

## Asst. Prof. Zekeriya Nas

### Personal Information

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### International Researcher IDs

ORCID: 0000-0003-2589-4795

Yoksis Researcher ID: 20879

### 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

## **Advising 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 Türkçeyle mukayesesи ve Türkçe kelimelerin taranması, Postgraduate, D.Yücel(Student), 2012

Nas Z., Time, place and heroes in Reşat Nuri Güntekin's novels, Postgraduate, H.Mustafa(Student), 2011

Nas Z., The fictions of Erzurum vicinity (text and examinations), Postgraduate, E.Demir(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. 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)

- II. 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)
- III. 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)

## **IV. 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)

## **V. 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)

## **VI. 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)

## **VII. Kadın girişimcilerin karşılaşıkları 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)

## **VIII. 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)

## **IX. 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)

## **X. 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)

## **XI. 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)

## **XII. 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)

## **XIII. 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)

## **XIV. 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)

## **XV. 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)

## **XVI. 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)

## **XVII. Üniversitelerin kuruldukları kente katkıları.**

## Books & Book Chapters

- 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 FETTAHIOGLU 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. **Career Management Development**  
Nas Z.  
2nd International Congress of Human Studies, Ankara, Turkey, 23 - 24 November 2019, pp.444-450
- III. **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
- IV. **Accountability of Teachers Leadingto 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. **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
- VI. **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
- 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 Organizational Commitment Level of Employees**  
Nas Z., Aktaş İ.  
Çukurova I. Uluslararası Multidisipliner Çalışmalar Kongresi, Adana, Turkey, 13 - 16 December 2018, pp.88-92
- XII. **Personnel Empowerment 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. **Human Resource Competencies**  
Nas Z.  
Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.839-843
- XVII. **Organizational Effectiveness and Strategic Human Resource**  
Nas Z.  
Ahtamara I. Uluslararası Multidisipliner Çalışmalar Kongresi, Van, Turkey, 25 - 26 August 2018, pp.844-848
- XVIII. **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
- XIX. **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
- 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 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
- XXIV. 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
- XXV. 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
- XXVI. 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
- XXVII. 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
- XXVIII. 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
- 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
- Sarhad Journal of Management Sciences, Evaluation Committee Member, 2019 - Continues
- Abasyn Journal of Social 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  
Abasyn Journal of Social Sciences, Other Indexed Journal, January 2019  
Sarhad Journal of Management Sciences, Other Indexed Journal, January 2019  
City University Research Journal (CURJ), Other Indexed Journal, January 2019

## **Metrics**

Publication: 49

## **Congress and Symposium Activities**

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  
Career Management & Development, Attendee, Ankara, Turkey, 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  
STRATEGIC ORGANIZATIONS' OCCUPATIONAL HEALTH AND SAFETY, EFFECTIVENESS AND RESPONSIBILITY, Attendee, Makkah, Saudi Arabia, 2019  
NON-MARKET STRATEGIES AND MARKET STRATEGIES – ANALYZING THE UNDERGROUND KNOWLEDGE TO OBTAIN COMPETITIVE EDGE, Attendee, Makkah, Saudi Arabia, 2019  
ANALYZING THE MISSING LINK BETWEEN INNOVATION MANAGEMENT AND TEAMWORK, 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., Nas Z., Sönmez V., Erol K., Bilim Teşvik Ödülü, 3. Uluslararası Çin'den Adriyatik'e Sosyal Bilimler Kongresi, October 2016