

# 8. Decent Work and Economic Growth



Scholarly Output:

**28**



International Collaboration:

**12**



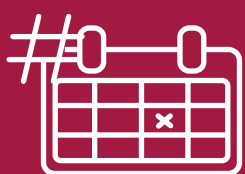
Field-weighted Citation Impact:

**1.02**



Number of Total Projects:

**21**



Number of Events:

**159**

**1.**

## Careers and Employability of Our Students

OzU Professional Development team organizes seminars, training, case studies, mock interviews and on-campus interviews in cooperation with leading companies, in order to contribute to the students' professional life and job search processes. The team offers a rich selection of training to students to vest them with the required skills before they take the leap into professional life. The training programs focus on key skills, including CV development, interview techniques, and interpersonal communication. In addition to required internships, a rich selection of non-credit internship opportunities both at home and abroad is offered.

In 2021, students received careers guidance and support through professional development services which includes peer-to-peer appointments and one-on-one appointments. The unit also provided events including resume reviews, skill, and job-ready workshops. Students received 11 CV and cover letter writing training, 575 one to one CV counseling, 69 in-campus interviews, 14 interview counseling, and 79 unplugged talks adding up to more than 8000 students participating in Professional Development events.

**2.**

## University Policy Commitments

OzU Human Resources Policy states that any form of forced or bonded labor is not used or tolerated. All work must be voluntary. Employees are free to terminate their employment. Recruitment that involves payments by employees to an agent will not be used.

OzU is committed to offering equal opportunities to all its employees concerning recruitment, promotion, and any aspect of employment. Discrimination is not tolerated in any form based on gender, race, nationality, ethnic origin, religion or belief, disability, age, or sexual orientation.

**3.**

## Pre-Employment Training (PrET)

PrET is an exclusive education program designed for Ozyegin University senior students in collaboration with Ozyegin University's Sectoral Education and Professional Development Unit and TbeMark, the common platform of Education and HR professionals from Turkey's leading companies. It aims to expand the employment and skills development opportunities of students, by offering informal education and training activities designed to support the growth of our students as responsible professionals and citizens. The program has been organized since 2019. In 2021, 11 events were organized as a part of PrET and 176 students participated.



#### 4. **Abusive Supervision, Workplace Incivility, Mobbing, Sexism and Sexual Harassment (AIMSS) Project**

The ongoing AMISS project funded by TÜBİTAK and supervised by Dean of the Faculty of Social Sciences, Prof. Dr. Canan Sümer, aims to provide an extensive study on workplace mistreatment. Studies conducted in Turkey point to the pervasiveness of workplace mistreatment especially in the form of mobbing and abusive supervision. While these studies point to the seriousness of the issue, in most of them scales developed in different cultural contexts have been used, and the focus was on a single type of workplace mistreatment in relation with an antecedent or outcome variable. To fill the gaps in the literature, Project AIMSS seeks to understand the different types of workplace mistreatment and their consequences in the workplace by using measurement tools that also reflect the cultural context. Project also aims to develop prevention and intervention programs to address different mistreatment types.

#### 5. **Leadership in Small And Medium Enterprises in Turkey (SME's)**

The project titled “Factors Affecting Innovation Performance in SMEs in Turkey: Empowering Leadership Behaviors and Human Resources Management Practices to Increase Innovation” is granted funding by TÜBİTAK within the scope of TÜBİTAK 1001 – Scientific and Technological Research Projects Support Program and aims to examine how empowering leadership behaviors and HRM practices increase innovation in SMEs by shaping the psychological attitudes of employees and Organizational climate. The research aims to investigate topics such as individual innovation, Organizational innovation performance, empowering leadership behaviors and how these behaviors shape HRM practices and individual innovation in SMEs.