

Asst. Prof. Zekeriya Nas

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International Researcher IDs

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Education Information

Doctorate, Ulusal Modern Diller Üniversitesi, Bilim Ve Teknoloji Yönetim Bilimleri Fakültesi, İnsan Kaynakları Gelişimi- Human Resource Development, Pakistan 2008 - 2011

Postgraduate, Marmara University, Faculty Of Economic And Administrative Sciences, Yönetim Ve Organizasyon/İşletme, Turkey 1996 - 2000

Undergraduate, Ataturk University, Kâzım Karabekir Eğitim Fakültesi, İngilizce Eğitimi, Turkey 1985 - 1990

Foreign Languages

English, C1 Advanced

Certificates, Courses and Trainings

Education Management and Planning, Augmenting Human Perceptions through Emotional Intelligence (EI), National University of Science & Technology, 2009

Education Management and Planning, Disaster RiskReduction, Government of Pakistan Ministry of Social Welfare & Special Education, 2008

Dissertations

Doctorate, The Effects of Cross Cultural Training on the Performance of Expatriates in Business Organizations, Ulusal Modern Diller Üniversitesi, İşletme, İnsan Kaynakları Gelişimi, 2011

Postgraduate, Üniversitelerin Kent Kültürüne Etkileri ve Bir Uygulama: Yüzüncü Yıl Üniversitesi-Van Örneği , Marmara University, İşletme Fakültesi, Yönetim Ve Organizasyon, 2000

Research Areas

Social Sciences and Humanities, Management, Management and Organization, Human Resources Management, Management of Enterprises, Management and Manager Development, Quality and Production Management

Academic Titles / Tasks

Associate Professor, Ulusal Modern Diller Üniversitesi, Management Sciences, İşletme, 2011 - 2013

Academic and Administrative Experience

Van Yüzüncü Yıl University, 2019 - Continues

Courses

Turizmde İnsan Kaynakları Gelişimi, Postgraduate, 2018 - 2019
Mesleki Yabancı Dil II, Associate Degree, 2018 - 2019
Toplam Kalite Yönetimi, Associate Degree, 2018 - 2019
Üniversitelerin Kent Kültürüne Katkıları, Associate Degree, 2018 - 2019
Mesleki Yabancı Dil, Associate Degree, 2018 - 2019
Turizmde İnsan Kaynakları Yönetimi, Postgraduate, 2018 - 2019
Genel İşletme , Associate Degree, 2018 - 2019
ARAŞTIRMA YÖNTEM VE TEKNİKLERİ, Associate Degree, 2018 - 2019
Turizmde İnsan Kaynakları Yönetimi (İÖ), Postgraduate, 2015 - 2016

Supervised Theses

Nas Z., İŞ GELİŞTİRME MERKEZLERİNİN (İŞGEM) EKONOMİDEKİ YERİ VE ÖNEMİ, Postgraduate, M.ÖZDAL(Student), 2016
Nas Z., Factors of Knowledge Management and its Effects on Organizational Performance: Major Corporate Sectors of Pakistan, Postgraduate, S.Khalid(Student), 2013
Nas Z., Major Determinants of Human Resource Management Practices and its Effects on Organizational Performance: A Case of Pakistani Telecom Corporations, Postgraduate, A.Khan(Student), 2013
Nas Z., Pakistan'daki Urduca ve dört ana mahalli dilin tarihleri, kullanım sahaları ile cümle yapıları ve fiil çekimlerinin Türkçeye mukayesesi ve Türkçe kelimelerin taranması, Postgraduate, D.Yücel(Student), 2012
Nas Z., The fictions of Erzurum vicinity (text and examinations), Postgraduate, E.Demir(Student), 2011
Nas Z., Time, place and heroes in Reşat Nuri Güntekin's novels, Postgraduate, H.Mustafa(Student), 2011
Nas Z., The analysis of some of the social issues in poetry of Mehmet Akif Ersoy, Postgraduate, A.Gök(Student), 2011

Jury Memberships

Post Graduate, Tez savunması, Yüzüncü Yıl Üniversitesi, July, 2016

Articles Published in Other Journals

- I. **The Impact of Women Entrepreneur Performance on Competative Advantage and Business Performance**
Kılıçlı Y., Nas Z.
Journal of Entrepreneurship and Innovation Management, vol.13, no.2, pp.1-27, 2024 (Peer-Reviewed Journal)
- II. **Attitude-To-Process Model, Social Network, Social Trust and Shared Goals In Organizational Knowledge Sharing: Empirical Evidence From Pakistan**
Ishrat R., Rahman W., NAS Z., Rahman H.
Yüzüncü Yıl Üniversitesi Sosyal Bilimler Enstitüsü Dergisi, no.60, pp.209-223, 2023 (Peer-Reviewed Journal)
- III. **THE IMPACT OF PROBLEMS IN ENGLISH LANGUAGE LEARNING ON HOSPITALITY EMPLOYMENT: THE**

CASE OF VAN

NAS Z., ÖLEMEZ T.

