

CV

Prof.Dr. Mahmut ARSLAN,

Birth Place and Date: Muş Turkey-1967 , **Marital Status:** Married with one daughter

Citizenship: Republic of Turkey

Educational Background

Undergraduate (BS) : Hacettepe University Dept. of Public Finance 1988 (Ankara, Turkey)

MA by research: Hacettepe University Dept. of Business Administration, (Thesis Title: Determining Training Needs in Human Resources) 1991 (Ankara, Turkey)

PhD: The University of Leeds, 1999, (Leeds, United Kingdom) A Cross-Cultural Comparison of the Work Ethic of Protestant, Catholic and Muslim Managers, (Supervised by Rev. Prof..Simon Robinson and Prof. Michael Chapman)

Certificates: 2005, Managerial Skills, Administrative Staff College of India, Hyderabad

Spoken Languages: Turkish (native), English (fluent)

Area of Interests: Business ethics, CSR, Catholic social teaching, Protestant work ethic, Islamic business ethic, religion and business ethics, Human resources and Business ethics

Job Experience:

Financial Analyst at Halkbank, Ankara, Turkey (1989-1990)

Research Assistant at Hacettepe University (1990-1999)

Visiting Scholar and Phd Student at Leeds University, 1994-1999

Assistant Professor: Hacettepe University Dept. of Business Administration 2000-2003

Associate Professor: Hacettepe University Dept. of Business Administration 2003-2010

Full Professor: Hacettepe University Dept. of Business Administration 2010-

Voluntary Work

Executive Assistant of Leeds Beckett University (formerly Leeds Metropolitan University) Catholic Chaplaincy (1994-1999) under directory of Chaplain Sr. Patricia Montgomery SND

Memberships and Affiliated Institutions:

Academy of International Business, (1998-2000)

European Business Ethics Network (Since 2001)

Honorary Fellow and Affiliated Professor of Leeds Beckett University, Centre for Governance and Global Responsibility (Since 2015)

Rutgers Business School, (Newark, New Jersey) Accepted Visiting Fellow (September 2018 and September 2019)

Administrative Posts in Academic Institutions

President of European Business Ethics Network Turkey (Since 2003)

Director of Hacettepe University Research Centre for Business and Professional Ethics '(2003-2017)

Founder and Coordinator of Master Program: Leadership and Business Ethics at Hacettepe University (2013-2016)

Reviewing:

Journal of Business Ethics,

Business Ethics A European Review

Business Ethics Quarterly,

Turkish Journal of Business Ethics

Hacettepe University Journal of Faculty of Economic and Administrative Sciences,

Editing:

Journal of Business Ethics Special Issue Vol.88, No.1

Business Ethics Contemporary Global and Regional Issues, with Simon Robinson, Lambert Academic Publishing , 2012

Completed Consultancy Projects:

1. Reorganization of Turkish Refineries, 1993, as Project analyst
2. Reorganization of Hacettepe University Administrative Units, as Project Coordinator, 2000
3. Turkish Gendarmerie Forces: Professional Ethics Training, 2001
4. Reorganization of Turkish Presidency of Religious Affairs, Project Coordinator, 2002
5. VAKIFBANK PLC Human Resources Training Project, Project Leader, 2004
6. HALKBANK PLC Human Resources Training Project, Project Leader, 2007
7. TURKISH NATIONAL PRODUCTIVITY CENTRE: Training on Research Methods, Project Leader, 2009
8. HAVELSAN PLC (Aviation Electronic Industry) Corporate Culture and Ethical Structuring Project, Project Leader, 2009,2015

9. PTT Training on Research Methods, Project Leader, 2009
10. Turkish Trust of Empowering Turkish Armed Forces: Corporate Culture and Ethical Structuring Project, Project Leader 2010
11. ASELSAN PLC. (Military Electronic Industry) Business Ethics Training, Project Leader, 2010
12. Turkish Aerospace Industry Corporate Culture and Ethical Structuring Project, Project Leader, 2011
13. EKO-DENGE Ltd. Reorganization Project, Project Leader, 2012
14. Association of Machine Manufacturers: Industrial Clustering Project, Project Leader, 2012
15. SELEX-EX Defence Corporation, Corporate Culture and Ethical Structuring Project, Project Leader, 2013
16. HAVELSAN PLC Corporate Culture and Ethical Structuring Updating Project, Project Leader, 2015

Awarded Research Projects:

