Hakan Ozcelik

Position Professor of Management
Discipline Human Resources & Organizational Behavior, Management
Final Degree Ph.D., University of British Columbia (2004)

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Biography

Dr. Ozcelik is a Professor of Management in the College of Business Administration at the Sacramento State University. He received his Ph.D. in Organizational Behavior from the University of British Columbia, Canada. He holds a double-major degree in Management and Political Science, and an MBA from Bosphorus University, Turkey. His research focuses on the role of emotions in organizational life, including such topics as discrete emotions in organizations, including loneliness and anger; surface acting; emotions in leadership; emotional climate; emotions and decision making; and emotional awareness in cross-cultural business communication. He also leads the Annual CBA Film Festival and the interdisciplinary CBA Organizational Wisdom Studio Project.

Dr. Ozcelik has published in academic outlets such as *Academy of Management Journal*, *Organization Science, Journal of Organizational Behavior, Journal of Managerial Psychology, Journal of Management Education, Research on Emotion in Organizations, Personnel Review, and the Academy of Management Best Papers Proceedings*; and presented his studies at several conferences. His research has also been cited in popular press outlets such as *New York Times*, *The Guardian*, *Fortune Magazine*, *Harvard Business Review*, Comstock's Magazine, the Wharton School's business radio broadcast, *The Washington Post*, Society for Human Resource's Magazine, and *Bloomberg*.

During his career do date Professor Ozcelik has received the CSU Faculty Innovation and Leadership Award; the CSUS *Outstanding Research Award*; *Outstanding Teaching Awards* from the UBC and the CSUS; *Citation of Excellence Award* from the Emerald Management Reviews; the *Outstanding Reviewer Award* from the Academy of Management; the *Dean's Outstanding Research Awards* from the CSUS; and the *Research and Creative Activity Award, Provost's Research Support,* and *Pedagogy Enhancement Award* grants from the CSUS.

Outside academic work, he has been involved with theater as an amateur actor and director for many years and performed in several productions. He is married and has one son and one daughter, who make Hakan and his wife learn how to rediscover the joys of life.

Areas of Interests

Teaching Organizational behavior; business communications; leadership; emotional intelligence; theory building in organizational behavior.
Research Discrete emotions in organizations, including workplace loneliness and anger; surface acting; emotions in leadership; emotional climate; emotions and decision-making; and emotional awareness in cross-cultural business communication.
Consulting Hakan Ozcelik has been providing executive training and consulting to help organizations improve emotional competency and intelligence by utilizing a method that blends sociodrama, emotions research, and improvisation. He also serves on the Board of Sacramento Children's Museum.

Faculty Scholarship

Selected Journal Articles

Ozcelik, H., & Barsade, S. In Press. No Employee An Island: Workplace Loneliness and Job Performance. *Academy of Management Journal*.

Ozcelik, H. (2017). Exploring the Activation Dimension of Affect in Organizations: A Focus on Trait-Level Activation, Climate-Level Activation, and Work-Related Outcomes. *Journal of Organizational Behavior, 38*(3), 351-371.

Maden-Eyiusta, C., Ozcelik, H., & Karacay-Aydin, G. (2016). Understanding Employees' Responses to Unmet Career Expectations: The Moderating Role of Future Job Expectations and Efficacy Beliefs. *Personnel Review, 45*(1), 4-28

Ozcelik, H., & Riolli, L. (2015). Trait Anger, Employee Work Behaviors, and the Moderating Role of Problem Focused-Coping. *International Journal of Social Science Studies, 3*(5), 1-9.

Ozcelik, H. (2013). An Empirical Analysis of Surface Acting in Intra-Organizational Relationships. *Journal of Organizational Behavior, 34*(3), 291-309.

Other Intellectual Contributions

Selected Referred Presentations

Ozcelik, H. & Barsade, S. (2016). What Makes Employees Lonely? Antecedents to Workplace Loneliness. Presented at the *Academy of Management Conference*, Anaheim, CA.

Ozcelik, H. (2015). Filmmaking as an Approach for Exploring Emotional Elements in Management Research and Education. Presented at the *Academy of Management Conference*, Vancouver, Canada.

Ozcelik, H. (2014). Utilizing Film-Making Approach in Management Education. Presented at the *Studio World Summit*, *Art of Management and Organization Annual Conference*, Copenhagen, Denmark.

Ozcelik, H., Kabasakal, H., Varnali, R., Rofcanin, Y., Barngrover, M. (2014). Stigma of Work Loneliness. Presented at the *International Conference on Emotions and Work Life*, Philadelphia.

Ozcelik, H., Erdogan, I., & Bagger, J. (2014). A Role Identification Approach to Work-Family Conflict. Presented at the *Society for Industrial and Organizational Psychology Conference*, Hawaii.

Maden-Eyiusta, C., Ozcelik, H., & Karacay-Aydin, G. (2013). Understanding Employees' Responses to Unmet Career Expectations: A Social Cognitive Theory Approach. Presented at the *Academy of Management Conference*, Orlando.

Ozcelik, H., & Barsade, S. (2011) Work Loneliness and Employee Performance. Presented at the *Academy of Management Conference*, San Antonio.

Selected Conference Best Paper Proceedings

Ozcelik, H., & Barsade, S. (2011). Work Loneliness and Employee Performance. *Best Papers Proceedings of the Academy of Management Conference*, San Antonio.

Ozcelik, H. (2009). An Empirical Analysis of Surface Acting in Intra-Organizational Relationships. *Best Papers Proceedings of the Academy of Management Conference*, Chicago.