Sarhad Journal of Management Sciences, 2023 (Peer-Reviewed Journal)

- IV. **Factors Affecting The Organizational Silence of Academics Employed at The Universities in Pakistan**
NAS Z.
Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi, vol.9, no.1, pp.9-27, 2021 (Peer-Reviewed Journal)
- V. **LİDERLİK STANDARTLARI AÇISINDAN İLKÖĞRETİM OKUL MÜDÜRLERİNİN YÖNETSEL YETERLİLİKLERİ**
Nas Z., Akbaba A.
Euroasia International Journal of Social Sciences, vol.10, pp.45-53, 2019 (Peer-Reviewed Journal)
- VI. **THE IMPACT OF MAIN FACTORS OF HRM PRACTICES ON ORGANIZATIONAL PERFORMANCE A CASE OF PAKISTANI TELECOM SECTOR**
Khan Mohmand A., Nas Z.
Euroasia International Journal of Social Sciences, vol.9, pp.91-96, 2019 (Peer-Reviewed Journal)
- VII. **KÖY OKULLARINDA ÇALIŞAN ÖĞRETMENLERİN TÜKENMİŞLİK ALGILARI**
Akbaba A., Nas Z.
Euroasia International Journal of Social Sciences, vol.8, pp.51-61, 2019 (Peer-Reviewed Journal)
- VIII. **The Effects of Personal Determinants on Job Satisfaction of Public and Private Universities' Academicians in Pakistan**
Nas Z.
City University Research Journal, vol.06, pp.217-228, 2016 (Peer-Reviewed Journal)
- IX. **Kadın girişimcilerin karşılaştıkları sosyo-kültürel engeller.**
Nas Z., Yılmaz Z., Karakaş O.
Yüzüncü Yıl Üniversitesi, Sosyal Bilimler Enstitüsü Dergisi, no.30, pp.417-452, 2016 (Peer-Reviewed Journal)
- X. **Factors Considered by Consumers for Purchase of Perfumes/ Fragrances – A Case Study of Consumers in the Twin of Cities Islamabad & Rawalpindi**
Raza H. A., Nas Z., Anwer K. J.
Asian Journal of Management Sciences & Education, vol.2, pp.1-16, 2013 (Peer-Reviewed Journal)
- XI. **Investigating the Salient Determinant Factors for the Choice of Evening MBA Program: A Case Study of Private Universities of Islamabad Pakistan**
Anwer K. J., Nas Z., Raza H. A.
Asian Journal of Management Sciences and Education, Oyama, vol.2, pp.1-10, 2013 (Peer-Reviewed Journal)
- XII. **Analysis of the Determinants of Income and Income Gap between Urban and Rural Pakistan**
Ali L., Ramay M. I., Nas Z.
Interdisciplinary Journal of Contemporary Research In Business, vol.5, pp.858-885, 2013 (Peer-Reviewed Journal)
- XIII. **The mediating role of Intrinsic Motivation between Islamic Work Ethics and Employee Job Satisfaction**
Fakhar Zaman H. M., Nas Z., Ahmed M., Raja Y. M., Marri M. Y. K.
Journal of Business Studies Quarterly, vol.5, pp.93-102, 2013 (Peer-Reviewed Journal)
- XIV. **Customers Prefer to Contribute Towards a Social Cause over Sales Promotion Tools.**
Rana M. S., Nas Z.
Interdisciplinary Journal Of Contemporary Research In Business, vol.4, pp.657-667, 2013 (Peer-Reviewed Journal)
- XV. **Arising employees' retentions due to organizational commitment & support in pharmaceutical industry.**
Sajjad M., Nas Z.
Elixir Mgmt. Arts, vol.56, pp.13407-13412, 2013 (Peer-Reviewed Journal)
- XVI. **Difficulties Faced by Working Women: A Study of Banking Sector of Islamabad, Pakistan.**
Ramay M. I., Marri M. Y. K., Khalil S., Nas Z.
İktisadi Meselelerde Güncel Yaklaşımlar, vol.3, pp.1-12, 2013 (Peer-Reviewed Journal)
- XVII. **Demographic Segmentation and Its Effects on Customer Satisfaction**
Aziz S., Nas Z.

