

Asst. Prof. YONCA TOKER GÜLTAŞ

Personal Information

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Education Information

Doctorate, Georgia Institute Of Technology, Endüstri/Örgüt Psikolojisi, United States Of America 2005 - 2010

Postgraduate, Middle East Technical University, Graduate School of Social Sciences, Psikoloji (YI) (Tezli), Turkey 2000 - 2003

Undergraduate, Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, Turkey 1996 - 2000

Dissertations

Doctorate, Non-ability Correlates of the Science-Math Trait Complex: Searching for Personality Characteristics and Revisiting Vocational Interests, Georgia Institute of Technology, 2010

Postgraduate, INDIVIDUAL DIFFERENCES FACTORS AFFECTING WORKPLCE SEXUAL HARASSMENT PERCEPTIONS, Middle East Technical University, Graduate School of Social Sciences, Psikoloji (YI) (Tezli), 2003

Research Areas

Social Sciences and Humanities, Psychology, Industry and Organizational Psychology

Academic Titles / Tasks

Assistant Professor, Middle East Technical University, Faculty Of Arts And Sciences, Department Of Psychology, 2018 - Continues

Assistant Professor, Middle East Technical University, Faculty Of Arts And Sciences, Department Of Psychology, 2011 - 2018

Research Assistant, Georgia Institute Of Technology, College Of Sciences, School Of Psychology, 2005 - 2010

Research Assistant, Middle East Technical University, Faculty Of Arts And Sciences, Department Of Psychology, 2001 - 2004

Academic and Administrative Experience

Deputy Head of Department, Middle East Technical University, Faculty of Arts and Sciences, Department of Psychology, 2018 - Continues

Courses

ORGANIZATIONAL PSYCHOLOGY, Undergraduate, 2011 - 2012, 2012 - 2013, 2014 - 2015, 2017 - 2018, 2018 - 2019, 2019 - 2020

VOCATIONAL GUIDANCE AND CAREER COUNSELLING, Postgraduate, 2013 - 2014, 2019 - 2020

STATISTICS, METHODS, AND ETHICS IN PSYCHOLOGICAL RESEARCH II , Postgraduate, 2011 - 2012, 2012 - 2013, 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020

TESTING & MEASUREMENT IN PSYCHOLOGY, Undergraduate, 2012 - 2013, 2013 - 2014, 2014 - 2015, 2015 - 2016, 2016 - 2017, 2017 - 2018, 2018 - 2019, 2019 - 2020, 2020 - 2021

Supervised Research in Psychology II, Doctorate, 2019 - 2020, 2020 - 2021

Advanced Job Analysis and Performance Appraisal, Postgraduate, 2020 - 2021

Supervised Research in Psychology I, Doctorate, 2020 - 2021

PERSONALITY AT WORK: THEORIES AND ASSESSMENT, Doctorate, 2012 - 2013, 2013 - 2014, 2014 - 2015, 2015 - 2016, 2017 - 2018, 2019 - 2020

TOPICS IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY, Undergraduate, 2018 - 2019

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY, Undergraduate, 2013 - 2014, 2014 - 2015, 2016 - 2017, 2018 - 2019

General Psychology, Undergraduate, 2013 - 2014, 2015 - 2016, 2016 - 2017

Special Topics in Social Psychology, Undergraduate, 2016 - 2017

Advising Theses

Toker Gültaş Y., Associations between Dark Triad Personality Traits and Emotional Labor: Activation and Inhibition Pathways, Doctorate, A.Gökalp(Student), Continues

Toker Gültaş Y., Moderator Effect of Personality Strength on the Relationship Between Personality and Work Outcomes in Strong Situation Jobs, Postgraduate, S.Pamukçu(Student), Continues

Toker Gültaş Y., Effects of Job Descriptions on Personality Test Response Distortion, Postgraduate, H.Ceylan(Student), Continues

Sümer N., Toker Gültaş Y., Examining Behavioral Responses to Individual Job Insecurity and Job Insecurity Climate, Doctorate, Ü.YÜCE(Student), 2020

Toker Gültaş Y., Workplace cyberslacking: An investigation based on the theory of planned behavior, Postgraduate, Y.DOĞA(Student), 2020

Toker Gültaş Y., Moderating effect of perceived situational strength on the relationship between the dark triad and counterproductive work behaviors, Postgraduate, Ö.KOÇOĞLU(Student), 2020

