Journal of Global Strategic Management (JGSM)

JUNE 2020 • WOLUME. 14 • NUMBER. 2 • ISSN: 1307-6205 • E-ISSN: 2651-4486

Editor in Chief

Cemal Zehir (Yildiz Technical University, Istanbul-Turkey) Email: czehir@yildiz.edu.tr, cemalzehir@gmail.com

Co-Editors

Lutfihak Alpkan (Istanbul Technical University, Istanbul, Turkey) Email: alpkan@itu.edu.tr

Oya Erdil (Gebze Technical University, Kocaeli, Turkey) Email: erdil@gyte.edu.tr

Tanses Gulsoy (Beykent University, İstanbul, Turkey) Email: tanses@hotmail.com

Editorial Board Members

Lonnie Strickland (The University Of Alabama, Tuscaloosa, Alabama, USA) Richard Lynch (Middlesex University, London, UK) A. Zafer Acar (Okan University, Istanbul, Turkey) Abdul-Hadi G. Abulrub, (University of Warwick, Coventry, UK) Mesut Akdere, (Purdue University, West Lafayette, USA) Hamid Noori (Wilfrid Laurier University, Waterloo, Canada) Irem Eren Erdogmus (Marmara University, Turkey) Jamaladdin H. Husain (Purdue University, USA) Ludmila Mládková, (University Of Economics, Prague, Czech Republic) Mariana Dodourova (University Of Hertfordshire, UK) Mehtap Ozsahin (Yalova University, Yalova-Turkey) Meral Elci (Gebze Technical University, Turkey) Selim Zaim (Istanbul Technical University, Istanbul-Turkey) Shaukat Ali (University Of Wolverhampton, UK) Stephen E. Cross (Georgia Institute Of Technology, Atlanta, USA

Editorial Secretery

Tugba Karaboga Email: tugba.hidirlar@hotmail.com

Information For Contribution

Journal of Global Strategic Management (JGSM), as a refereed journal, strivesto be amongst thehighly qualified journals in the field by providing leadership in developing theory and introducing newconcept to itsreadership.

All submissions are subject to a two person blind peer reviewprocess. The primary goal of the journal will be to provide opportunitiesforbusinessrelated academicians and professionals from various business fields in a global realm to publish their paper in one source. The journal will provide opportunities for publishing scientific papers as well as providing opportunities to viewothers' works. Doctoral and MBA students are highly encouraged to submit papers JGSM for competitive review.

Manuscripts must be prepared according to therequirements indicated at the end of the last two pages.

The views expressed by the articles in the journal are those of the individual authors and do not necessarily reflect official positions of Journal Of Global Strategic Management (JGSM). Articles published are authenticated and cannot be reproduced or utilized in any formwithout reference to the journal. All inquiries must be directed to the submission address.

JGSM is an independent businessjournal published twice a year by the International Strategic Management and Managers Association. Journal of Global Strategic Management isindexed and abstracted in:

*Global Impact Factor

*Cabell's Directory

*Asosindex

Manuscripts may be sent via e-mail to be folloving e-mail addresses: jgsm@isma.info, Webpage: http://www.isma.info

Addres: Sogutlucesme Cad., Rasime Uzlar Han , No.86, Daire.3, Kadikoy, Istanbul, Turkey

Correspondence Address: Yıldız Technical University, Davutpaşa Kampüsü, Faculty of Economics and Administrative Sciences Department of Business Administration, Davutpaşa Mah. Davutpaşa Caddesi 34220 Esenler- İstanbul

Produced by: Siyah Kare, Kadikoy, Istanbul, Turkey

Printed by: Kaan Matbaa, Lirtos Yolu, 2. Matbaacilar Sitesi, Topkapi, Istanbul Tel.0212 576 52 78