1. Perception of Corruption by Business Firms in Japan, Turkey and UK, 2002, Tokyo, London, İstanbul, Project Leader (Hacettepe University Research Fund, 10.000 USD)
2. A Cross-Cultural Comparison of Corporate Social Responsibility Perception of Management Students in Turkey, UK, Norway, 2004, Ankara, Manchester, Oslo, Project Leader (Hacettepe University Research Fund, 15.000 USD)
3. Managerial Styles and Work Orientations of Chinese and Turkish Managers, , 2005, Shanghai, Ningbo, Ankara, Project Leader (Research Award of the Scientific and Technological Research Council Of Turkey 50.000 USD)
4. Attitudes towards work ethic of Turkish, Kazakh and Pakistani Managers, Project Leader, 2007, Almati, Karachi, İstanbul, Project Leader (Research Award of the Scientific and Technological Research Council Of Turkey , 20.000 USD)
5. Business Ethics Perceptions of Japanese and Turkish Managers, 2009, Tokyo, Ankara, Project Leader (Hacettepe University Research Fund, 20.000 USD)
6. A Cross-cultural Comparison of Turkish and German Workers in Germany in terms of Work Ethic., 2010, Berlin, Ankara, Project Leader (Research Award of the Scientific and Technological Research Council Of Turkey 120.000 USD)

Academic Publications in Peer Reviewed Journals:

1. Arslan M, 1991, Oriantation Programmes in Business Organisations,Journal of Samsun Chamber Of Industry and Commerce,
2. Arslan, M, , 1993, (Pazarlama Dünyası Dergisi), Internal Analysis of Firms In Business Strategies Marketing World of Turkey, Vol 7, No. 39,
3. Arslan, M. (1998) "Literature Review on the Relationship Between Work Ethic and Religious Background" Hacettepe University Journal of Faculty of Economic and Administrative Sciences *Hacettepe Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, Vol. 16, No 1-2,pp 191-215, ,
4. Arslan M, Culture and Communications, Is the Protestan Work Ethic still Alive? Vol 1, No 1, 1998

5. Küçük, Ü. ve Arslan, M., 2000 "A Cross-Cultural Comparison of Consumers' Acceptance of the Web Marketing Facilities", *Journal of Euromarketing* , 9, 27-45
6. Arslan, M. 2000, A Cross-Cultural Comparison of British and Turkish Managers in terms of Protestant Work Ethic Characteristics, *Business Ethics: A European Review*,9, 13-21, ()
7. Arslan, M. ve Robinson S. (2000) "Taking Individualism as a Christian Value in Business and Cros-Cultural Studies", *Hacettepe Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, 18, 63-81,
8. Arslan, M. 2000 "A Weberian Approach to Turkish Entrepreneurship" *Hacettepe Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*,18, , 377-391, (),
9. Arslan, M. 2001 "A Cross-Cultural Comparison of Achievement and Power Orientation as Leadership Dimension in Three European Countries: Britain, Ireland and Turkey" *Business Ethics A European Review*,10, 340-346 ()
10. Arslan, M. 2001 "The Work Ethic Values of Protestant British, Catholic Irish and Muslim British Managers" *Journal of Business Ethics*31, 321-339 ()
11. Arslan, M. and Chapman,2002, M., "Work Ethic Values Of Practising Catholic Irish And Protestant British Managers" *Irish Journal of Management*, 22, ()
12. Aydın. M.D., Leblebici, D.N., Arslan, M., Kılıç, M., Öktem, K., 2005, "The Impact of IQ and EQ on the Preeminent Achievements in Organizations" *The International Journal of Human Resource Management*, Vol. 16. No:5 ()
13. Kavak B,Alkibay S, Arslan,M, 2007, Direct Selling Ethics: An Exploratory Investigation on Turkish Direct Sellers, *Boğaziçi Journal*, Vol.21, no 1-2 pp.73-92
14. Arslan, M. 2008,Weberci Görüşlere Göre Konfüçyüsçülüğün Çin İş Kültürü Üzerine Etkileri, (The Effects of Confucianism upon Chinese Work Culture) *Hacettepe Üniversitesi İktisadi ve İdari Bilimler Fakültesi Dergisi*, Cilt 26, Sayı12, sy.59-83, ,
15. Aydın, M.D. Leblebici, D. N, Arslan, M., Kılıç, M., Öktem, M, K., 2008, Managerial Control Vs Professional Autonomy: An Empirical Study on Perceptions and Expectations of Physicians at Teaching Hospitals in Turkey, *Journal of Medical Sytems*, Vol.32Number 157-165 (SCI)
16. Mahmut Arslan, Alejo Jose G.Sison, 2009, Foreword; Professional Ethics in Business and Social Life, *Journal of Business Ethics*, Vol. 88, No.1, August 1,
17. Kalyoncu,Z. Guney, S, Arslan,M, Guney SI and Ayranci, E , 2012, Analysis Of The Relationship Between Emotional Intelligence And Stress Caused By The Organisation: A Study Of Nurses, *Business Intelligence Journal*, edition (Volume 5, Number 2), 2012
18. Tayfur, Ö., Arslan, M., 2012, The Alleviating Effect of Supervisor Support on Work-load, Work Family Conflict and Learned Helplessness,*Mediterranean Journal of Social Sciences* Vol. 3 (6)
19. Tayfur, Ö And Arslan, M, 2013, The Role Of Lack Of Reciprocity, Workload, Work-Family Conflict & Supervisory-Support On Exhaustion: Evidence From Physicians, in *Psychology Health and Medicine CPHM*, DOI: 10.1080/13548506.2012.756535. (SSCI)
20. Tayfur, Ö And Arslan, M, Trust or Not Trust: Understanding the Effects of Allocentrism & Idiocentrism on Coworker Trust, *Journal of Economics and Behavioral Studies* (ISSN: 2220-6140) Vol. 7, No. 4, pp. 106-121, August 2015

