

BURAK OC

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Doctoral Candidate
Department of Economics and Business
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EDUCATION

Universitat Pompeu Fabra, Ph.D. in Management 2010 - expected June 2014
Thesis Title: *The Dynamic Interplay between Leaders and Followers*
Supervisor: Michael R. Bashshur

Universitat Pompeu Fabra, M.Res. in Management 2008 - 2010

Istanbul Technical University, B.Sc. in Industrial Engineering 2003 - 2007

RESEARCH INTERESTS

My research mainly examines how followers actively shape leader behavior through a process of social influence, and how different leadership styles, in turn, shape follower perceptions over time. Other research interests include organizational justice (in groups and over time) and contemporary leadership topics such as leader humility.

ACADEMIC APPOINTMENTS

Singapore Management University - Visiting Scholar 2011 - to present

GRANT RECEIVED

Human Capital Leadership Institute 2012 - to present
Conceptualization and Operationalization of Leader Humility
Gary J. Greguras, Michael A. Daniels, & Burak Oc
SGD 54,125

PUBLICATIONS

Oc, B., & Bashshur, M. R. (Conditional Acceptance). Followership, leadership, and social influence, *The Leadership Quarterly*.

MANUSCRIPTS UNDER REVIEW

Oc, B., Bashshur, M. R., & Moore, C. (Under Review) Stooges and squeaky wheels: The role of followers in shaping leader fairness. *Organizational Behavior and Human Decision Processes*.

†Bashshur, M. R., & Oc, B. (Under Review) When voice matters: A multi-level review of the impact of voice in organizations. *Journal of Management*.

Oc, B., Bashshur, M. R., Daniels, M. A., Greguras, G. J., & Diefendorff, J. M. (Under Review). Leader humility in Singapore. *The Leadership Quarterly*.

†equal contribution/authors alphabetical

MANUSCRIPTS IN PROGRESS

- Oc, B., & Bashshur, M. R., & Paddock, E. L.** Top-down effects of leader style on justice climate emergence over time: An experimental study. One study completed. Currently collecting additional data. Paper to be submitted to *Organizational Behavior and Human Decision Processes*, Fall 2013.
- Bashshur, M. R., Rupp, D., **Oc, B.**, & Sim, S. Relative justice: The effects of differences in individual and group treatment. One study completed. Currently collecting additional data. Paper to be submitted to *Journal of Applied Psychology*, Fall 2013.
- Oc, B.**, & Bashshur, M. R. Two wrongs make one right. How victim reactions affect third party perceptions of unjust events. Data collected. Currently preparing the manuscript for submission to *Organizational Behavior and Human Decision Processes*, Winter 2013.
- Bashshur, M. R., Cojuharenco, I., & **Oc, B.** When fair is unfair: Biases in immediate and memory-based perceptions of organizational justice. Data collected. Currently preparing the manuscript for submission to *Organizational Behavior and Human Decision Processes*, Winter 2013.
- Daniels, M. A., **Oc, B.**, Bashshur, M. R., & Greguras, G. J. To be effective, incompetent leaders should at least be humble. Data collected. Currently preparing the manuscript for submission to *Journal of Applied Psychology*, Winter 2013.