Advisory Board&review Committee

A.Asuman Akdogan (Erciyes University, Kayseri, Turkey) Adnan Celik (Selcuk University, Konya, Turkey) Ahu Tugba Karabulut (Istanbul Commerce University, Istanbul, Turkey) Alexander Egorshin (The Nizhny Novgorod Institute Of Management And Business, Russia) Ali Ekber Akgun (Gebze Technical University, Kocaeli, Turkey) Alistair M Brown (Curtin University Of Technology, Western, Australia) Amar Kjn Nayak (Xavier Institute Of Management, Orrissa, India) Ana Lucia Martins (Lizbon Iscte-Iul University, Portuguese) Atilla Dicle (Yeditepe University, Istanbul, Turkey) A.Zafer Acar (Piri Reis University, Istanbul, Turkey) Aygul Turan (Yildiz Technical University, Turkey) Ayse Gunsel (Kocaeli University, Turkey) Bige Askun (Marmara University, Turkey) Bulent Sezen (Gebze Technical University, Kocaeli, Turkey) Celso Claudiohildebrand Grisi (University Of Sao Paulo, Brazil) Cemal Zehir (Yildiz Technical University, Istanbul, Turkey) Cengiz Yilmaz (Abdullah Gul University, Istanbul, Turkey) Chien-Chung Nieh (Tamkang University, Taipei Country, Taiwan) Dababrata N.Chowdhury (University Campus Suffolk, Ipswich Uk) Dursun Bingol (Gazi University, Ankara, Turkey) Dzineta Dimante (University Of Latvia, Latvia) Ekaterina Shekova (St.Petersburg State University) Ekrem Tatoglu (Bahcesehir University, Turkey) Erkut Altindag (Beykent University, Turkey) Fahri Karakaya (University Of Massachusetts, Dartmouth, USA) Fatih Semercioz (Istanbul University, Turkey) Fuat Oktay (Beykent University, Istanbul, Turkey) Garry L. Adams (Auburn University, USA) Gulruh Gurbuz (Marmara University, Istanbul, Turkey) Halim Kazan (Istanbul University, Turkey) Halit Keskin (Yildiz Technical University, Istanbul Turkey) Hamid Noori (Wilfrid Laurier University Waterloo, Kanada) Ha-Nguyen (Vietnam National University, Hanoi School Of Business, Vietnam) Hayat Kabasakal (Bogazici University, Istanbul, Turkey) Hisao Fujimoto (Osaka University Of Economics, Japon) Howard Clayton (Auburn University, USA) Huseyin Ince (Gebze Technical University, Kocaeli, Turkey) Irem Eren Erdogmus (Marmara University, Turkey)

Irge Şener (Çankaya University, Ankara, Turkey) Jamaladdin H. Husain (Purdue University, USA) Janis Priede (University Of Latvia, Latvia) Lars Ehrengren (Stockholm University, Sweden) Lonnie Strickland (The University Of Alabama, Tuscaloosa, Alabama, USA) Ludmila Mládková, (University Of Economics, Prague, Czech Republic) Lutfihak Alpkan (Istanbul Technical University, Istanbul, Turkey) M. Sukru Akdogan (Erciyes University, Turkey) Mariana Dodourova (University Of Hertfordshire, UK) Mehmet Barca (Social Sciences University Of Ankara, Turkey) Mehtap Ozsahin (Yalova University, Turkey) Meral Elci (Gebze Technical University, Turkey) Mufide Sule Eren (Canakkale Onsekiz Mart University, Turkey) Musa Pinar (Pittsburg State University, Pittsburg, USA) Neil Bechervause (Swinburne University Of Technology, Melbourne, Australia) Nevin Deniz (Marmara University, Turkey) Nigar Demircan Cakar (Duzce University, Duzce, Turkey) Nihat Erdogmus (Yildiz Teknik University, Turkey) Oya Erdil (Gebze Technical University, Kocaeli, Turkey) Pauline Magee-Egan (St. Johns University, USA) Ramona Rupeika-Apoga (University Of Latvia, Latvia) Refik Culpan (Pennsylvania State University, Harrisburg, USA) Refika Bakoğlu (Marmara University, Istanbul, Turkey) Richard Lynch (Middlesex University, Londra-UK) Salih Zeki Imamoglu (Gebze Technical University, Kocaeli, Turkey) Selim Aren (Yildiz Teknik University, Turkey) Selim Zaim (Istanbul Teknik University, Turkey) Senem Besler (Anadolu University, Turkey) Shamsul Nahar Abdullah (Northen University Of Malaysia, Aman, Malasia) Shaukat Ali (University Of Wolverhampton, Shropsire, Great Britain) Sonja Petrovich Lazarevic (Monash University, Victoria, Australia) Stanislav Poloucek (Silesian University, Opava, Czech Republic) Suleyman Barutçu (Pamukkale University, Denizli, Turkey) Ugur Yozgat (Kultur University, Turkey) Umit Alniacik (Kocaeli University, Turkey) Tanses Gulsoy (Beykent University, Turkey) Vic Lane (University Of London, UK) Yasin Sehitoglu (Yildiz Teknik University, Turkey) Zoltan Veres (Budapest Business School, Budapest, Hungary