- International Journal of Contemporary Business Studies, vol.4, pp.44-53, 2013 (Peer-Reviewed Journal)
- XVIII. **Employee development and turnover intention: Theory validation through empirical data from universities in Khyber Pakhtunkhwa, Pakistan**
Rahman W., Nas Z.
European Journal of Training and Development, Emerald Group, vol.37, pp.564-579, 2013 (Peer-Reviewed Journal)
- XIX. **Üniversitelerin kuruldukları kente katkıları.**
Gültekin N., Çelik A., Nas Z.
Elektronik Sosyal Bilimler Dergisi, vol.7, pp.264-269, 2008 (Peer-Reviewed Journal)
- XX. **GÜLTEKİN N., ÇELİK A., NAS Z.**
Elektronik Sosyal Bilimler Dergisi (elektronik), vol.7, no.24, pp.264-269, 2008 (Peer-Reviewed Journal)

Books

- I. **Factors Affecting Voter Choice: The Case of Van**
Nas Z.
İKSAD, Ankara, 2020
- II. **Kamu Kurumlarında Stratejik Planlama Süreci ve Yöneticilerin Algısı: Van Yüzüncü Yıl Üniversitesi Örneği**
Nas Z., Alpaslan A.
in: 3rd INTERNATIONAL CONGRESS ON SOCIAL SCIENCES, CHINA TO ADRIATIC ECONOMICS ADMINISTRATIVE SCIENCES, Ass. Prof. Dr. Omer Okan FETTAHLIOGLU Cansu BIRIN, Editor, Institution Of Economic Development And Social Researches Publications, Antalya, pp.529-543, 2016
- III. **The Effects of CCT on the Performance of Expatriates in Business Organizations.**
Nas Z.
Lambert Academic Publication, Saarbrücken, 2013

Refereed Congress / Symposium Publications in Proceedings

- I. **Liderlik Standartları Açısından İlköğretim Okul Müdürlerinin Yönetsel Yeterlilikleri**
Nas Z., Akbaba A.
Şehri Nuh Uluslararası Multidisipliner Çalışmalar Kongresi, Şırnak, Turkey, pp.151
- II. **Efficient Use of Country Resources: The Role of Leadership**
Nas Z.
2nd International Congress of Human Studies, Ankara, Turkey, 23 - 24 November 2019, pp.158-164
- III. **Career Management Development**
Nas Z.
2nd International Congress of Human Studies, Ankara, Turkey, 23 - 24 November 2019, pp.444-450
- IV. **Accountability of Teachers Leading to Absenteeism and Low Efficiency: The Case of Pakistan**
Nas Z., Rehman M. Z., Mehren T.
2nd International Congress of Human Studies, Ankara, Turkey, 23 - 24 November 2019, pp.154-158
- V. **NON-MARKET STRATEGIES AND MARKET STRATEGIES – ANALYZING THE UNDERGROUND KNOWLEDGE TO OBTAIN COMPETITIVE EDGE**
Nas Z., Rehman M. Z., Liaqat U.
INTERNATIONAL ASIAN CONGRESS on CONTEMPORARY SCIENCES, Mekke, Saudi Arabia, 15 - 24 April 2019, pp.157-162
- VI. **KNOWLEDGE MANAGEMENT IN LESS DEVELOPED COUNTRIES (LDC'S) AND ITS IMPACT ON THE COMPETITIVE ADVANTAGE: ASSESSING THE ROLE OF INNOVATION THROUGH MONITORING AND CONTROL**

Rehman M. Z., Nas Z., Ahmad H.

INTERNATIONAL ASIAN CONGRESS on CONTEMPORARY SCIENCES, Mekke, Saudi Arabia, 15 - 24 April 2019, pp.153-157

VII. STRATEGIC ORGANIZATIONS' OCCUPATIONAL HEALTH AND SAFETY, EFECTIVENESS AND RESPONSIBILITY

Nas Z., Rehman M. Z., Tariq M. M.

INTERNATIONAL ASIAN CONGRESS on CONTEMPORARY SCIENCES, Mekke, Saudi Arabia, 15 - 24 April 2019, pp.162-167

VIII. ANALYZING THE MISSING LINK BETWEEN INNOVATION MANAGEMENTAND TEAMWORK

Rehman M. Z., Nas Z., Khan M. E.

INTERNATIONAL ASIAN CONGRESS on CONTEMPORARY SCIENCES, Mekke, Saudi Arabia, 15 - 24 April 2019, pp.148-153

IX. The Influences of Perceived Discrimination on Personality among Human Resources

Nas Z.

4. Uluslararası Kültür ve Medeniyet Kongresi, Mardin, Turkey, 21 - 23 December 2018, pp.195-198

X. Risk Management in Business Organizations

Nas Z.

