



ELKHAN GURBANLI

Nationality: Azerbaijani **Date of birth:** 04/05/1994

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linkedin: <https://www.linkedin.com/feed/>

Facebook: <https://www.facebook.com/>

Home: Karabakh, Khankendi, (Azerbaijan)

WORK EXPERIENCE

Karabakh University – Khankendi, Azerbaijan

City: Khankendi | Country: Azerbaijan

Business lecturer

[02/09/2024 – Current]

Khazar University – Baku, Azerbaijan

City: Baku | Country: Azerbaijan

Marketing Lecturer

[01/09/2023 – Current]

Ziraat Bank Azerbaijan – Baku, Azerbaijan

City: Baku | Country: Azerbaijan

Operations supervisor

[05/05/2023 – 30/09/2024]

RADOM ACADEMY – Radom, Poland

City: Radom | Country: Poland

Business lecturer

[15/03/2023 – 01/05/2023]

AÇI Educational Institutions – Kahramanmaraş, Türkiye

City: Kahramanmaraş | Country: Türkiye

English Teacher

[09/09/2021 – 15/06/2022]

Bilim Teknik Educational Institutions – Kahramanmaraş, Türkiye

City: Kahramanmaraş | Country: Türkiye

English Teacher

[15/09/2019 – 15/06/2021]

EDUCATION AND TRAINING

Undergraduate Education

Kahramanmaraş Sutcu Imam University [05/09/2015 – 15/06/2019]

Address: Batı Çevreyolu Bulv. 251/A, 46050 Onikişubat, 46500 Kahramanmaraş (Türkiye) | Website: <https://www.ksu.edu.tr/>

Institute of Social Sciences, Business Administration, Master's Degree

Kahramanmaraş Sütçü İmam University [18/07/2019 – 05/07/2021]

Address: Batı Çevreyolu Bulv. 251/A, 46050 Onikişubat, 46500 kahramanmaraş (Türkiye) | Website: <https://www.ksu.edu.tr/>

Institute of Social Sciences, Business Administration, Ph.D.

Kahramanmaraş Sutcu Imam University [08/09/2021 – 22/07/2025]

Address: Batı Çevreyolu Bulv. 251/A, 46050 Onikişubat, 46500 Kahramanmaraş (Türkiye) | Website: <https://www.ksu.edu.tr/>

LANGUAGE SKILLS

Mother tongue(s): Azerbaijani

Other language(s):

Turkish

LISTENING C2 READING C2 WRITING C2

SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2

English

LISTENING C1 READING C1 WRITING C1

SPOKEN PRODUCTION C1 SPOKEN INTERACTION C1

Levels: A1 and A2: Basic user; B1 and B2: Independent user; C1 and C2: Proficient user

SKILLS

Microsoft Office / Microsoft Word / Microsoft Powerpoint / Zoom / Power Point / Social Media / Microsoft Excel / Good listener and communicator / Decision-making / Team-work oriented / Reliability / Organizational and planning skills / Facebook / Motivated

PUBLICATIONS

[2019]

The Effect of Career Anchor on Intention to Leave: A Field Study on White-Collar Employees The purpose of this research; to analyze the effects of white-collar human resources staff perception of career anchors on intention to quit. It is also aimed to determine the direction and level of the relationship between the two research variables. In line with this goal, a questionnaire was applied to 108 white-collar human resources staff working in companies participating in the Employment Fair held in a metropolitan area in the Eastern Mediterranean. Data set obtained as a result of the survey Correlation, regression, T-Test and ANOVA tests were conducted through SPSS program. According to the findings of the research; presence of non-negatively meaningful relationship between career anchor and intention to quit negative effect of career anchor's sub-dimensions on intention to quit and the demographic characteristics of individuals did not make a semantic difference to both variables of the research.