Valuable Readers and Colleagues;

Despite the terrible pandemic days our world is going through, we are still with you with our new issue. Our belief that these pandemic days are slowly coming to an end is increasing day by day. We are excited to provide uninterrupted service to the world of science with our editorial board members and referees regarding these difficult conditions.

We are honored to present to you a new edition of "Journal of Global Strategic Management(JGSM)". With this edition- the second for the year 2020. We are living the happiness of filling the 14 th year in the field of Global Strategic Management. We have published 28 numbers so far. We contributed to the field of strategic management by publishing original articles from many countries of the world for the first time. We are looking forward to new academic studies with great enthusiasm.

Every year we are glad to report that we are able to expand our readership and network of contributors world wide. That means your journal meets increasing interest from researchers and academicians around the world. As we have mentioned before, Journal of Global Strategic Management is indexed and abstracted in some of the major international databases, among them "Cabell's Directory of the USA", "Asos index", Global Impact Factor and EBSCO Publishing, Inc.,.

As the interest from academicians and researchers from all around the world has been increasing about our journal, it is my great pleasure to introduce you the 14.2.th edition of Journal of Global Strategic Management. Strategic management is a concept that holds the aim of achieving the goals and objectives of organizations in the long term. As one of the most researched disciplines, Global Strategic Management includes a wide range of subjects about business management area. For this reason our journal is devoted to develop the core understanding of global strategic management and management theory ; we try to welcome a diverse range of papers concerned with all aspects of strategic management which rely on statistical inference, qualitative/quantitative studies, verbal theory ,conceptual and computational models.

The Journal of Global Strategic Management(JGSM) applies theory developed from global business research to actual business situations. The Journal of Global Strategic Management(JGSM) analizes a wide variety of business decisions, strategy, processes and activities within the actual business setting.

We are very pleased and thankful to all of the members of Editorial Board, Advisory Board and Peer Review Committee for their remarkable help issuing this journal successfully. We also would like to thank you all for your strong support and contribution to JGSM. We hope you will keep contributing to JGSM to make it an even better outlet for publishing the very latest high quality empirical and theoretical studies in general management with important tactical implications. We are looking forward to your valued contributions to the Journal of Global Strategic Management and thank you for your continued support.

Hoping to meet in healthy and peaceful days ...Best wishes...

Editor-in-Chief

Prof. Dr. Cemal ZEHIR

Table of Contents

- 005 PROPOSAL OF A REFERENCE MODEL FOR CORPORATE GOVERNANCE PRACTICES OF THE CYCLICAL CONSUMPTION SECTOR IN BRAZIL Joice da Silva Rocha SIQUEIRA, Venilton da SILVA, Selma Regina Martins OLIVEIRA
- 017 HR PROFESSIONALS' TECHNOLOGY COMPETENCY Derya CIHAN-OKSUZOGLU, Yonca GUROL
- 029 THE CONSEQUENCES OF TOXIC LEADERSHIP ON FOCI OF COMMITMENT Mert KILIC, Hilal GOKKAYA, Ayse GUNSEL
- 039 WORK FAMILY CONFLICT AND COUNTERPRODUCTIVE WORK BEHAVIOR: FAMILY SUPPORTIVE ORGANIZATION PERCEPTIONS AS A MODERATOR Gozde MORGUL, Mine Afacan FINDIKLI
- 051 THE EFFECTS OF EMOTIONAL LABOR BEHAVIORS ON THE PROJECT TEAM PERFORMANCE Mehmet CELIKYAY
- 065_THE RELATIONSHIP BETWEEN RELATIONSHIP-ORIENTED LEADERSHIP, ORGANIZATIONAL EMOTIONAL MEMORY LEVEL AND ORGANIZATIONAL COMMITMENT *Arzu GIRISKEN*
- 075 NOTES FOR CONTRIBUTIONS MANUSCRIPT GUIDELINES