



**Dr. Erhan Atay**

## Education

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**Kyung Hee University, Seoul, South Korea,**

*Ph.D. in Management, Major in Human Resources Management. 2005-2010*

**Kyung Hee University, Seoul, South Korea**

*Master of Business Administration, Major in Non-Governmental Organizations Management, 2000-2004*

**Seoul National University, Seoul, South Korea**

*B.E. Mechanical and Aeronautical Engineering, 1997- 999*

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## Work experience

<b>Duty</b>	<b>Institution</b>	<b>Year</b>
Senior Lecturer	Monash University, Malaysia Campus, Faculty of Management	2017
Assoc. Prof.	Management, Faculty of Management, Suleyman Şah University, Istanbul, Turkey	2011-2016
Vice Dean	Faculty of Management, Suleyman Sah University, Istanbul, Turkey	2014-2016
Head	Life Long Education Institute, Suleyman Sah University, Istanbul	2013-2016
Part-time Lecturer	Management, Faculty of Management, Kyung Hee University, Seoul, South Korea	2008-2010
Board of Director	Asian Journalist Association, AJA, Seoul, Korea	2010-
Managing Director	Caglayan Co, Managing Director, Seoul, South Korea	1999-2011

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## Grants

Project	Researchers	Funding Period	Funding Body/Organization	Funding Amount
Korean National HR System	Erhan Atay	2016 August-2016 December	Hangang Research Network, Korea	9000 USD
A study on Organizational Identity of a newly established university	Erhan Atay, Zehra Topal	2015	EU- ERASMUS	2500 USD
South Korea and Turkey's Modernization	Erhan Atay, Gokhan Karsan	2014	Seoul Energy Investment and Development Co. Istanbul Turkey	3000 USD
Entrepreneurship Program for Vocational High School Students	Yavuz Keceli, Erhan Atay, Fatih Macit	2012-2013	Istanbul Development Agency	6000 USD

## Academic membership

Academy of International Business  
The Korea Economic History Society, Seoul  
The Asian Philosophical Association, Seoul  
Turkish Organizational Behavior Society, Istanbul  
Hangang Research Network, Seoul

## Lectures

Graduate Lectures	Undergraduate Lectures
Asian Management Systems	International Management
Organizational Structure and Change Management	Strategic Management
Human Resources Management	Management and Organization
	Organizational Behavior
	Organizational Theory

## Publications

### International Peer Review Journals

Topal, Z. & Atay, E. (2015). Understanding social work organizations through organizational theory. *the Journal of Visionary Year: 2015*, Special Volume on Social Work, pp.9-20.

Atay, E., & Karsan, G. (2015). An analysis of the impact of politicization of education in turkey on the relationship with EU: can the human capital be the confidential criterion of EU? *Atatürk University Journal of Economics and Administrative Sciences*, 29(3).

Atay, E., & Karsan, G. (2013). To Look at Turkish Modernization from the Korean Mirror: A Comparative Analysis. *Philosophy Study*, 3(2), 153.

Atay, E. (2012). Innovation Actors in South Korea: an analysis of university, industry, and government research centers", *the Journal of Knowledge Economy and Knowledge Management*, 7(2), pp. 175-191

Atay, E. & Karsan, G. (2013). A critic and suggestion to Turkey's way of the transition from semi-periphery to center: the role of intellectual capital. *China-USA Business Review*, 12(3), pp. 211-228.

Karsan, G. & Atay, E. (2013). Another world is possible: a monograph on Wallerstein's world-systems analysis, *Journal of Academic Studies*, 15(59), pp. 21-46.

Karsan, G. Atay, E. (2013). A Comparative Analysis of Turkish and Korean Political Economy: Economic Crisis Perspective, *Atatürk University Journal of Economics and Administrative Sciences*, 27(4) pp. 272-302.

Atay, E. & Karsan, G. (2012). Socio-cultural dynamics of Korean economic development: neo statist approach. *Journal of Eurasian Studies*, 1(1), pp. 29-73.

Atay, E. (2012). From crisis to innovation: South Korea, *Dumlupınar university social sciences journal*, 32, pp. 239-254

## Books

Bayraktaroglu, S. & Atay, E. (2016). *Strategic human resources management: cultural and contextual factors*. Beta Publishing Company, Istanbul. (Turkish).