Toker Y., CULTURAL FACTORS AS ASSOCIATES OF WORKPLACE SEXUAL HARASSMENT PERCEPTIONS AND COPING PREFERENCES, Postgraduate, D.DİNÇAL(Student), 2019

Toker Y., GENDER-CONGRUENT LEADERSHIP STYLE AND PREJUDICED PERSONALITY IN RELATION WITH JOB/LEADER SATISFACTION AND TRUST, Postgraduate, M.DÜZGÜN(Student), 2019

Toker Y., THE EFFECTS OF PSYCHOLOGICAL CAPITAL AND SOCIAL CAPITAL ON NURSES' WORK ENGAGEMENT AND BURNOUT, Postgraduate, İ.EL(Student), 2019

TOKER Y., Situational strength based on culture as a moderator of the personality-job performance relationship, Postgraduate, H.YAĞCI(Student), 2015

SÜMER H. C. , TOKER Y., Measurement of transformational leadership through a conditional reasoning test, Postgraduate, A.DEMİRAN(Student), 2015

TOKER Y., Work discipline compound personality scale development with Item Response Theory, Postgraduate, M.GÜLTAŞ(Student), 2014

TOKER Y., Individual and organizational predictors of perceiving workplace behaviors as counterproductive, Postgraduate, H.AĞCA(Student), 2014

TOKER Y., Developing a likert-type measure to assess transformational and transactional leadership styles in turkey, Postgraduate, S.DÖNMEZ(Student), 2014

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

BİLGİÇ R., TOKER Y., A comparison of telecommuting and workplace employees in terms of situational strength, personality, work attitudes and performance, Postgraduate, D.GİRİT(Student), 2013
SÜMER H. C. , TOKER Y., Reactions to performance feedback and source: The moderating effect of individualism/collectivism and power distance, Postgraduate, G.SOLMAZER(Student), 2013

Designed Lessons

Toker Y., PERSONALITY AT WORK: THEORIES AND ASSESSMENT, Doctorate, 2012 - 2013

Articles Published in Journals That Entered SCI, SSCI and AHCI Indexes

- I. **STEM Interest Complexity Inventory Short Form With IRT and DIF Applications**
Toker Y., Gültaş M.
JOURNAL OF CAREER ASSESSMENT, vol.27, pp.78-96, 2019 (Journal Indexed in SSCI)
- II. **Integrating Occupational Complexity Levels to Interest Assessments in Social and Enterprising Areas: Development of the Vertical Social Interest Scale**
Acikgoz Y., Toker Y.
JOURNAL OF CAREER ASSESSMENT, vol.27, pp.61-77, 2019 (Journal Indexed in SSCI)
- III. **Perception Differences in Ambiguous Forms of Workplace Sexual Harassment: A Comparison between the United States and Turkey**
TOKER Y.
JOURNAL OF PSYCHOLOGY, vol.150, no.5, pp.625-643, 2016 (Journal Indexed in SSCI)
- IV. **Utilizing occupational complexity levels in vocational interest assessments: Assessing interests for STEM areas**
Toker Y., Ackerman P. L.
JOURNAL OF VOCATIONAL BEHAVIOR, vol.80, no.2, pp.524-544, 2012 (Journal Indexed in SSCI)
- V. **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 (Journal Indexed in SSCI)

Articles Published in Other Journals

- I. **KARMAŞIK FTMM ALANLARINA İLGİLERİN ÖNCÜLDEĞİŞKENLER VE MESLEKİ UYUM ÖLÇÜTLERİ ARASINDAARACI ROLÜ**
TOKER Y.
Ankara Üniversitesi DTCF Dergisi, vol.57, pp.1103-1126, 2017 (Other Refereed National Journals)
- II. **CONSTRUCTION OF A LIKERT-TYPE TRANSFORMATIONAL LEADERSHIP SCALE**
Dönmez S., Toker Y.
Ankara Üniversitesi Dil ve Tarih-Coğrafya Fakültesi Dergisi, vol.57, pp.753-755, 2017 (Other Refereed National Journals)
- III. **İşyerlerinde cinsel taciz Kapsamı öncülleri sonuçları kurumsal baş etme yöntemleri**
TOKER Y.
Türk Psikoloji Yazıları, vol.19, pp.1-19, 2016 (Refereed Journals of Other Institutions)
- IV. **Saldırganlığın örtük ve açık benlik yansımalarının değerlendirilmesi**
OK A. B. , TOKER Y.
Türk Psikoloji Yazıları, vol.19, pp.32-46, 2016 (Refereed Journals of Other Institutions)

