



Erhan AYDIN

Professor of Management | Affiliated Senior Researcher at IPAG Business School

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Biography

Dr. Erhan Aydin is a Senior Lecturer at Liverpool Business School, Liverpool John Moores University, and he also serves as a Professor of Management at IPAG Business School, Paris (France). He obtained his PhD from Brunel Business School, Brunel University London, and served as a Recognized Visiting Researcher at Saïd Business School, University of Oxford, from October 2016 to April 2017. His research focuses on diversity, equality, and inclusion in organizations, HRM, e-HRM, and entrepreneurship. He is an active member of the Academy of Management, the European Academy of Management, and the Turkish Academy of Management.

Dr. Aydin has held prestigious editorial roles, including Editor-in-Chief of Gender Issues, Regional Editor of the Journal of Organizational Change Management, and Associate Editor of Management Decision. His research has appeared in respected publications by Sage and Edward Elgar, and has been featured in eminent journals such as the Human Resource Management Journal, the Journal of Organizational Change Management, and the International Journal of Human Resource Management. His recent work on Digital Leadership received the Outstanding Paper Award from Management Research Review as part of the Emerald Literati Awards.

Education

2022: Post Doc Researcher at Queen Mary University of London, United Kingdom

2017: Visiting Research Fellow, Saïd Business School, University of Oxford, United Kingdom

2017: PhD, Brunel University of London, United Kingdom

2013: Master of Science, Business Administration (English), Dokuz Eylul University, Turkiye

2012: Bachelor of Science, Public Administration, Anadolu University, Turkey
2011: Bachelor of Science, International Relations (English- Double Major); Dokuz Eylul University, Turkiye
2010: Bachelor of Science, Business Administration (English); Dokuz Eylul University, Turkiye

Teaching Areas

- Equality, Diversity, Inclusion & Belonging
 - Contemporary Employment Relations
 - Qualitative Research Methods
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Research Areas

- Equality, Diversity, Inclusion, Belonging
 - Intersectionality,
 - Human Resource Management
 - Organisational Behaviour
 - Institutional Theory
 - Qualitative Research
 - Digital Transformation and Algorithmic Management
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Professional experiences

- Editor-in-Chief at CIBES (Current Issues in Business and Economic Studies) Conference
 - Editor-in-Chief at Gender Issues Journal
 - Associate Editor of Management Decision
 - Regional Editor of Journal of Organizational Change Management
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Selected publications

1. Aydin, E. & Rahman, M. (2026). Charting ethical shadows: institutional dynamics for sycophancy as a strategy in public universities. *The International Journal of Human Resource Management (CABS 3?)*.
2. Awan, U., Shamim, S., Rahman, M., & Aydin, E. (2026). Integrating the circular economy into public organisations: The impact of digital transformations and circular insights on resource-conscious innovative behaviour. *Technological Forecasting and Social Change*, 222, 124388 (CABS 3?).
3. Aydin, E., & Dibek, Y. A. (2026). From margins to mainstream: senior women entrepreneurs and the evolving work ecosystem. *International Journal of Entrepreneurship and Small Business*, 58(4), 417-440 (CABS 2?).
4. Uygur, S., Syed, J., Aydin, E., Özbilgin, M. & Ba?lama, S.H. (2025). Revisiting the spirals of silence: intra-faith discrimination at work in two Muslim-majority countries. *Human Resource Management Journal (CABS 4? elite)*.
5. Ozcan Turkkan, B., Kucukaltan, B., Aydin, E., & Yesilyurt, N. (2025). Together at work: employee motivation, cognition, and commitment for better management decision-making. *Management Decision*, 1-

34. (CABS 2?).

6. Liu, Y., Kamal, M. M., Zhang, J. Z., Rahman, M., & Aydin, E. (2025). Leveraging digital crowdfunding platforms for SME sustainability in emerging markets: The roles of entrepreneurial competency, social capital, and supply chain trust. *Technovation*, 147, 103309 (CABS 3?).

7. Liu, Y., Kamal, M. M., Zhang, J. Z., Rahman, M., & Aydin, E. (2025). Leveraging digital crowdfunding platforms for SME sustainability in emerging markets: The roles of entrepreneurial competency, social capital, and supply chain trust. *Technovation*, 147, 103309 (CABS 3?).

8. Aydin, E., Rahman, M., & Ozeren, E. (2023). Does Industry 5.0 reproduce gender (in) equalities at organisations? Understanding the interaction of human resources and software development teams in supplying human capitals. *Information Systems Frontiers*, 1-15 (CABS 3?).