Karsan, G. & Atay, E. (2014). South Korea and Turkey's Modernization (Eds.), İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. & Karsan, G. (2013). *Management in Korea and Turkey: Politics, Economics and Society* (Eds), İstanbul University, Eurasia Institute, 2013. (Turkish).

Atay, E. & Bayraktaroğlu, S. (2013). *East Asia Management Systems: Japan, Korea, China and Taiwan* (Eds.), İstanbul, Pasiad, 2013. (Turkish).

## Book Chapters

Atay, E. (2015). Turkey- Korea Comparative Development, in B. Günay (Ed.), *Korean Unification through Civil Society* (1-22), İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. (2014). Korean Chaebols. In K. A. Akkemik & S. Ünay (Eds.), *East Asia's political economy: development, politics, and geo-strategy in China, Japan and Korea*, (197-226), İstanbul, Bogazici University Press. (Turkish).

Jeong, W. N. Atay, E. & Özder, A. (2014). Civil society and labor movements in Korea. In G. Karsan & E. Atay (Eds.), *Change and sustainability for Korean and Turkish modernization* ( pp. 17-43), İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. & Günay, B. (2014). Ethnic Nationalism in Korea in, In G. Karsan & E. Atay (Eds.), *Change and sustainability for Korean and Turkish modernization* ( pp. 77-93), İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. (2013). Innovation models in the hotel industry. In M. Mesci & Ö. Bozkurt, (Eds.), *Otel işletmelerinde yenilik modelleri*, (pp. 23-44). İzmir, Sidas Medya. (Turkish).

Atay E. (2013). Development of intellectual capital in Turkey and Korea, in E. Atay & G. Karsan (Eds.), *Management in Korea and Turkey: politics, economy, and society* (pp. 127-159). İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. Karsan, G. (2013). Modernization and national human resources development strategies in Korea and Turkey: village institutes in Turkey and Saemaul movements in Korea. In E. Atay & G. Karsan (Eds.), *Management in Korea and Turkey: politics, economy, and society* (pp. 179-205). İstanbul, İstanbul University Eurasia Institute. (Turkish).

Atay, E. (2013). Japanese holding structures: Zaibatsus and Keiretsus. In E. Atay & S. Bayraktaroğlu (Eds.), *East Asia management systems: management in Japan, Korea, China, and Taiwan*, (pp. 51-72). İstanbul, Pasiad. (Turkish).

Atay, E. & Ayvaz, S. (2013). , Human resources management in Korea. In E. Atay & S. Bayraktaroğlu (Eds.), *East Asia management systems: management in Japan, Korea, China and Taiwan*, (pp. 135-167). İstanbul, Pasiad. (Turkish).

Atay, E. (2013). Human resources and innovation management in Samsung. In E. Atay & S. Bayraktaroğlu (Eds.), *East Asia management systems: management in Japan, Korea, China and Taiwan*, (pp. 195-217). İstanbul, Pasiad. (Turkish).

Karsan, G. & Atay, E. (2013). Civil society and volunteer organizations, In M. Sarıkaya & S. Bayraktaroğlu (Eds.), *Management and strategy in volunteer organizations*, (pp. 15-42). Ankara, Gazi Kitabevi. (Turkish).

Atay, E. (2010), Koreans. In Lee Ci Yon, (Ed.), *World loves Korea* (pp. 212-231), Seoul, Picabooks. (Korean).

## International Conference Proceedings

Atay, E. (2017). The Korean human resources management system in transition. In Academy of international business south East Asia regional conference proceedings cd. Chiang Mai, Thailand. 7-9 December 2017.

Atay, E. (2017). Do MIKTA countries (Mexico, Indonesia, Korea, Turkey and Australia) have similar national human capital foundations to form a new innovative partnership? In Academy of international business south East Asia regional conference proceedings cd. Chiang Mai, Thailand. 7-9 December 2017.

Tok, M. & Atay, E. (2016). From crisis to innovation: Turkish poultry company Banvit case. In *International conference on economic and social studies (ICESoS`16) proceedings cd.* Sarajevo, Bosnia, and Herzegovina. 21 – 22 April 2016.

Muradoglu, F. & Atay, E. (2016). Turkish automobile sector analysis. In *International conference on economic and social studies (ICESoS`16) proceedings CD.* , Sarajevo, Bosnia, and Herzegovina. 21 – 22 April 2016.

