

Prof. HAYRİYE CANAN SÜMER

Personal Information

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Education Information

Doctorate, Kansas State University, Endüstri Ve Örgüt Psikolojisi, United States Of America 1991 - 1996

Foreign Languages

English, C1 Advanced

Academic Titles / Tasks

Professor, Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, 2007 - Continues
Associate Professor, Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, 2000 - 2007

Assistant Professor, Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, 1996 - 2000

Academic and Administrative Experience

Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, 2017 - Continues

Advising Theses

SÜMER H. C., Effect of social media information on recruiters' hiring decision making processes: a policy capturing approach, Postgraduate, S.BURAK(Student), 2018

SÜMER H. C., Effect of social media information on recruiters' hiring decision making processes: A policy capturing approach, Postgraduate, S.BURAK(Student), 2018

SÜMER H. C., Development and validation of a dimension-based assessment center: Influence of likability and impression management on ratings, Postgraduate, Y.YAZAR(Student), 2016

SÜMER H. C., How trait mindfulness is related to job performance and job satisfaction: Self-regulation as a potential mediator, Postgraduate, S.ÇATILSAKAL(Student), 2016

SÜMER H. C., Intention – behavior gap as a predictor of applicant withdrawal from the job application process, Doctorate, Y.AÇIKGÖZ(Student), 2016

SÜMER H. C., Integrity as it relates to job performance, organizational citizenship behavior and withdrawal behavior: Moderating effect of organizational justice, Postgraduate, Ö.KARAPINAR(Student), 2015

SÜMER H. C., The Relationship between mobbing and paternalistic leadership: perception of generation Y's, Postgraduate, G.SUZAN(Student), 2015

TOKER Y., SÜMER H. C., Measurement of transformational leadership through a conditional reasoning test, Postgraduate,

A.DEMİRAN(Student), 2015

SÜMER H. C., The relationship between mobbing and paternalistic leadership: Perception of generation Y's, Postgraduate, G.SUZAN(Student), 2015

SÜMER H. C., Workload, safety climate, and negative affectivity as the presumed moderators of the risk perception-organizational outcomes relationships, Postgraduate, C.GEÇER(Student), 2014

SÜMER H. C., Antecedents and consequences of shared mental model for service teams, Postgraduate, D.KARANFİL(Student), 2014

SÜMER H. C., The effect of locus of control and attribution processes on coping style of victims of mobbing, Postgraduate, K.YIKILMAZ(Student), 2014

SÜMER H. C., The effects of performance feedback and both conscious and unconscious goal setting on performance: A priming study, Postgraduate, Ü.YÜCE(Student), 2014

TOKER Y., SÜMER H. C., The effects of feedback sign, achievement goal orientation and regulatory focus on task performance, Postgraduate, T.ŞAHAN(Student), 2013

TOKER Y., SÜMER H. C., Reactions to performance feedback and source: The moderating effect of individualism/collectivism and power distance, Postgraduate, G.SOLMAZER(Student), 2013

SÜMER H. C., Situational judgment tests in assessing specific personality characteristics, Postgraduate, A.ERİŞ(Student), 2013

SÜMER H. C., Establishing the validity of a leadership based situational judgement test, Postgraduate, Z.RUHSAR(Student), 2013

SÜMER H. C., Establishing the validity of a leadership based situational judgement test, Postgraduate, Z.Ruhsar(Student), 2013

SÜMER H. C., Sümer H., The Effects of feedback sign, achievement goal orientation and regulatory focus on task performance, Postgraduate, T.Şahan(Student), 2013

SÜMER H. C., Leader group prototypicality and followers' identification: predictors, mediating processes and follower outcomes, Doctorate, A.Göncü(Student), 2011

SÜMER H. C., Glass cliff in relation to hostile and benevolent sexism, Postgraduate, D.Ak(Student), 2011

SÜMER H. C., The relationship of categories of work events to affective states and attitudes in the workplace : a test of the affective events theory, Doctorate, H.Tuğba(Student), 2010

SÜMER H. C., The influence of social support, perceived control, locus of control and job/home demands on coping with work-family conflict, Postgraduate, A.Demokan(Student), 2009

SÜMER H. C., The effects of gender role ideology, role salience, role demands and core self-evaluations on work-family interface, Postgraduate, P.Bıçaksız(Student), 2009

SÜMER H. C., The effect of positive core self and external evaluations on performance appraisals, Postgraduate, L.GÜVEN(Student), 2007

SÜMER H. C., A proposed model of safety climate: Contributing factors and consequences, Postgraduate, H.YÜCEBİLGİÇ(Student), 2007

BİLGİÇ R., SÜMER H. C., Does enriched mode of communication make a difference in performance feedback for the rater and the ratee? : comparing written feedback with written plus verbal feedback, Postgraduate, Ç.ERDEMLİ(Student), 2006

