

## Curriculum Vitae



# Pinar Akinci Acar

Management and Strategy

Associate Professor

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## Education

2016 -Ph.D. Department of Business Administration, Management and Organization, Marmara University, Istanbul, Turkey Thesis: *The Synergistic Interaction of Talent Management and Organizational Learning Capability on Organizational Innovativeness: Fast-Fashion Apparel Industry.*

2011 -MBA Department of Business Administration, Management and Organization, Marmara University, Istanbul, Turkey Thesis: *The Relationship Between TQM and Service Quality: An Application in Health Care Industry.*

2004 -B.A. Department of International Finance, Istanbul Bilgi University, Istanbul, Turkey

## Research Interests

Talent Management  
Strategic Human Resource Management  
Research Methods  
Strategic Management  
Leadership and Teamwork  
Evolution of Management Thought  
Organizational Change and Digitalization

## Teaching Areas

Introduction to Business Management  
Strategic Human Resource Management  
Research Methods and Ethics  
Behavioral Sciences  
Talent Management  
Contemporary Topics in Management  
Leadership  
New Trends in Human Resource Management

## Professional Experience

**Associate Professor** April, 2021-2023 Department of Business Administration Beykoz University, İstanbul, Turkey  
**Assistant Professor** March, 2017 – 2021 Department of Business Administration Beykoz University, İstanbul, Turkey  
**Research Assistant** September, 2010 - September, 2017 Department of Business Administration Okan University, İstanbul, Turkey  
**Retail Assistant Supervisor** 2004-2005 HSBC, Gayrettepe Branch

## Publications

### *Journal Articles*

Acar, A. Zafer and Acar, Pınar (2014) Organizational Culture Types and Their Effects on Organizational Performance in Turkish Hospitals. *Emerging Markets Journal*. Vol:3, No:3 ISSN 2158-8708 (online), DOI 10.5195/emaj.2014.47.

Acar, Pınar, Kiyak, Mithat and Sine, Burcu (2014) The Relationship Between Organizational Culture and Mobbing: An Application on Construction Companies. *Journal of Workplace Behavioral Health*, 29(4), 281-298, DOI: 10.1080/15555240.2014.956929.

Acar, Pınar and Yener, Müjdelen İ. (2016) Theoretical journey of talent management: egalitarian and elitist approach. *Journal of Management, Marketing and Logistics - JMML* Vol:3, Issue: 3, 284-290, DOI: 10.17261/Pressacademia.2016321984.

Gürbüz, F. Gülruh, Yener, Müjdelen, İ. and Acar, Pınar (2017) Development and Validation of a Talent Management Measurement Instrument. *Journal of Business, Economics and Finance – JBEF-V.6*ISS.3-2017(4)-p.233-245.

Acar, Pınar, Yener, Müjdelen İ. ve Tayan, Aslı (2018). The Effect of An Ethical Work Climate on Organizational Identification an Example of A Logistics Company. *Research Journal of Business and Management (RJBM)*, 5(1), Ss.13-21. DOI: 10.17261/Pressacademia.2018.813.

Acar Pınar, Yıldırım Gökhan (2019). The effects of employer branding and career anchor on intention to leave: an empirical study. *International Journal of Research in Business and Social Science* (2147-4478), 8(5), 62-69., Doi: 10.20525/ijrbs.v8i5,

Aydın Rüveyda, Acar Pınar (2019). İşveren markası üzerine nitel bir alan araştırması. *International Journal of Social Humanities Sciences Research (JSHSR)*, 6(41), 2276-2286., Doi: 10.26450/jshsr.1327,

Erdoğan Esmâ, Acar Pınar (2019). Cam tavan sendromu bağlamında kadın ve iş yaşamı: eğitim sektöründe nitel bir araştırma. *International Journal of Social Humanities Sciences Research (JSHSR)*, 6(40), 2125-2134., Doi: 10.26450/jshsr.1330.

Acar Pınar, Acar Avni Zafer (2019). Core vision, strategic vision and visionary leadership: a qualitative field study by mintzberg typology. *Research Journal of Business and Management (RJBM)*, 6(3), 175-184., Doi: 10.17261/Pressacademia.2019.1119,

Akar Yeşim, Gülhan Yıldırım Beyazıt, Acar Pınar (2015). Quality management in health care industry and health care managers' perception of quality (case of Ankara province). *Health Care Academician Journal*, 2(2), 76-81., Doi: 10.5455/sad.2015131438505031,

Acar Pınar, Özenli Beyhan (2018). Girişimcilik faaliyetlerinde mentorluk yönetiminin yatırımın gerçekleşmesi üzerine etkileri. *Uluslararası İktisadi ve İdari İncelemeler Dergisi*, 601-612., Doi: 10.18092/ulikidince.439276,

Acar Pınar, Kılıç Samet (2019). Güvenlik iklimi algısının demografik faktörlere göre alan kuramı bağlamında incelenmesi: inşaat sektöründe bir uygulama. *Elektronik Sosyal Bilimler Dergisi*, 18(71), 1066-1088., Doi: 10.17755/esosder.453410,

Güler Nihal, Acar Pınar (2019). Yenilikçi insan kaynakları uygulamalarının Z kuşağının mutluluğuna ve işten ayrılma niyetine etkisi: bankacılık sektöründe karma yöntem araştırması. OPUS Uluslararası Toplum Araştırmaları Dergisi, 12, 563-585., Doi: 10.26466/opus.585393, (Kontrol No: 5169340)

## **Book Chapters**

Gürbüz, F. Gülruh and **Acar, Pınar** (2013). JCI: The Rising Value in Health Care Service Quality. Global Issues in Health Care Systems : Social, Legal, Economic and Managerial Perspectives. Lambert Academic Publishing, Germany, s. 191-207.