Taşlıyan, M., Gurbanlı, E. ve Gökyar, A. (2019). The Effect of Career Anchor on Intention to Leave:

Link: https://www.isletmecilik.org/files/19.UIK_BILDIRI_KITABI.pdf

[2022]

The Effect of Human Resources Management (HRM) Practices on the Psychological Resilience (PR) and Organizational Alienation (OA): A Field Research on Hotels The aim of the paper is to analyze the effect of human resources management practices on organizational alienation and psychological resilience of employees working in hotels located in Turkey. Systematic sampling method was used as a sampling method. The sample comprises of 250 employees working in three different Hotels in Antalya. The survey was used as a data collection. 8 hypotheses were suggested regarding to the research. These hypotheses were interpreted by subjecting them to many analyzes such as correlation, factor, reliability and regression. According to the results of the analyzes significant relationships were found between human resources management practices and organizational alienation, psychological resilience and their sub-dimensions. It is also found that HRM has a significant positive effect on PR and significant negative effect on OA. The results were discussed in the conclusion part together with the limitations of the study

Taşlıyan, M. ve Gurbanlı, E. (2022).

Link: <https://www.isletmecilik.org/files/21. ULUSLARARASI İŞLETMECİLİK KONGRESİ BİLDİRİLER KİTABI.pdf>

[2022]

The Effect of Organizational Socialization on Organizational Silence: A Field Study in the Textile Industry. In this study, it is aimed to reveal whether organizational socialization affects organizational silence and to contribute to the literature in this direction. In this direction, data were collected from three textile enterprises operating in Kahramanmaraş by using the survey technique. Collected 250 data were analyzed with SPSS. As a result of the analyzes made; It has been determined that organizational socialization has a significant negative effect on organizational silence. In addition, it has been determined that professional competence, which is one of the dimensions of organizational socialization, affects all sub-dimensions of organizational silence (work environment, emotion, source of silence, manager, isolation), while other sub-dimensions of organizational socialization (politics, language-history, interpersonal relations, compliance with goals and values) negatively affect some sub-dimensions of organizational silence.

Mustafa TAŞLIYAN Bilge GÜLER Elkhan GURBANLI

Link: <https://dergipark.org.tr/en/pub/ksusbd/issue/72391/1065683>

[2022]

The Effect of Human Resources Management Practices on Resilience and Organizational Alienation (Field Research in Hotel Businesses). The aim of this paper is to analyze the effect of human resources management practices on organizational alienation and psychological resilience of hotel employees. The universe and sample of the research consists of 3 hotel businesses located in Baku, the capital of Azerbaijan. A total of 150 people from 3 hotels participated in the research. A questionnaire was used as the data collection method and the questionnaires were collected online. The scales used in the research were subjected to reliability analysis and high reliability results were obtained. At the same time, a total of 8 hypotheses were established in the research and these hypotheses were interpreted by subjecting correlation and regression analysis. According to the results of the correlation analysis obtained, significant relationships were found between human resource management practices and organizational alienation, psychological resilience and its sub-dimensions. The hypotheses of the research were subjected to regression analysis. According to the results of the regression analysis, it was determined that human resources management practices negatively affected organizational alienation and its sub-dimensions (weakness, meaninglessness, self-alienation). As a result of the regression analysis made on the effect of human resources management practices on psychological resilience, a positive effect was found. According to these results, hypotheses H1 (H1a; H1b, H1c) and H2 (H2a; H2b, H2c) were accepted.

Gurbanlı, E., & Taşlıyan, M. (2022).

Link: <https://dergipark.org.tr/en/pub/jebi/issue/72242/1128375>

[2022]

The Role of Knowledge Management in the Corporate Governance Process. Gümüşhane University Journal of Social Sciences: A Qualitative Study

The aim of this paper is to investigate the role of knowledge management in the process of corporate governance. Qualitative research method was adopted in the research and document analysis was used as a data collection tool. During the analysis process, themes and categories related to corporate governance and knowledge management were created. Then, as a result of the data obtained, separate codes and expressions were created for each category and interpreted. Then the obtained data were compared in the literature. As a result of the research, it has been determined that knowledge management is an important factor for the successful continuation of the corporate governance process. Considering the limitations of the research, open-ended questions could not be asked because the necessary people for the interview method could not be reached. Therefore, different data acquisition methods have been focused on. This constitutes the biggest limitation of the study. Although there are many studies on corporate governance and knowledge management in the literature, the number of studies in which the two concepts are discussed together is limited. This situation increases the importance of the paper.

Gurbanlı, E., ve Bal, C. (2022).

Link: [https://dergipark.org.tr/tr/pub/gumus/\(Process of Publication\)](https://dergipark.org.tr/tr/pub/gumus/(Process of Publication)).

