



## **MUSTAFA KEMAL TOPCU, PH.D.**

Mustafa Kemal Topcu, born in 1973, holds Ph.D. degree in defense management. He also holds MBA with a major of financial management from Bilkent University.

His graduate is B.Sc. in system engineering. He studied moderating role of psychological contract in human capital productivity in his doctoral dissertation.

He is currently strategic and technologic product development mentor for SMEs. He is also certified government audit professional (class A) and mentor accredited by European Mentoring & Coaching Council. He mentored Afghan Army and experienced joint and common operations, working with NATO, UN, ISAF, South Eastern Brigade, and US Army in addition to national positions in defense planning units of Turkish Armed Forces. He writes and trains on corporate governance, internal control, internal audit, defense management, corporate social responsibility, organizational development, project management, management and organizational studies, industrial psychology, strategic planning, human resource management, and change management. He lectures management and organization, human resources management, organizational behavior, defense technology management, and defense management courses at undergraduate and graduate levels. He is a member of international scientific committee of Conference on Defense Resources Management. He is fluent at English. He is married with Sibel Topcu and has two sons.

## **WORK EXPERIENCE**

September, 2015

Lecturer, National Defense University

Management and Organization, Human Resources Management, Leadership Theories, Organizational Behavior, Defense Management, Defense Technology Management

Jan, 2013-

Consultant&Trainer

Project management, corporate governance, defense management, internal control, internal audit, human resources management, R&D and innovation, management and organizational studies.

Sep, 1996- Jan, 2013

Officer, Turkish Army

Field Artillery Officer (Forward Observer, Communication Officer, Battery & Battalion Commander, Intel Officer)

Procurement Officer for Garrison

Planning&Programming Officer for Turkish Army Modernization Program

Defense Planning Officer in Turkish General Staff

Financil Advisor for Ad Hoc Groups to UN, NATO, other bilateral and multilateral negotiations.

Auditor to multinational military initiatives (i.e. NATO, SEEBRIG, ISAF, etc.)

Agu, 2008-Mar, 2009

Mentor,  
NATO Operational and Liaisoning Team,  
ISAF, Darulaman, Kabul, Afghanistan

Mentoring on management and strategic planning in Afghan Army.

Agu, 1999-Sep, 2000

Liaison and Observer Officer,  
Operational Northern Watch,  
İncirlik, Adana, Turkey

Liaison with and observe Search and Rescue Team of the US Army

## **EDUCATION**

2008-2015

Ph.D, Defense Management  
Defense Sciences Institute, National Defense University, Ankara  
Dissertation: The role of Psychological Contract in the Relation  
between employees' personality and intent-to-quit and  
organizational identification

2000-2002

MBA,  
Bilkent University, Ankara  
Thesis: The Choice of interest rates in project management: The case of  
time varying interest rates

1992-1996

Undergraduate, System Engineering,  
Turkish Military Academy, Ankara

## **PUBLICATIONS**

### **ARTICLES IN PEER-REVIEWED JOURNALS**

1. Perceptions on Unethical Negotiation Tactics: A Study on Public Employees, Gümüşhane University Electronic Journal of the Institute of Social Sciences, 2018, Vol 9, Issue 23, 124-141.
2. Effects of Individual Innovative Behaviors on Conflict with Co-Workers and the Intent-to-leave: A Research in the Public Sector, Business and Economics Research Journal, 2018, Vol 9, Issue 1, 123-136.
3. The Moderating Role of Perceived Organizational Support on the Effect of Entrepreneurial Orientation in Job Engagement, Science Journal of Turkish Military Academy, 2017, Vol 27, Issue 2, 1-27.
4. A Study in Manufacturing Industry to Determine the Effects of Organizational Cynicism, Compulsory Organizational Citizenship Behavior and Job Satisfaction on Individual Work Performance. Celal Bayar University Economic and Administrative Sciences Department Management and Economics Journal, 2017, Vol. 24 Issue 2, 505-522.
5. Psychological Capital and Emotional Labor as Determinants of Job Satisfaction: A Research on Bank Employees, Business & Management Studies: An International Journal, 2017, Vol.5, No.2, 330-344.

6. The Impact of Demographic Variables as a Determinative of Business Ethics, *Eurasian Business & Economics Journal*, 2016, Vol. S2, 382-392.
7. The Impact of Bayh-Dole Act on Knowledge Transfer in the States and a Study on Applicability in Turkey, *International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering*, 2016, 10 (6), 2131-2135.
8. Renewable Energy Policies for Turkey and Energy Supply Security. *Journal of Defense Resources Management*, 2016, 7:1, 53-60.
9. A Study on Defense Acquisition Models with an Emerging Market Perspective: The Case of Turkey. *Journal of Defense Resources Management*, 2015, 6:2, 95-102.
10. Psychological Contract in Conceptual Context and Possible Research Fields: A Review Study. *Eskişehir Osmangazi University Economic and Administrative Sciences Department Journal*, 2015, Vol. 16, Nu. 2, 83-103.
11. Moderating Role of Psychological Contract on the Effect of Personality of Employees of SMEs on Organizational Identification and Intent-to-Quit, *Turkish Studies*, 2015, Vol. 10, Nu. 10, 861-886.
12. Integrated Reporting: A Conceptual Study. *Dokuz Eylül Eskişehir Osmangazi University Economic and Administrative Sciences Department Journal*, 2015, Vol: 30, Nu: 1, 1-22.
13. The Role of the Servant Leadership on the Relation between Ethical Climate Perception and Innovative Work Behavior, *European Research Studies Journal*, 2015, Vol. XVIII, Issue 1, 67-80.
14. Applicability of Public Internal Control System at Provincial Level in the Context of COSO Model: Two Case Studies Regarding Public Tenders, *Journal of Court of Accounts*, 2013, Nu: 91, 6-31.