Books & Book Chapters

- I. **Fifty Shades of Darth Vaders in Organizations: An Overview of Destructive Leadership**
Ok A. B. , Göncü-Köse A., Toker Gültaş Y.
in: Destructive Leadership and Management Hypocrisy: Advances in Theory and Practice, Selin Metin Camgöz, Özge Tayfur Ekmekci, Editor, Emerald Ink Publishing, Bradford, pp.35-48, 2021
- II. **Cognitive Biases of Destructive Leadership: A Special Focus on Machiavellianism**
Toker Gültaş Y., Ok A. B. , Ceylan S.
in: Destructive Leadership and Management Hypocrisy: Advances in Theory and Practice, Selin Metin Camgöz, Özge Tayfur Ekmekci, Editor, Emerald Ink Publishing, Bradford, pp.197-210, 2021
- III. **Fen Bilimleri ve Mühendislikte Kişilik**
TOKER Y.
Gazi Kitabevi, Ankara, 2020

Refereed Congress / Symposium Publications in Proceedings

- I. **The effect of shared job insecurity perceptions on exit, voice, loyalty, and neglect behaviours**
Yüce Selvi Ü., Toker Gültaş Y., Sverke M., Lastad L.
32nd International Congress of Psychology, Praha, Czech Republic, 19 - 24 July 2021
- II. **Social and Enterprising areas involve Interests toward Dealing with Complex Data**
Toker Y., Gökalp A., Açıkgöz Y.
Online Meeting of the 35th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP 2020), Texas, United States Of America, 30 June - 15 July 2020, pp.151
- III. **Improving vocational interest assessments: Data complexity levels are important for social and enterprising areas**
Toker Y., Gökalp A., Açıkgöz Y.
Proceeding of the 6th International Conference on Higher Education Advances (HEAd'20), Valencia, Spain, 3 - 05 June 2020, pp.465-473
- IV. **The moderating role of emotion management in the relationship between mobbing and burnout.**
TAŞKAN B., GÜLERYÜZ E., TOKER Y.
19th EAWOP Congress, Torino, Italy, 29 May - 01 June 2019
- V. **Measuring impression management through a Conditional Reasoning Test**
Açıkgöz Y., TOKER Y., hickman d., Iverson E.
Annual Conference of SIOP, 4 - 06 April 2019
- VI. **Mesleki ilgi envanterlerinin görev karmaşıklık düzeylerine göre iyileştirilmesinde alınan yol.**
Toker Y., Gökalp A.
20. Ulusal Psikoloji Kongresi, Ankara, Turkey, 01 November 2018
- VII. **When is the retired more satisfied? A multilevel analysis across 43 countries.**
Ok A. B. , Toker Y.
Annual Conference of SIOP, Michigan, United States Of America, 19 - 21 April 2018
- VIII. **Vocational Interests toward complex occupations make a difference in STEM work life.**
Toker Y.
Annual Conference of SIOP, Michigan, United States Of America, 19 - 21 April 2018
- IX. **Implicit and explicit achievement motivation differentially predict STEM criteria**
Gültaş M., Toker Y.
European Congress of Psychology, Amsterdam, Netherlands, 11 - 14 July 2017
- X. **Relative importance of college success predictors: fluid intelligence, crystallized intelligence, and grit.**
Metem İ., Toker Y.
3rd International Conference on Higher Education Advances (HEAd'17), Valencia, Spain, 20 - 22 June 2017,