21. Tayfur, Ö. Arslan M, (Effects of Perceived Workload upon Learned Helplessness) Algılanan İş Yükünün Tükenmişlik Üzerine Etkisi, İş Aile Çatışmasının Aracı Rolü, H.Ü. İktisadi ve İdari Bilimler Fakültesi Dergisi, Cilt 30, Sayı 1, 2012, s. 147-172
22. Gözüm, A.G, Arslan, M, (Disaster and Crisis Management in Heavy Industrial Organizations) İşletmelerde Afet Yönetimi: Marmara ve Ege Bölgelerinde Bulunan Rafineri Ve Petrokimya Endüstrisi Üzerine Karşılaştırmalı Bir Araştırma, Journal of Gazi University Economics and Business Studies, Gazi İktisat ve İşletme Dergisi, Cilt3, sayı 2, 2017

Books and Book Chapters

1. Arslan M, 2001, Fundamental Issues in Management, (Book Chapter in Turkish) in Management and Organization ed.by S. Güney, Nobel Publications, , Ankara
2. Arslan M, 2001 Business and Professional Ethics, 1st edition (Text Book in Turkish) Siyasal Publications, , Ankara
3. Arslan M, 2001, Organizational Culture, (Book Chapter in Turkish) in Management and Organization ed.by S. Güney, Nobel Publications, , Ankara
4. Arslan M, 2005, Business and Professional Ethics, 2nd updated edition (Text Book in Turkish) Siyasal Publications, , Ankara
5. Arslan, M, 2006, The Stakeholders, (Etkileşenler), , Dramatized Case Study in Turkish and English, Phoneix Yayınları Ankara,
6. Arslan, M. Akıncı, S. K. Karapınar P.B, 2007 (e-business, e-government, ethic) E-İş, E-Devlet Etik, Siyasal Kitabevi, Ankara,
7. Arslan, M. 2008, The Work Ethic and Ahi Tradition of Turkey, SOTA Publications, ISBN: 978-90-6921-003-2, /Haarlem, The NEDERLANDS,
8. Arslan, M. 2009, Transformation of Islamic Work Ethic in Turkey in Transformative Pathways: Attainable Utopias, Prateeksha Publications, Jaipur, Rajasthan, INDIA,
9. Arslan, M. 2009, Islamic Business Ethics, (Chapter in Turkish) Islam and Business,
10. Arslan M, 2012 Business and Professional Ethics in the World, 3rd updated and enlarged edition (Text Book in Turkish) Siyasal Publications, , Ankara
11. Arslan, M. Ömürgönülşen M, 2012, Linking Ethics Into Manufacturing Process Through Total Quality Management (TQM) p.193 in Business Ethics Contemporary Global and Regional Issues, Eds. Simon Robinson and Mahmut Arslan, Lambert Academic Publishing,
12. Berkman, Ü. Arslan, M. 2009 (Business Ethics and Compliance Management) Dünya'da ve Türkiye'de İş Etiği ve Etik Yönetimi, TÜSİAD Publications, İstanbul,
13. Kök Arslan, H and Arslan M, 2013 (Foreign Policy and Ethic) Dış Politika ve Etik, Siyasal Kitabevi,
14. Arslan, M. , 2013, Business Ethics and Corporate Social Responsibility: (Chapter in Turkish) Turkish Open University Publications
15. Arslan, M. (2017) Corrupted Mr.Ali, Dramatized Business Ethics Case Study (unpublished)