## **PROCEEDINGS**

1. Determinants of Unethical Organizational Pro-organizational Behavior: The Moderation Role of Emotional Contagion, 26<sup>th</sup> Management and Organization Congress, 10-12 May 2018, Karadeniz Technical University, Trabzon, Turkey.
2. The Effect of National Culture on Psychological Contract: The Case of Expatriates in Austria, 26<sup>th</sup> Management and Organization Congress, 10-12 May 2018, Karadeniz Technical University, Trabzon, Turkey.
3. Determinants of Unethical Organizational Pro-organizational Behavior: The Role of Interactional Justice, Trust in Supervisor, Social Ties, 17<sup>th</sup> National Management Congress, 26-28 April 2018, İzmir Katip Çelebi University, İzmir, Turkey.
4. Entrepreneurial Intentions and Big Five: A Study on Applied Entrepreneurship Course Trainees, 1<sup>st</sup> International University-Industry Relations, R&D, and Innovation Congress, 18-19 December 2017, Celal Bayar University, Manisa, Turkey.
5. Effects of Psychological Capital and Emotional Labor: A Study on Moving Organization and Contracted Employees, 25<sup>th</sup> Management and Organization Congress, 25-27 May 2017, Başkent University, Ankara, Turkey.
6. An Evaluation On F-35 Joint Strike Fighter: Turkish Perspective, Conference on Defense Resources Management, 10-11 November 2016, Braşov, Romania.
7. The Impact of Bayh-Dole Act on Knowledge Transfer in the States and a Study on Applicability in Turkey, 18th International Conference on Business, Economics and Social Sciences, 16-17 June 2016, Vienna, Austria.
8. The Impact of In-Service Training on Organizational Attitudes: The Case of Manufacturing Sector, 15. National Management Congress, 26-28 May 2016, İstanbul University, İstanbul, Turkey.
9. Effects of Demographic Factors as Determinants of Work Ethics, 15. National Management Congress, 26-28 May 2016, İstanbul University, İstanbul, Turkey.

10. Servant Leadership and Ethical Climate as Determinants of Individual Performance: A Study on Secondary School Teachers, International Management Research Congress, 19-20 March 2016, Hacettepe University, Ankara, Turkey.
11. An empirical Study on Consequences of Organizational Policy Perception, 3. Organizational Behavior Congress, 6-7 November 2015, Tokat, Turkey.
12. A Model Proposal on Role of Chambers and Exchanges on University Industry Collaboration: The Case of Technology Interface Unit at Ankara Chamber of Industry, 22-24 October 2015, Mersin, Turkey.
13. Evaluation of Effect of Employees' Expectations and Liabilities on Labor Productivity with Psychological Contract Theory: A Study on Ankara Chamber of Industry Sample, 5. National Productivity Congress, 6-7 October 2015, Ankara, Turkey.
14. Effect of Psychological Contract Perceptions on Organizational Identification and Inten-to-Quit: A Study on SMEs, 14. National Business Congress, 7-9 May 2015, Aksaray, Turkey.
15. Renewable Energy Policies and Energy Supply Security: Turkish Case, International Conference on Eurasian Economies, 01-03 July 2014, Skopje, Macedonia, Turkey.
16. Employee Involvement in Management and Organizational Behaviors: Public Sector Case, 13.EBES Congress, 05-07 June 2014, İstanbul, Turkey.
17. Integrated Reporting: A Conceptual Study, 13.EBES Congress, 05-07 Haziran 2014, İstanbul.
18. Effect of Perceptions of Individual Innovative Work Behavior on Conflict with Co-workers and Intent-to-Quit, 22.National Management and Organization Congress, 22-24 May 2014, Konya, 920-927, Turkey.
19. Perception of Unethical Negotiation Tactics: Public Sector Case, Poster Proceeding, 1.Organizational Behavior Congress, 15-16 November 2013, Sakarya, Turkey.
20. Determinants of Innovative Work Behavior: An Empirical Study. INTOC-BEPS International Turgut Ozal Congress on Business, Economics and Political Science, 01-03 November 2013, Ankara, Turkey.
21. Psychological Contract as Determinant of Organizational Identification, 21. National Management and Organization Congress, 30 May-01 June 2013, Kütahya, Turkey.
22. Role of Servant Leadership on Effect of Ethical Climate Perception on Individual Innovative Work Behavior, 21. National Management and Organization Congress, 30 May-01 June 2013, Kütahya, Turkey.
23. Effect of Personality on Psychological Contract: A Study on SMEs, 8.SME and Productivity Congress, November 2012, İstanbul, Turkey.
24. Moderating Role of Job Satisfaction on Effect of Psychological Capital on Burnout: The Case of Health Sector Employees in Turkey and Bosnia-Herzegovia. 20. National Management and Organization Congress, 24-26 May 2012, İzmir, Turkey.
25. Moderating Role of Psychological Contract on Effect of Personality on Intent-to-Quit, 11. National Business Congress, 10-12 May 2012, Konya, Turkey.
26. The Changing Role of Board of Directors and Employees on "Merger & Acquisiton Strategies": A Study in Turkish Defense Industry. International Conference on Social Sciences, October 8-9, 2010, İzmir, Turkey.