pp.1246-1254

- XI. **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
- XII. **Situational strength as a moderator of the personality-performance association in teaching assistants**
Gültaş M., Toker Y.
Annual Conference of the European Association of Work and Organizational Psychology, Dublin, Ireland, 17 - 20 May 2017
- XIII. **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
- XIV. **Leader satisfaction A newly constructed scale**
Demircioglu E., Toker Y.
28th Association for Psychological Science Annual Convention, District-Of-Columbia, United States Of America, 26 - 29 May 2016
- XV. **Assessment of academic crafting and associations with personality**
Gökalp A., Toker Y.
28th Association for Psychological Science Annual Convention, District-Of-Columbia, United States Of America, 26 - 29 May 2016
- XVI. **Development of the Social Interest Complexity Scale**
ACIKGÖZ Y., TOKER Y.
Annual Conference of SIOP, Anaheim, CA, United States Of America, 14 - 16 April 2016
- XVII. **An Item Response Theory application to shorten and validate the STEM Interest Complexity Measure**
Toker Y., Gültaş M.
Annual Meeting of the American Educational Research Association, District-Of-Columbia, United States Of America, 8 - 12 April 2016
- XVIII. **Predicting college and graduate school success from tests of fluid intelligence knowledge and grit**
Mete İ., Toker Y.
Annual Meeting of the American Educational Research Association, District-Of-Columbia, United States Of America, 8 - 12 April 2016
- XIX. **Work Discipline Compound Personality Scale development for predicting task performance**
Gültaş M., Toker Y.
European Congress of Psychology, Milan, Italy, 7 - 10 July 2015
- XX. **Gender differences on STEM Interest Complexity and STEM career intentions**
TOKER Y.
European Congress of Psychology, Milan, Italy, 7 - 10 July 2015
- XXI. **Meslek/iş veri-tabanları temelli geliştirilenfen-mühendislik ilgi envanterinin mesleki uyum ölçütlerini açıklayıcı rolü**
TOKER Y.
18. Ulusal Psikoloji Kongresi, Bursa, Turkey, 9 - 12 April 2014
- XXII. **Fen-Bilimleri, Teknoloji, Mühendislik ve Matematik (FTMM) Alanlarında Sembol İçeren Aktivitelere İlgiler: Kadın-Erkek Farkları.**
TOKER Y.
I. Uluslararası İş ve Meslek Danışmanlığı Kongresi, Ankara, Turkey, 28 November 2013 - 29 November 2014
- XXIII. **Reactions to performance feedback and source: The moderating effect of individualism/collectivism and power distance**
SOLMAZER G., SÜMER H. C. , TOKER Y.
13th European Congress of Psychology, Stockholm, Sweden, 9 - 12 July 2013
- XXIV. **Predicting sexual harassment responses from harassment forms and harasser stereotypes.**

- TOKER Y.
Annual Convention of the American Psychological Association, Washington, Kiribati, 4 August - 07 July 2011
- XXV. **A trait complex approach to studying individual differences and STEM vocational criteria.**
TOKER Y., Ackerman P.
12th European Congress of Psychology, İstanbul, Turkey, 4 - 08 July 2011
- XXVI. **Introducing the revised Implicit Achievement-Motive Assessment, CRT-RMS.**
Kim M. Y. , Lee H. J. , TOKER Y., James L.
Annual Conference of SIOP, Chicago, United States Of America, 14 - 16 April 2011
- XXVII. **Validation of the CRT-RMS in the Turkish sample.**
OK A. B. , TOKER Y.
Association for Psychological Science Annual Convention, Boston, United States Of America, 27 - 30 May 2010
- XXVIII. **Considering occupational complexity in vocational interest assessments: A new interest assessment for STEM areas.**
TOKER Y., Ackerman P.
Annual Meeting of the American Educational Research Association, Denver, United States Of America, 30 April - 04 May 2010
- XXIX. **The cross-cultural generalizability of the CRT-RMS to Korean samples.**
Lee H. J. , Kim M. Y. , TOKER Y., Chang J. Y. , Shin K. H. , Cha K. H. , James L.
Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, United States Of America, 8 - 10 April 2010
- XXX. **Identifying the major facets of conscientiousness in high school students: Do these facets relate to valued educational outcomes.**
MacCann C., TOKER Y., Roberts R.
Annual Meeting of the American Educational Research Association, San Diego, United States Of America, 13 - 17 April 2009
- XXXI. **Emic and etic aspects of sexual harassment perceptions in Turkey.**
TOKER Y., SÜMER H. C.
Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, United States Of America, 3 - 05 April 2009
- XXXII. **Development of the WorkKeys Talent Assessment scales and indices.**
Oh I., TOKER Y., Ferreter J., Whitman D., McKinniss T., Casillas A., Robbins S.
Annual Conference of the Society for Industrial and Organizational Psychology, San-Francisco, Costa Rica, 10 - 12 April 2008
- XXXIII. **Türkiyede Kadın Çalışanların Cinsel Taciz Algıları: Kültüre Özgü Algı Boyutları.**
TOKER Y., SÜMER H. C.
13. Ulusal Psikoloji Kongresi, İstanbul, Turkey, 9 - 11 September 2004
- XXXIV. **Cinsel tacizcilere karşı kalıpyargıların cinsel taciz algılarına etkisi.**
TOKER Y., SÜMER H. C.
13. Ulusal Psikoloji Kongresi, İstanbul, Turkey, 9 - 11 September 2004
- XXXV. **İş Yerinde Cinsel taciz algılarını etkileyen bireysel farklılıklar.**
TOKER Y., SÜMER H. C.
13. Ulusal Psikoloji Kongresi, İstanbul, Turkey, 9 - 11 September 2004