Conference Papers

1. Arslan, M, 1993 *Attitudes towards money among Turkish bank managers*, 1st Management Congress of Turkey, Silivri, İstanbul, Turkey
2. Arslan, M, 1993, *Effective Orientation Programmes* 1st Management Congress of Turkey, Silivri, İstanbul, Turkey
3. Arslan, M, 1999 "A Cross-Cultural Comparison of British and Turkish Managers in Terms of Their Work Ethic Values" Proceedings of The Fourth Annual Conference of the UK Association of the European Business Ethics Network, Oxford,163-172, Oxford Brookes University,
4. Arslan, M, 1999 "Attitudes Towards Hard-Work and Leisure in Catholicism" ARETHUSE Güney Avrupa Üniversiteleri Konusal Toplantılar Konferansı, Nevşehir, Hacettepe Üniversitesi İİBF Yayın No 27, s.27-33, Ankara,
5. Arslan, M. "A 2000,Cross-Cultural Comparison of Achievement and Power Orientation as Leadership Dimension in Three European Countries: Britain, Ireland and Turkey" 13th Annual Conference of the European Business Ethics Network, Cambridge University, Conference Programme and Abstracts, Cambridge University, UK, s.17,
6. Arslan, M. 2000 "Security as an Ethical Dimension of E-Commerce: A Cross-Cultural Analysis" New York *St.John's University Seventh Annual International Conference Promoting Business Ethics*, New York, Conference Proceedings, vol.2, 505-516, New York ,
7. Arslan, M. ve Karasoy A, 2002 (Creativeness and Gender) "Yaratıcılık Eğiliminde Cinsiyet Eğitimin Rolü", 10. Yönetim Organizasyon Kongresi, May, Antalya, Turkey
8. Arslan, M. Alpan, L., Elçi, M. 2003, "The Determinants of Work Ethic in Kocaeli", 1st International Business and Professional Ethics Congress of Turkey,
9. Karakitapoglu-Aygün, Z., Arslan, M., & Güney, S. (2005). Protestant work ethic and work values of Turkish and American university students. Paper presented at XII European Congress of Work and Organizational Psychology, Istanbul, Turkey.
10. Tayfur, Ö., Arslan, M., 2011, The Alleviating Effect of Supervisor Support on Workload, Work Family Conflict and Learned Helplessness, The 12th European Congress of Psychology, İstanbul, 4-8 July 2011
11. Arslan, M, 2012. (Problems in Business Ethics) İş Ahlakının Sorunları, Çalıştay Bildirisi, İGİAD International Conference of Business Ethics and CSR, İstanbul,
12. Arslan, M. 2012, Business Ethics and Entrepreneurship, European Business Ethics Network Anadolu Etik Toplantıları, Gaziantep, Turkey,
13. Arslan M, 2012, Corruption and Business Ethics,: "Conference of Corruption in the world, Bahçeşehir University/İstanbul December,
14. Tayfur, Ö., Arslan, M, 2012,The Relationship Between Pharmaceutical Companies and Physicians: How to Set Limits?25th EBEN AC, Barcelona, Spain
15. Arslan, M, Tayfur, Ö., , 2012, A Cross-Cultural Analysis of Paternalism and Coworker-Trust in German and Turkish Workers, 25th EBEN AC, Barcelona, Spain
16. Arslan, M, Karademir A.Ç, 2014,Research Trends in Business Ethics (1982-2012), EBEN Annual Conference, Berlin, Germany

17. Arslan, M, 2017, (Islamic Business Ethics and Ibn Khaldun) İslam İş Ahlakı ve İbni Haldun'da Ahlak Medeniyet İlişkisi, 4th International Ibn Khaldun Symposium, Ibn,Khaldun University, 19-21 May 2017, Istanbul

Ongoing Research Papers

Spirituality and ethical decision making

International Conference Organizing

1. ETHICS 2003 International Conference, 2003, Ankara
2. European Business Ethics Network 21st Annual Conference, 2008, Antalya, Turkey
3. European Business Ethics Network 28.thAnnual Conference, 2015, İstanbul, Turkey

Teaching Experience:

Undergraduate Courses Between (2000-2017)

1. Organization Theory
2. Organizational Behaviour
3. Human Resources Management
4. Introduction to Management
5. International Business Management
6. Business Ethics
7. Turkish Management Culture

Master and PhD Courses

1. Research Philosophy and Methodology
2. Business Ethics
3. Organizational Culture and Entrepreneurship
4. PhD and Master Thesis Supervisions

REFERENCES

1. Rev. Prof. Simon Robinson: Leeds Beckett University, Center for Governance Leadership and Global Responsibility, United Kingdom e-mail: S.J.Robinson@leedsbeckett.ac.uk
2. Prof. Dr. Luc Van Liedekerke, Catholic University of Leuven, Research Center for Economics and Ethics, Belgium, e-mail: luc.vanliedekerke@kuleuven.be
3. Emeritus Professor Heidi Von Weltzien Hoivik, Norwegian Business School, Norway, e-mail: heidi.hoivik@bi.no
4. Prof. Alejo José G. Sison University of Navarra, Spain e-mail: ajsison@unav.es