SÜMER H. C., An investigation of individual difference factors in online instruction, Postgraduate, K.Yılmaz(Student), 2006

SÜMER H. C., Antecedents of feedback seeking behaviors, Postgraduate, Ö.TAYFUR(Student), 2006

SÜMER H. C., Leadership style of Turkish middle level managers in private sector and its relationship with subordinate performance, satisfaction, and commitment, Postgraduate, N.İpek(Student), 2005

SÜMER H. C., An evaluation of current human resource management practices in the Turkish private sector, Postgraduate, S.Sözer(Student), 2004

SÜMER H. C., Individual differences factors affecting workplace sexual harassment perceptions, Postgraduate, Y.Toker(Student), 2003

SÜMER H. C., Dispositional affectivity and job performance : mediating effects of job satisfaction, Postgraduate, B.Öz(Student), 2003

SÜMER H. C., Attachment style and motivational profile, Postgraduate, S.Aydın(Student), 2002

Published journal articles indexed by SCI, SSCI, and AHCI

- I. **WHY DO THEY LEAVE? A CONCEPTUAL MODEL OF MILITARY TURNOVER**
SÜMER H. C., Mete I.
ROUTLEDGE INTERNATIONAL HANDBOOK OF MILITARY PSYCHOLOGY AND MENTAL HEALTH, pp.255-268, 2020 (SSCI)
- II. **Implementation intentions as a predictor of applicant withdrawal**
Acikgoz Y., SÜMER H. C.
MILITARY PSYCHOLOGY, vol.31, no.5, pp.347-354, 2019 (SSCI)
- III. **Another Test of Gender Differences in Assignments to Precarious Leadership Positions: Examining the Moderating Role of Ambivalent Sexism**
ACAR F. P., SÜMER H. C.
APPLIED PSYCHOLOGY-AN INTERNATIONAL REVIEW-PSYCHOLOGIE APPLIQUEE-REVUE INTERNATIONALE, vol.67, no.3, pp.498-522, 2018 (SSCI)
- IV. **Predicting applicant withdrawal: An expectancy theory perspective**
Acikgoz Y., SÜMER H. C.
MILITARY PSYCHOLOGY, vol.30, no.2, pp.152-161, 2018 (SSCI)
- V. **Differential Effects of Likability on Assessment Center Ratings**
Yazar Y., Sumer H. C.
INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.51, pp.785, 2016 (SSCI)
- VI. **Development and Validity of a Dimension-Based Assessment Center: Does Exercise Similarity Breed Validity?**
Yazar Y., SÜMER H. C.
INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.51, pp.808, 2016 (SSCI)
- VII. **Differential Effects of Explicit and Implicit Mental Model Similarity on Team Performance**
Karanfil D., SÜMER H. C.
INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.51, pp.760, 2016 (SSCI)
- VIII. **Testing Practices in the 21st Century Developments and European Psychologists' Opinions**
Evers A., Muniz J., Bartram D., Boben D., Egeland J., Fernandez-Hermida J. R., Frans O., Gintiliene G., Hagemester C., Halama P., et al.
EUROPEAN PSYCHOLOGIST, vol.17, no.4, pp.300-319, 2012 (SSCI)
- IX. **Workplace Sexual Harassment Perceptions in the Turkish Context and the Role of Individual Differences**
TOKER Y., SÜMER H. C.
APPLIED PSYCHOLOGY-AN INTERNATIONAL REVIEW-PSYCHOLOGIE APPLIQUEE-REVUE INTERNATIONALE, vol.59, no.4, pp.616-646, 2010 (SSCI)
- X. **Individual Differences as Predictors of Illicit Drug Use Among Turkish College Students**
Ayvasik H. B., Sumer H. C.
JOURNAL OF PSYCHOLOGY, vol.144, no.6, pp.489-505, 2010 (SSCI)
- XI. **Predicting Military Performance from Specific Personality Measures: A validity study**
BİLGİÇ R., SÜMER H. C.
INTERNATIONAL JOURNAL OF SELECTION AND ASSESSMENT, vol.17, no.2, pp.231-238, 2009 (SSCI)
- XII. **A proposed model of safety climate: Contributing factors and consequences**
Yucebilgic H., Sumer H. C.
INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.43, pp.124, 2008 (SSCI)
- XIII. **Relationship between communication, commitment, identification, job satisfaction and turnover intentions**
Ok A., BİLGİÇ R., Sumer H.
INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.43, pp.292, 2008 (SSCI)
- XIV. **The relationship between goal orientation and feedback seeking motives**
Tayfur O., SÜMER H. C.