Supported Projects

Toker Gültaş Y., TUBITAK Project, Karanlık Üçlü Kişilik Özelliklerinin Duygusal Emek Ve İş Yeri Sonuç Değişkenleri Arasındaki İlişkide Moderatör Rolü: Aktivasyon/İnhibisyon Sistemlerine Bağlı Bir İnceleme, 2020 - 2021

Toker Gültaş Y., TUBITAK Project, Sosyal/Girişimci Mesleki Alanlara İlgilerin Ölçümünde Karmaşıklık Düzeylerinin Entegrasyonu: İnsanlarla Etkileşim ve Sözel Veri İşleme Karmaşıklık Düzeylerine İlgili Ölçeklerinin Öğrenci ve Çalışan Örneklemelerinde İncelenmesi, 2017 - 2020

TOKER GÜLTAŞ Y., Project Supported by Higher Education Institutions, FTMM Mesleki Karmaşıklık İlgili Envanterinin Çalışan Örneklemine Geçerliliği, 2017 - 2017

TOKER GÜLTAŞ Y., Project Supported by Higher Education Institutions, Akademik Başarıyı Etkileyen Bireysel Farklılıklar, 2015 - 2015

Activities in Scientific Journals

Türk Psikoloji Dergisi, Evaluation Committee Member, 2019 - Continues

Türk Psikoloji Dergisi, Special Issue Editor, 2018 - 2019

Memberships / Tasks in Scientific Organizations

Türk Psikologlar Derneği, Member, 2011 - Continues, Turkey

Society for Industrial and Organizational Psychology, Member, 2008 - Continues, Turkey

Scientific Refereeing

TÜRK PSIKOLOJİ DERGİSİ, Journal Indexed in SSCI, December 2020

BUSINESS ETHICS-A EUROPEAN REVIEW, Journal Indexed in SSCI, December 2020

ODTÜ GELİŞME DERGİSİ, National Scientific Refreed Journal, June 2020

JOURNAL OF PSYCHOEDUCATIONAL ASSESSMENT, Journal Indexed in SSCI, May 2020

HACETTEPE ÜNİVERSİTESİ İKTİSADİ VE İDARİ BİLİMLER FAKÜLTESİ DERGİSİ, National Scientific Refreed Journal, November 2019

TÜRK PSIKOLOJİ DERGİSİ, Journal Indexed in SSCI, September 2019

BUSINESS ETHICS-A EUROPEAN REVIEW, Journal Indexed in SSCI, February 2019

Scientific Research / Working Group Memberships

Vocational & Organizational Fit Lab, Middle East Technical University, Turkey, <http://vof.psy.metu.edu.tr/>, 2020 - Continues

Edit Congress and Symposium Activities

1. İş ve Örgüt Psikolojisi Sempozyumu, Invited Speaker, Ankara, Turkey, 2019

Citations

Total Citations (WOS):31

h-index (WOS):3

Invited Talks

Importance of Vocational Interests in Person-Occupation/Job Fit, Seminar, Boğaziçi Üniversitesi, Turkey, January 2021

Improving Vocational Interest Measures related to STEM, Social, and Enterprising Areas, Seminar, Dokuz Eylül Üniversitesi, Turkey, November 2019

Measuring Interests related to Complex Occupational Activities with Vocational Interest Inventories, Seminar, İzmir

Ekonomi Üniversitesi, Turkey, April 2019

Workplace Sexual Harassment and Culture, Seminar, Çankaya Üniversitesi, Turkey, April 2018

Workplace Sexual Harassment, Conference, Orta Doğu Teknik Üniversitesi, Turkey, April 2017