ankara University, Faculty of Languages History and Geography, Department of Psychology.

#### **PROJECTS PARTICIPATED:**

##### **Project Assistantships:**

- METU, Department of Psychology (2002-2003) – Research assistant in the project titled as “A position norm analysis study in a government organization,” Middle East Technical University, Ankara (2002-2003).
- METU, Department of Psychology (2002-2003) – Research assistant in the project titled as “Development of a selection based personality inventory in a government organization,” Middle East Technical University, Ankara (2002-2003).
- METU, Department of Psychology (2003) – Research assistant in the project titled as “Extended Self: A research on high school students,” Middle East Technical University, Ankara.
- METU, Department of Psychology (2001) – Research assistant in the project titled as “Substance use among university employees and students and predictive personality factors,” Middle East Technical University, Ankara.

#### **COURSES TAUGHT:**

##### **Undergraduate Courses:**

- Introduction to Psychology I
- Introduction to Psychology II
- Introduction to Social Psychology I
- Introduction to Social Psychology II
- Introduction to Statistics I
- Introduction to Statistics II
- Research Methods in Psychology I
- Research Methods in Psychology II
- Cross-Cultural Psychology
- Introduction to Industrial and Organizational Psychology
- Job Analysis
- Gender Influences in Organizations
- Practicum in Industrial and Organizational Psychology
- Selected Topics Industrial and Organizational Psychology

##### **Graduate Courses:**

- Organizational Psychology
- Advanced Statistics
- Research Methods

**RESEARCH INTERESTS:**

- Work/Employee Attitudes
- Organizational Commitment
- Commitment Foci (Commitment to Supervisor, Commitment to Workgroup, Career Commitment)
- Job Satisfaction
- Organizational Identification
- Organizational Communication (Supervisor Communication, Co-worker Communication)
- Proactive Personality at Work
- Turnover Intention and Turnover
- Job Analysis
- Performance Appraisal

Fundamental computer skills include typing and using a mouse. Possessing fundamental computer skills mean you have no to little computer experience or training. At a fundamental level of computer proficiency, you should be able to: Identify the basic components of a computer (keyboard, mouse, screen, etc.) Understand menu bars. Create, save and delete documents. Computer Skills: Levels of Proficiency. Because of the continually increasing use of computers in our daily communications and work, the knowledge of computer systems and the ability to work with word processing, data management, and spreadsheet and data analysis programs have become essential requirements for many positions at Concordia. The degree of knowledge and proficiency required varies from one position to another based on the tasks and duties involved. The top computer skills employers look for in resumes, cover letters, job applications, and interviews, examples, and how to show employers you have them. When you're job hunting, employers are going to want to know about your computer skills. That's because no matter what the position is, computers will almost certainly be involved. Just think about how ever-present computers are, from smartphones to cash registers to the ordering systems at restaurants.