INTERNATIONAL JOURNAL OF PSYCHOLOGY, vol.43, pp.812, 2008 (SSCI)

- XV. **Women in management: Still waiting to be full members of the club**
Sumer H. C.
SEX ROLES, vol.55, pp.63-72, 2006 (SSCI)
- XVI. **Use of nontraditional rating sources in performance appraisals**
Sumer H. C., Bilgic R.
TURK PSIKOLOJI DERGISI, vol.21, no.57, pp.25-43, 2006 (SSCI)
- XVII. **Personality attributes as predictors of psychological well-being for NCOs**
SÜMER H. C., BİLGİÇ R., SÜMER N., EROL T.
JOURNAL OF PSYCHOLOGY, vol.139, no.6, pp.529-544, 2005 (SSCI)
- XVIII. **Reorganization efforts in the public sector: A position norm analysis study**
Sumer H., Erol T.
TURK PSIKOLOJI DERGISI, vol.18, no.52, pp.97-114, 2003 (SSCI)
- XIX. **How do people with different attachment styles balance work and family? A personality perspective on work-family linkage**
Sumer H., Knight P.
JOURNAL OF APPLIED PSYCHOLOGY, vol.86, no.4, pp.653-663, 2001 (SSCI)
- XX. **Using a personality-oriented job analysis to identify attributes to be assessed in officer selection**
Sumer H., Sumer N., Demirutku K., Cifci O.
MILITARY PSYCHOLOGY, vol.13, no.3, pp.129-146, 2001 (SSCI)
- XXI. **Measurement of officer personality attributes: A construct validity study**
Sumer H., Sumer N., Cifci O., Demirutku K.
TURK PSIKOLOJI DERGISI, vol.15, no.45, pp.15-39, 2000 (SSCI)

Articles Published in Other Journals

- I. **Testing Practices and Attitudes Toward Tests and Testing: An International Survey**
Evers A., McCormick C. M., Hawley L. R., Muniz J., Balboni G., Bartram D., Boben D., Egeland J., El-Hassan K., Fernandez-Hermida J. R., et al.
INTERNATIONAL JOURNAL OF TESTING, vol.17, no.2, pp.158-190, 2017 (ESCI)

Books & Book Chapters

- I. **Affectivity job performance and job satisfaction relationship: Does job satisfaction mediate the relationship between dispositional affectivity and job performance?**
ÖZ B., SÜMER H. C.
VDM Verlag Dr. Müller Aktiengesellschaft Co. KG., 2009

Refereed Congress / Symposium Publications in Proceedings

- I. **Implicit Assessment of Transformational Leadership via Conditional Reasoning**
Demiran A., Toker Y., Sümer H. C.
Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland, 17 - 20 May 2017
- II. **Pushing Female Leaders over the Edge: The Impact of Evaluators' Sexist Attitudes on Glass Cliff Emergence**
ACAR F. P., SÜMER H. C.
European association of work and organizational psychology, Dublin, Ireland, 17 - 20 May 2017

III. Item Response Theory analyses of the Big Five Inventory

GÜLTAŞ M., TOKER Y., SÜMER H. C., SÜMER N.

Annual Conference of SIOP, 27 - 29 April 2017

IV. Alumni and student opinions regarding areas of improvement in undergraduate education and competencies of graduates

GÜNERİ O., SÜMER H. C., ÇAĞ P., BARUTÇU YILDIRIM K. F., ÇAPA AYDIN Y.

ECER, 7 - 11 September 2015

V. Alumni and student opinions regarding areas of improvement in undergraduate education and competences of the graduates

GÜNERİ O., SÜMER H. C., ÇAĞ P., BARUTÇU YILDIRIM K. F., AYDIN G., ÇAPA AYDIN Y.

European Conference on Educational Research (ECER), 8 - 11 September 2015

VI. Duygu durum ve iş performansı: İş tatmininin aracı rolü

ÖZ B., SÜMER H. C.

XIII. Ulusal Psikoloji Kongresi, Turkey, 7 - 11 September 2004

Patent

SÜMER H. C., Arm Coordination Test Device, Patent, CHAPTER B Implementation of Operations; Transport, Standard Registration, 2016

SÜMER H. C., Visual Awareness Determination System, Patent, CHAPTER A Human Needs, Standard Registration, 2016

SÜMER H. C., Görsel Dikkat Ölçme Sistemi, Patent, CHAPTER A Human Needs, Standard Registration, 2016

SÜMER H. C., KOKU A. B., İki kol koordinasyon sistemi, Patent, CHAPTER A Human Needs, Standard Registration, 2015

Metrics

Publication: 32

Citation (WoS): 282

Citation (Scopus): 285

H-Index (WoS): 8

H-Index (Scopus): 8