[2023]

The Effect of Corporate Reputation Management Perception on Organizational Commitment: A Field Research in Urfa

The purpose of this research is to quantify how public opinion of PR departments at large impacts employee loyalty. The study's participants include medical professionals from two hospitals in the Siverek province of Şanlıurfa: the Siverek State Hospital and the Siverek Oral and Dental Health Hospital. The study utilised a quantitative approach and a questionnaire to collect information. 420 questionnaires were issued to two hospitals with 900 employees in total, and it was determined that 19 of the collected questionnaires were not filled in properly and were excluded from the study. SPSS (Statistical Package for the Social Sciences) was used to conduct several analyses on the acquired data, including tests for normality, reliability, regression, and correlation, and the findings were evaluated. Corporate reputation, broken down into its component parts (Corporate Knowledge, Management Quality, Reliability, Products and Services, Social Responsibility, Difference, and Leadership), has been found to have a positive effect on organisational commitment and its subdimensions (Emotional Commitment, Continuance Commitment, and Normative Commitment).

Mustafa Taşlıyan, Emel Okur, Elkhan Gurbanlı

Link: <https://journalofsocial.com/files/josasjournal/12c43da1-1576-4552-b353-59fd6a95ed5f.pdf>

[2023]

Employee Selection, Expected Qualifications and the Importance of Fairs in the Perspective of HRM as a Promotion Tool: Kahramanmaraş Human Resources Fair Example

The purpose of this paper is to determine the participation purposes of individuals working in the human resources department, their purpose in collecting information from job candidates, and the qualifications they expect from the job candidates they want to hire, through face-to-face interviews with the largest companies in Kahramanmaraş that participate in the Human Resources Fair, as well as national and international activities. The semi-structured interview approach was employed in this study. Personnel working in the Human Resources departments of organizations participating in the Kahramanmaraş HR Fair in 2021 comprise the study's sample. The research was carried out using a qualitative research technique. Semi-structured interviews were used to collect information. In conclusion, it has been found that Organizations strive to find and recruit people who will perform effectively.

Taşlıyan, M., Bozkurt, D, I., Gurbanlı, E.,

[2023]

Digital Entrepreneurship This study's objectives are to investigate the concept of digital entrepreneurship and to describe its characteristics, subtypes, advantages, importance and differences from traditional entrepreneurship. Research on the ecosystem of digital entrepreneurship and its components is also included in the paper. The theoretical research technique was used to examine and write about the publications on digital entrepreneurship.

Taşlıyan, M., Gurbanlı, E., Bozkurt, D, I.,

[2024]

Reflecting the Effect of Colors on Consumer Behavior on Managers: An Application in Turkey It is known that colors leave psychological traces in people's souls and minds at all times. Businesses compete in different competition channels to reach consumers and attract their attention. One of these channels is sales and marketing departments. A general expression of marketing and sales departments is that it is a field that uses visual elements including colors, patterns and forms. The population and sample of this study consist of consumers showing purchasing behavior in Kahramanmaraş province. An online questionnaire was applied as a data collection tool in the research. The data obtained were analyzed using the SPSS program. In this research, it is tried to examine the relationships between colors and behavioral patterns and how colors affect customers. In addition, it will be examined whether consumer behaviors exhibited according to colors are related to demographic factors. In this context, it is aimed to investigate how customers in Kahramanmarash see colors and how this affects their purchasing decisions

The Renklerin Tüketici Davranışlarındaki Etkisinin Yöneticilere Yansıması

Link: <https://www.jacanalysis.com/index.php/pub/article/view/11>

[2024]

Strategy and Research – Development: Dynamics Shaping the Future R&D and Strategy, as two important concepts that complement each other, are of great importance in terms of responding quickly to changes in the market, achieving long-term growth targets and encouraging innovative thinking. In this section, the theoretical foundations of strategy and R&D concepts, their historical development, application areas and the intersection points of these two fields will be discussed. The concept of strategy is known as a road map designed by businesses to achieve their goals. Approaches such as Porter's Competitive Strategies and Resource-Based View Strategy are among the theoretical foundations of the concept of strategy. Based on all these, it can be said that R&D and Strategy are of critical importance for organizations to achieve sustainable growth and gain competitive advantage. As a matter of fact, considering R&D and Strategy as a whole can ensure the effective use of resources, encouraging an innovative approach and evaluating market opportunities...