Bayraktaroglu, S. Atay, E. & Kahya, V. (2016). Effects of regional development agencies on the motivation of entrepreneurship: the case of Turkey. In *STEPI International conference on STI and development proceedings cd,* Seoul, Korea.

Atay, E & Bayraktaroğlu, S. (2015). Hybridization of Korean HRM system: A convergence approach to define general characteristics of national HRM system. In *International conference on economic and social studies (ICESoS`15) proceedings cd.* Sarajevo, Bosnia, and Herzegovina: International Burch University. 23 – 24 April 2015.

Atay, E. & Gursoy, F. (2014). Is Georgia ready to join European Union: A human capital perspective? In *Silk Road International Conference 9th Silk road international conference proceedings cd.* Tbilisi, Georgia: International Black Sea University. 3-5 June 2014.

Atay, E. & Karsan, G. (2013). Is Turkey ready to join European Union? A human capital perspective. In *West East institute international Eurasian academic conference: business, economics and management conference proceedings* (pp. 178-188). Antalya, Turkey, 13-16 January 2013

Atay, E. & Karsan, G. (2013). A comparative analysis of Turkish and Korean political economy: economic crisis perspective. In *Asia-Pacific economic and business history conference proceeding book* (pp. 623-647). Seoul, South Korea, Seoul National University. 14-16 February 2013.

Atay, E. (2012). South Korea's innovation strategy. In *Eurasia business and economics society (EBES) 2012 Istanbul conference proceeding cd* (pp. 892-905), Istanbul, Turkey, 24-26 May 2012

Atay, E. (2012). South Korea's innovative human resources policies. In *7th Silk road international conference: challenges and opportunities of sustainable economic development in Eurasian countries conference,* (pp. 67-75), Batum, Georgia, International Black Sea University, 24-26 May 2012.

Atay, E. (2012). Evolution of HRM Practices in Korean Organizations. In *1. International interdisciplinary social inquiry conference proceedings CD,* (pp. 1-11). Bursa, Turkey: Uludag University, 17-21 June 2012.

Atay, E. & Karsan G. (2012). To look at Turkish modernization from the Korean mirror: a comparative analysis. In *International conference of Asian philosophical association (ICAPA 2012) proceedings of the International Conference of Asian Philosophical Association* (pp. 86-100), Ulaanbaatar, Mongolia, 29-31 August 2012

Atay, E. (2012). A critic and suggestion to Turkey's way of transition from semi-periphery to center: the role of intellectual capital. In *Eurasian forum on social sciences: the world economic development paradigm: market and beyond* (pp. 285-307), Baku, Azerbaijan, 18-21 October 2012.

Atay, E. (2012). Innovation actors in South Korea: an analysis of university, industry, and government research centers. In *10<sup>th</sup> International conference on knowledge economy and management proceedings* (pp. 286-301). İstanbul, Turkey, 8-10 November 2012.

Atay, E. (2012). High-performance work systems and organizational performance in Korea. In *12<sup>th</sup> International academy of management and business (IAMB) conference proceedings* (pp. 1-12 pp). Warsaw, Poland, April 2012.

Atay, E. (2012). Kore'de Yüksek Performans İş Sistemleri ve Örgüt Performansı İlişkisi Üzerine bir Araştırma: Çevresel Dinamizm ve Sendikanın Bağlı Etkisi. In *20<sup>th</sup> National Management and Organization conference proceedings* (pp. 564-567), İzmir, Turkey, 24-26 May 2012.

### **Master Thesis Advisory**

Koc, M. (2016). Employer Branding in Turkish Private High Schools, Suleyman Şah University Graduate School, İstanbul.

Ozcan, F. (2016). Volunteer Management Problems in Women Non-Governmental Organizations in Turkey, Suleyman Şah University Graduate School, İstanbul

Vural, S. (2016). Chinese SME's Motivation Practices, Suleyman Şah University Graduate School, İstanbul.

Mengu, E. (2016). Turkish University Students Entrepreneurship Perceptions, Suleyman Şah University Graduate School, İstanbul

Kaygusuz, M. (2016). Turkish National HRM System: Between East and West, Suleyman Şah University Graduate School, İstanbul

Kutluata, K. (2016). Human Resources Information Systems in Turkish Communication Companies: A comparative case for three Companies, Suleyman Şah University Graduate School, İstanbul.

Yılmazoglu, E. (2016). Internet Freedom in Turkey, Government Restrictions and Public Perception, Suleyman Şah University Graduate School, İstanbul.