Yener, Müjdelen İ., Gürbüz, F. Gülruh and Acar, Pınar (2015) Geleneksel personel yönetimi yaklaşımından stratejik insan kaynaklarına uzanan süreç (The process from traditional personnel management to strategic human resources), içinde Tamer, İdil (Edt) Örgüt Yönetimi: Bir Derleme. Nobel Akademik Yayıncılık, 51-59. ISBN: 978-605-320-229-5.

Acar, Pınar (2016) Finansal Yönetim (Financial Management), içinde Altıok, Tevfik ve Ünal, H.Targan (Edt.) Finansal Yönetim, Finans Kulüp Yayınları, Der Yayınevi, 151-185. İstanbul. ISBN: 978-605-66820-0-1

Information Systems Contemporary Technologies in Supply Chains: Concepts, Application, and People, Bölüm adı: (Managing People in the Logistics Industry in Digital Era) (2019)., ACAR PINAR, LAP-Lambert Academic Publishing, Editör:Kocaoğlu Batuhan, Acar A. Zafer, Basım sayısı:1, Sayfa Sayısı 188, ISBN:978-620-0-23774-3

A Handbook of Leadership Styles, Bölüm adı:(Paternalistic Leadership) (2020)., ACAR PINAR, Cambridge Scholars Publishing, Editör:Demirtaş Özgür, Karaca Mustafa, Basım sayısı:1, Sayfa Sayısı 465, ISBN:978-1-5275-4598-4,

## **Proceedings**

Güngör, Pınar (2011) The relationship between reward management system and employee performance with the mediating role of motivation: A quantitative study on global banks, Procedia-Social and Behavioral Sciences, Vol.24, 1510-1520. 7th International Strategic Management Conference, Jun 30- July 02 2011, Paris/France. DOI:10.1016/j.sbspro.2011.09.029

Kıyak, M., Bozaykut, T., Güngör, Pınar and Aktaş, E. (2011) Strategic leadership styles and organizational financial performance: A qualitative study on private hospitals, Procedia-Social and Behavioral Sciences, Vol.24, 1521-1529. 7th International Strategic Management Conference, Jun 30- July 02 2011, Paris/ France. DOI:10.1016/j.sbspro.2011.09.090

Kuyucu E. and Güngör, Pınar (2011) The relationship between financial status and perceived organizational trust with the effect of perceived corporate social responsibility: A field study in pharmaceutical industry, st.13, 3rd International Conference on Governance Fraud Ethics and Social Responsibility. Nevşehir/Türkiye.

Kayas, Sanem, Kıyak, Mithat and Acar, Pınar (2012) The level of organizational commitment of hospital employees: An application in Vakıf Gureba Hospital, Yeditepe International Research Conference on Business Strategies YIRCoBS'12.

Gürbüz, F. Gülruh and Acar, Pınar (2012) JCI: The Rising Value in Health Care Service Quality, Yeditepe International Research Conference on Business Strategies YIRCoBS'12.

Acar, A.Zafer and Acar, Pınar (2012) The effects of organizational culture and innovativeness on business performance in healthcare industry. Procedia - Social and Behavioral Sciences, Vol.58, 12 October 2012, 683-692. 8th International Strategic Management Conference, June 20-24 2012, Barcelona/Spain. ISSN 1877-0428, DOI: 10.1016/j.sbspro.2012.09.1046.

Yurtkoru, E. Serra, Acar, Pınar and Teraman, Begüm S. (2014) Willingness to take risk and entrepreneurial intention of university students: An empirical study comparing private and state universities. Procedia - Social and Behavioral Sciences, Volume 150, 834-840. 10th International Strategic Management Conference, 15 September 2014, Rome-Italy.

Ekmekçi, Aslı K., Teraman, S. Begüm S. and Acar, Pınar (2014) Wisdom and management: a conceptual study on wisdom management. Procedia - Social and Behavioral Sciences, Volume 150, Pages 1199-1204. 10th International Strategic Management Conference, 15 September 2014, Rome-Italy.

Acar, Pınar, Gürbüz, F. Gülruh and Yener, Müjdelen İ. (2015) The Discovery of HR from Strategy-as-Practice Perspective: A Case Study in Durable Consumer Goods Industry, *Procedia - Social and Behavioral Sciences*, Volume 207, Pages 325–334. 11th International Strategic Management Conference, 20 October 2015, Vienna-Austria.

Yener, Müjdelen İ, Gürbüz, F. Gülruh and Acar, Pınar (2016) Theoretical journey of talent management: egalitarian and elitist approach, 12th International Strategic Management Conference, October 28-30th, Antalya-Turkey.

Fikirsindi, Nevzat and Acar, Pınar (2018). Digitalization in the light of Anti-Positivist Paradigm and Resistance to Change: An Application in the Information Sector. 14th International Strategic Management Conference, July 12-14, Prague, Czechia.

## **Funded Projects**

Entrepreneurship Project Strengthened by EU Networks, 2017, Researcher.

## **Academic Services**

Department Chair May 2018 – 2023 Faculty of Business and Administrative Sciences, Department of Business Administration (English)

Department Chair May 2021 – 2023 Faculty of Business and Administrative Sciences, Department of Business Administration (English and Turkish)

Vice Dean 2021-2022 Faculty of Business and Administrative Sciences

Director 2022-2023 Institute of Graduate School