Taşlıyan M, Gurbanli E, Bozkurt D, 2024 Strategy and Research Development: Dynamics Shaping Future

[2024]

Strategy and Research – Development: Dynamics Shaping the Future R&D and Strategy, as two important concepts that complement each other, are of great importance in terms of responding quickly to changes in the market, achieving long-term growth targets and encouraging innovative thinking. In this section, the theoretical foundations of strategy and R&D concepts, their historical development, application areas and the intersection points of these two fields will be discussed. The concept of strategy is known as a road map designed by businesses to achieve their goals. Approaches such as Porter's Competitive Strategies and Resource-Based View Strategy are among the theoretical foundations of the concept of strategy. Based on all these, it can be said that R&D and Strategy are of critical importance for organizations to achieve sustainable growth and gain competitive advantage. As a matter of fact, considering R&D and Strategy as a whole can ensure the effective use of resources, encouraging an innovative approach and evaluating market opportunities.

Taşlıyan M, Gurbanli E, Bozkurt D, 2024. Strategy and Research–Development: Dynamics Shaping Future

Link: www.edu.tr this is going to be published soon.

[2024]

STRATEGIC MANAGEMENT AND CONTROL In this section, the concepts of strategic management and control will be discussed considering their historical processes. Providing an effective and efficient strategic management and the control stages of these strategies are discussed by touching on the place of existing businesses in business life. The purpose of this section is; The aim of this study is to contribute to the literature by discussing the management and control processes of the strategies that businesses determine to achieve their goals.

[2024]

EXAMINING THE EFFECT OF EMOTIONAL INTELLIGENCE LEVELS OF MANAGEMENT CANDIDATE STUDENTS ON THEIR SUBJECTIVE WELL-BEING

The primary objective of this research is to ascertain the impact of future manager students' emotional intelligence levels on their subjective well-being. The study was carried out on a sample of students who were pursuing their studies at Khazar University, namely within the Faculty of Economics and Management. The study used a survey as the primary approach for data collecting. The convenience sampling technique, which is often used in the literature, was chosen as the sample method. The survey was developed and completed using an online platform. A cohort of 250 students was surveyed, and comment was obtained from 160 of them. The collected data underwent several analytical procedures, including frequency analysis, reliability analysis, regression analysis, and correlation analysis, using the SPSS (Statistical Analysis Programme). In line with the study goal, a total of five hypotheses were formulated to facilitate the analysis process. Consistent with the findings, a significant correlation was seen between emotional intelligence and its many sub-dimensions, namely Self-Awareness, Social Awareness, Self-Control, and Relationship Management. Furthermore, the regression analysis yielded findings indicating a positive relationship between emotional intelligence and its sub-dimensions.

Bahadır B., Gurbanli E, Taşlıyan M. 2024. Subjective Well-being. This is going to be published soon

[2024]

BUSINESSES' APPROACH TO RECYCLING The purpose of this research is to investigate the importance of recycling in the business world and examine its role in this context. In this context, researched topics in the literature on this subject were examined, and the activities of large-scale enterprises on recycling were investigated. A theoretical method was used as the research method, and relevant studies in the literature were examined. In recent years, Azerbaijan has shown a noticeable development in the business world compared to other Caucasian countries. The country has a number of rich energy resources, including oil and gas, as well as many advances in manufacturing, agriculture, and other fields. This, in turn, has created opportunities for growth and development for commercial organizations, individual entrepreneurs, and the manufacturing industry operating in the country. The fields mentioned below can be considered the main fields in the business world of Azerbaijan:

Gurbanli E., Bahadır B., 2024.BUSINESSES' APPROACH TO RECYCLING

[2025]

Solution Suggestions of Businesses for Crises in Natural Disasters: February 6 Kahramanmaraş Earthquake Example

This study is composed of large and medium-sized enterprises operating in the central and districts of Elbistan, Onikişubat, Dulkadiroğlu, Afşin and Nurhak regions after the 7.7 and 7.8 magnitude double earthquakes that occurred eight hours apart in Kahramanmaraş, Turkey on February 6, 2023. Many factors such as damage status, labor migration status, sectoral problems, and emergency kits of enterprises in the region after the earthquakes were examined from different perspectives. The study aimed to obtain very important results in terms of determining what precautions enterprises should take in earthquakes occurring in the world, factors such as insurance, documents, supply chain, accommodation, and urgency situations, and revealing their priorities.