## **BOOKS**

1. Psychological Contract at Workplace, 2016, Germany: Türkiye Alim Kitapları, ISSN: 978-3-639-67204-6.

## **OTHER PUBLICATIONS**

1. Training in Public Human Resource Management, Journal of Human Resource Management, 2015, Nu. 6, 9-11.
2. Psycho-Social Factors Challenging Human Resource Managers I: Psychological Contract, Journal of Human Resource Management, 2015, Nu. 4, 14-17.
3. Interview, Radio Program, Point of Change, "Mobbing", 24.01.2015, TRT Kent Radio.
4. Interview, Menekşe Tokyay, "Turkey extended duration of Turkey contribution to UN Lebanon Mission" 22.07.2014, <http://turkey.setimes.com/tr/articles/ses/articles/reportage/2014/07/22/reportage-01>.
5. Interview, Online TV Program, "SMES, Grants, and Internal Audit", November 2013, TV 58.
6. Public Internal Control System, Bürokrat Monthly Management and Actuality Journal, June 2013, 23-27.

## **PROJECTS**

1. June 2018 – Trainer, Internal Control Systems and Strategic Planning, Evaluation and support Program for Industrial Competency, Undersecretariat for Defense Industries.
2. June 2018 – Senior Consultant, Corporate Capacity Improvement, By Technical Project Design.
3. June 2017 – Consultant, Corporate Transformation Project, Ankara Chamber of Trade.
4. October 2016 – February 2017, Consultant, Ministry of Economics Strategy Plan 2018-2022.
5. June 2016, Project Coordinator, Polatlılı Bureacrat and Entrepreneurs Association, Improving Contribution to Social Innovation in Polatlı and Collecting New Ideas (Ankara Development Agency Technical Support Program).
6. July 2014 – April 2015, Project Coordinator, Ankara Chamber of Industry, Technology Interface Unit Project (Ankara Development Agency Financial Support Program).
7. January 2014, Project Coordinator, Ankara Chamber of Industry, Technology and R&D Management Training (Ankara Development Agency Technical Support Program)
8. October 2013 – November 2013, Senior Expert, Ministry of Development, Developing Strategic Management Capacity of Public Project (EU IPA Fund).
9. July 2013 – January 2014, Project Coordinator, Private Company, Innovation at Rice Production, Fleeing from Foreign Dependency Project (Trace Development Agency Financial Support Program).
10. June 2013 – September 2013, Consultant, Technology Management and Research Methodologies, Babil IT, Ankara.

## **CERTIFICATES AND REWARDS**

- 2016 Mentor, European Mentoring & Coaching Council, İstanbul
- 2016 Mentor on Strategic and Technologic Product Development for SMEs, İzmir
- 2016 TSE ISO EN 9001:2015 Internal Controller, Turkish Standard Institute, Ankara
- 2014 Occupational Safety Expert (Class C), Ministry of Labor and Social Security, Ankara
- 2013 Applied Entrepreneurship Certificate, KOSGEB, Ankara

- 2012 Certified Government Audit Professional (A1), Ministry of Finance, Ankara  
2009 NATO Medal, Kabul, Afghanistan  
2005 Captain Career Course, Oklahoma, USA

### **COURSES**

- 2016 TSE EN ISO 9001:2015 Revision  
Social Entrepreneurship and Innovation Management
- 2015 Ten Step Kaizen-Kobatsu Kaizen Methodology  
2013 EFQM Excellence Model  
Process Management  
Problem Solving Techniques  
Governance and Change Management for Family Firms
- 2014 International Organizations Management
- 2013 How to Write Great International Papers, Preparing Project Proposal, Competitive Strategy, New Models of Business in Society, Creativity, Innovation, and Change
- 2008 Planning, Programming, and Budgeting Process, Contract Preparation, Public Strategic Management and Planning, Technology Management
- 2007 Negotiation Skills, Performance Management

### **OTHER CAPABILITIES**

- Member, Editorial Board, Research in Business and Management, USA.  
Member, Scientific Board, Conference on Defense Resources Management, Brasov, Romania.  
English, KPDS (Class A)  
Advance Microsoft Office (Microsoft Turkey)  
Advance Research Methods (SPSS Turkey)

### **HOBBIES**

- Chess, Outdoors, Handball.