4. Uluslararası Kültür ve Medeniyet Kongresi, Kayseri, Turkey, 21 - 23 December 2018, pp.531-534

XI. Organizational Structure of Human Resources in Hotel Industry and OrganizationalCommitment Level of Employees

Nas Z., Aktaş İ.

Çukurova I. Uluslararası Multidisipliner Çalışmalar Kongresi, Adana, Turkey, 13 - 16 December 2018, pp.88-92

XII. Personnel Empowernment and Human Resources in Organization

Nas Z.

Dmitri Yavorinitski 3rd International European Congress On Social Sciences, İstanbul, Turkey, 26 - 28 October 2018, pp.186-190

XIII. The Role of Human Resources in Hotel Enterprises

Nas Z.

Dmitri Yavorinitski 3rd International European Congress On Social Sciences, İstanbul, Turkey, 26 - 28 October 2018, pp.191-195

XIV. Organizational Performance Management & Measurement

Nas Z.

Dmitri Yavorinitski 3rd International European Congress On Social Sciences, İstanbul, Turkey, 26 - 28 October 2018, pp.181-185

XV. Liderlik Stadratları Açısından İlköğretim Okul Müdürlerinin Yönetsel Yeterlilikleri

Nas Z., Akbaba A.

Şehri Nuh Uluslararası Multidisipliner Çalışmalar Kongresi, Şırnak, Turkey, 8 - 09 September 2018, pp.151-155

XVI. Köy Okullarında Çalışan Öğretmenlerin Tükenmişlik Algıları

Akbaba A., Nas Z.

Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.878-880

XVII. The Impact of Information Technology on Human Resources Management Opportunities and Challenges

Nas Z.

Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.828-838

XVIII. Organizational Effectiveness and Strategic Human Resource

Nas Z.

Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.844-848

XIX. Human Resource Competencies

Nas Z.

Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.839-843

XX. THE NEED FOR LIFELONG LEARNING

Nas Z.

1. ULUSLARARASI EL RUHA SOSYAL BİLİMLER KONGRESİ, Şanlıurfa, Turkey, 9 - 12 November 2017, pp.218-219

XXI. THE ROLE OF KNOWLEDGE AND ITS IMPACTS ON DEVELOPMENT

Nas Z.

Dmitri Yavorinitski 1st International European Congress On Social Sciences, Kiev, Ukraine, 10 - 13 August 2017, pp.103-104

XXII. THE IMPORTANCE OF SELECTION PROCESS OF EMPLOYEES FOR ORGANIZATIONS

Nas Z.

Al Farabi 1st International Congress on Social Sciences, Gaziantep, Turkey, 11 - 12 March 2017, pp.364-365

XXIII. THE EFFECTS OF PERSONAL DETERMINANTS ON JOB SATISFACTION OF PUBLIC AND PRIVATE UNIVERSITIES?? ACADEMICIANS IN PAKISTAN

Nas Z.

Al Farabi 1st International Congress on Social Sciences, Gaziantep, Turkey, 11 - 12 March 2017, pp.234-235

XXIV. THE BENEFITS AND IMPORTANCE OF HUMAN RESOURCE DEVELOPMENT FOR AN ORGANIZATION

Nas Z.

Al Farabi 1st International Congress on Social Sciences, Gaziantep, Turkey, 11 - 12 March 2017, pp.607-608

XXV. Kamu Kurumlarında Stratejik Planlama Süreci ve Yöneticilerin Algısı: Van Yüzüncü Yıl Üniversitesi Örneği

Nas Z., Alpaslan A.

3rd INTERNATIONAL CONGRESS ON SOCIAL SCIENCES, CHINA TO ADRIATIC, Antalya, Turkey, 27 - 30 October 2016, pp.18

XXVI. Development administration, human resource development, and the prospects of Pakistan's public sector reform the needs vs. challenges.

Nas Z., Rahman W., Rahman H.

3RD INTERNATIONAL MULTIDISCIPLINARY RESEARCH CONFERENCE, Peshawar, Pakistan, 27 - 28 October 2016, pp.103

XXVII. Strategic planning and strategic management in local government: The case of Van Municipality

Nas Z., Aslan Y.

the AGP Humanities and Social Sciences Conference Budapest, Hungary, Budapeşte, Hungary, 22 - 25 October 2016, pp.218-229

XXVIII. Burnout syndrome and job satisfaction in banking.

Nas Z., Yaşar L. D.

the AGP Humanities and Social Sciences Conference Budapest, Hungary, Budapeşte, Hungary, 22 - 25 October 2016, pp.206-218

XXIX. Factors affecting purchasing power of customers.

Nas Z., Kayar V.