Authors: Taşlıyan, M., Gurbanlı, E., Bozkurt, İ.D. | **Journal Name:** JOURNAL OF BUSINESS RESEARCH | **Volume, Issue and Pages:** 2025, 17(3), 2241-2255

Taşlıyan, M., Gurbanlı, E., Bozkurt, İ.D. (2025). İşletmelerin Doğal Afetlerde Yaşanan Krizlere Çözüm Önerileri: 6 Şubat Kahramanmaraş Depremi Örneği, İşletme Araştırmaları Dergisi, 17 (3), 2241-2255.

CONFERENCES AND SEMINARS

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Entrepreneurship

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Corporate Governance

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Contemporary Organization Analysis: Actors and Institutions

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

SPSS Applied Multivariate Statistical Analysis

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Scientific Research Methods And Publication Ethics

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Strategic Planning and Management

[27/09/2021 – 10/01/2022] Kahramanmaras Sutcu Imam University

Organizational Development and Innovation in Business

[03/02/2022 – 15/06/2022] Kahramanmaras Sutcu Imam University

Institutional Sustainability

[03/02/2022 – 15/06/2022] Kahramanmaras Sutcu Imam University

Computer Aided Structural Equation and Qualitative Research Models

[03/02/2022 – 15/06/2022] Kahramanmaras Sutcu Imam University

Development and Learning

[03/02/2022 – 15/06/2022] Kahramanmaras Sutcu Imam University

Planning and Evaluation in Instruction

PROJECTS

[01/03/2018 – 15/06/2018]

ERASMUS+ Student Learning Mobility, Radom Academy of Economics,

[02/01/2017 – Current]

Member of the Board of Directors, Kahramanmaraş-Azerbaijan Education Culture and Solidarity Association, Association Register No: 46-015-078

[06/04/2018 – Current]

Chairman of the Supervisory Board, Book Leaf Education, Development and Awareness Association, (Association Register No: 46-016-023)

HONOURS AND AWARDS

[01/04/2021] American Culture U.K.

TESOL (Teaching English to Speakers of Other Languages), Teaching Practice Certificate TESOL stands for Teaching English to Speakers of Other Languages. Does that sound more general? It is. TESOL includes teaching English as a foreign language (such as in the China example) as well as teaching English as a *second* language (TESL), meaning in a country where the primary language is English. An example of TESL would be a teacher at an English language institute in the U.S. who teaches students from around the world..

[12/05/2022] 21st International Business Congress

IBC 21. (21st International Business Congress), Certificate of Participation, The foundations of the International Business Congress, one of the most rooted and institutional congresses, were laid in Nevşehir in 2001, and the first one was hosted by Erciyes University Nevşehir Faculty of Economics and Administrative Sciences. It was organized under the name of "Central Anatolian Congress". II. and III. Congresses "National Central Anatolian Congress", IV. and V. Congresses "Central Anatolian Business Congress", VI, VII and VIII. The congresses were organized under the names of "Anatolian Business Congress". After the national development of the congress, with the arrival of foreign papers, VIII. XVI. The congress, which was held under the name of "National Business Congress" until the congress, XVII. Since the congress, it has gained an international dimension and started to be organized as the "International

Business Congress".

The "International Business Congress", which is one of the congresses with the widest participation held in Turkey with its coverage of all sub-disciplines of business administration and with the increasing international interest every year, also has the feature of being one of the leading congresses with its institutional structure. In order to maintain the institutional structure, the congress, which has an "Advisory Board" consisting of Professors working at different universities, also has a paper evaluation system (its own software) based on blind refereeing. Thanks to the website created in 2019 and this system, all processes of the congress are monitored, recorded and archived electronically. Although the active number changes every year, there are around 300 national and international Science Board Members from different disciplines registered in the system.

Link: <https://www.isletmecilik.org/About.aspx>

[01/02/2018] Public Education Center, Kahramanmaraş / Onikisubat.

Computer Certificate

[04/06/2018] Kahramanmaraş Sütçü İmam University

Effective Communication Certificate,

[15/05/2016] Public Education Center, Kahramanmaraş / Onikisubat

English Language Teaching Certificate,