CONFERENCE PRESENTATIONS

- Daniels, M. A., **Oc, B.**, Bashshur, M. R., & Greguras, G. J. (2013). To be effective, incompetent leaders should at least be humble. In M. A. Daniels & B. Oc, *Leading from the back or the front: A look at humble and narcissistic leadership*. Symposium to be presented at the 73rd annual meeting of the Academy of Management (Orlando, Florida).
- Daniels, M. A., & **Oc, B.** Co-Chairs. (2013). *Leading from the back or the front: A look at humble and narcissistic leadership*. Symposium to be presented at the 73rd annual meeting of the Academy of Management (Orlando, Florida).
- Oc, B.**, Bashshur, M. R., & Moore, C. (2013). *Stooges and squeaky wheels: The role of followers in shaping leader fairness*. Paper to be presented at the 73rd annual meeting of the Academy of Management (Orlando, Florida).
- Oc, B.**, Bashshur, M. R., & Paddock, E. L. (2013). *Consistency, reactivity and confidentiality: The role of leader behavior and follower confidentiality in the formation of group justice climate perceptions*. Paper presented at 3rd International Workshop on Insights in Organisational Justice and Behavioural Ethics (Toulouse, France).
- Bashshur, M. R., Rupp, D., & **Oc, B.** (2013). Relative justice: The effect of differences in individual and group treatment. In M. Fortin & N. Cugueró-Escofet (Chairs), *What's considered fair in teams? Justice, norms, and teams*. Symposium presented at the 16th conference of the European Association of Work and Organizational Psychology (Münster, Germany).
- Sajons, G., **Oc, B.**, & Bashshur, M. R. (2012). *Strategic Justice*. Paper presented at the Seventh International Round Table on Innovations in Organizational Justice (Nice, France).

- Oc, B., & Bashshur, M. R. (2011).** *Activist followers and fairer leaders: The upward effect of justice climate.* Paper presented at the 71st annual meeting of the Academy of Management (San Antonio, Texas).
- Oc, B., Sajons, G., Bashshur, M. R., & Moore, C. (2011).** *Followee effects on leader fairness: Two potential approaches.* Paper presented at 2nd International Workshop on Insights in Organisational Justice and Behavioural Ethics (Birmingham, United Kingdom).
- Oc, B., & Bashshur, M. R. (2011).** Top-down effects of leader style on justice climate emergence over time: An experimental study. In J. Stouten & M. Euwema (Chairs), *On the good and bad faces of leadership.* Symposium presented at the 15th conference of the European Association of Work and Organizational Psychology (Maastricht, Netherlands).
- Bashshur, M. R., & **Oc, B. (2010).** *Followee voice and ethical leadership.* Invited presentation at the conference "Leading with Integrity: The Psychology of Ethical Leadership" (Tilburg, Netherlands).
- Sajons, G., **Oc, B., & Bashshur, M. R. (2010).** *The future of justice research: Dynamics, dynamics, dynamics.* Paper presented at the Sixth International Round Table on Innovations in Organizational Justice (Orlando, Florida).

TEACHING EXPERIENCE

Singapore Management University, Singapore (Lecturer)		Instructor Overall Rating
Fall 2011	Leadership and Teambuilding	4.21 / 5.00
Spring 2012	Leadership and Teambuilding	4.31 / 5.00
Fall 2012	Leadership and Teambuilding	6.15 / 7.00
Fall 2013	Leadership and Teambuilding	/ 7.00
Spring 2014	Leadership and Teambuilding	/ 7.00
Universitat Pompeu Fabra, Barcelona Spain (Teaching Assistant)		
Fall 2009	Business Economics (Undergraduate)	8.43 / 10.00
Fall 2009	Applied Statistics and Data Analysis (Graduate)	3.93 / 5.00
Spring 2010	Human Resources (Undergraduate)	8.00 / 10.00
Fall 2010	Applied Statistics and Data Analysis (Graduate)	4.00 / 5.00
Fall 2010	Social Psychology of Organizations (Undergraduate)	8.27 / 10.00

HONORS, SCHOLARSHIPS, AND FELLOWSHIPS

Teaching Assistantship Scholarship, Universitat Pompeu Fabra	2008 - 2010
FPI Doctoral Scholarship, Spanish Ministry of Education	2010 - to present

PROFESSIONAL AFFILIATIONS

Academy of Management
 European Association of Work and Organizational Psychology

PROFESSIONAL EMPLOYMENT

Mercedes-Benz Turkey – Business Analyst (IT Department)

2006 - 2008

LANGUAGES

Turkish (native) · English, German (fluent) · Spanish, Italian (basic)

REFERENCES

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