Humanities and Social Sciences Conference Berlin,, Berlin, Germany, 19 - 20 May 2016, pp.181-191

Supported Projects

Nas Z., Project Supported by Higher Education Institutions, Ülke kaynaklarının verimli kullanımı liderliğin rolü, 2019 - 2021

Nas Z., Project Supported by Higher Education Institutions, Seçmenin tercihini etkileyen faktörler: Van örneği, 2019 - 2020

Nas Z., Project Supported by Higher Education Institutions, Konaklama İşletmelerinde İnsan Kaynakları Örgüt Yapısı ve Çalışanların Örgüte Bağlılık Düzeyi, 2018 - 2019

Nas Z., Project Supported by Higher Education Institutions, Development administration human resource development and the prospects of Pakistans public sector reform the needs vs Challenges, 2016 - 2016

Activities in Scientific Journals

City University Research Journal (CURJ), Evaluation Committee Member, 2019 - Continues
City University Research Journal (CURJ), Committee Member, 2019 - Continues
Sarhad Journal of Management Sciences, Committee Member, 2019 - Continues
Abasyn Journal of Social Sciences, Committee Member, 2019 - Continues
Abasyn Journal of Social Sciences, Evaluation Committee Member, 2019 - Continues
Sarhad Journal of Management Sciences, Evaluation Committee Member, 2019 - Continues

Scientific Refereeing

Anemon Muş Alparslan Üniversitesi Sosyal Bilimler Dergisi, Other Indexed Journal, December 2019
International reviewer of PhD, Other journals, May 2019
International reviewer of PhD, Other journals, April 2019
International reviewer of PhD, Other journals, April 2019
City University Research Journal (CURJ), Other Indexed Journal, January 2019
Abasyn Journal of Social Sciences, Other Indexed Journal, January 2019
Sarhad Journal of Management Sciences, Other Indexed Journal, January 2019

Metrics

Publication: 52

Congress and Symposium Activities

Career Management & Development, Attendee, Ankara, Turkey, 2019
Efficient Use of Country Resources: The Role of Leadership, Attendee, Ankara, Turkey, 2019
Accountability of Teachers Leading to Absenteeism and Low Efficiency: The Case of Pakistan, Attendee, Ankara, Turkey, 2019
STRATEGIC ORGANIZATIONS' OCCUPATIONAL HEALTH AND SAFETY, EFFECTIVENESS AND RESPONSIBILITY, Attendee, Makkah, Saudi Arabia, 2019
KNOWLEDGE MANAGEMENT IN LESS DEVELOPED COUNTRIES (LDC'S) AND ITS IMPACT ON THE COMPETITIVE ADVANTAGE: ASSESSING THE ROLE OF INNOVATION THROUGH MONITORING AND CONTROL, Attendee, Makkah, Saudi Arabia, 2019
ANALYZING THE MISSING LINK BETWEEN INNOVATION MANAGEMENT AND TEAMWORK, Attendee, Makkah, Saudi Arabia, 2019
NON-MARKET STRATEGIES AND MARKET STRATEGIES – ANALYZING THE UNDERGROUND KNOWLEDGE TO OBTAIN COMPETITIVE EDGE, Attendee, Makkah, Saudi Arabia, 2019
2nd International Congress on Culture and Civilization, Invited Speaker, Cairo, Egypt, 2018
Asian Multi-Disciplinary Conference, Invited Speaker, Kuala-Lumpur, Malaysia, 2017
I. ULUSLARARASI EL RUHA SOSYAL BİLİMLER KONGRESİ, Invited Speaker, Şanlıurfa, Turkey, 2017
Al Farabi Uluslararası Sosyal Bilimler Kongresi, Session Moderator, Gaziantep, Turkey, 2017
Al Farabi Uluslararası Sosyal Bilimler Kongresi, Session Moderator, Gaziantep, Turkey, 2017
Al Farabi Uluslararası Sosyal Bilimler Kongresi, Session Moderator, Gaziantep, Turkey, 2017
. 3rd International Congress on Social Sciences, China to Adriatic, Session Moderator, Antalya, Turkey, 2016
AGP Humanities and Social Sciences Conference, Session Moderator, Budapest, Hungary, 2016

Awards

Nas Z., Bilim Teşvik Ödülü, İktisadi Kalkınma ve Sosyal Araştırmalar Derneği, May 2017

Arslan Kalay H., Sönmez V., Erol K., Nas Z., Bilim Teşvik Ödülü, 3. Uluslararası Çin'den Adriyatik'e Sosyal Bilimler Kongresi, October 2016