

WORK ORGANIZATIONAL AND INDUSTRIAL PSYCHOLOGISTS' ASSOCIATION

IOCP 2024–2025 ACTIVITY REPORT

TABLE OF CONTENTS

1. ORGANIZATIONAL STRUCTURE AND CAPACITY	3
11. Identity of the Association.....	3
12. Board of Directors	5
13. Membership Information.....	7
14. Financial Summary.....	8
14.1. 2023 Financial Summary	8
14.2. 2024 Financial Summary	9
14.3. 2025 Financial Summary	10
2. ACTIVITIES BY YEAR.....	11
21. 2024 Activities.....	11
22. 2025 Activities	14
23. 2026 Activities	18
3. IOCP INITIATIVES, EVENTS, AND PROJECTS.....	19
31. Rural Psychology School	19
32. IOCP Methodology School.....	21
33. IOCP Webinars.....	27
34. ENTHALPY: Project to Strengthen Worker Health, Safety, and Well-being	30
35. IOCP & TPD HR TRAINING	31
36. GLOBAL WORK AND ORGANIZATIONAL PSYCHOLOGY CONFERENCE	33
37. CONGRESS AND CONFERENCE PARTICIPATION	34
4. PROJECT DEVELOPMENT AND COLLABORATIONS.....	40
5. VISIBILITY AND INSTITUTIONAL REPRESENTATION	41
6. POLICY AND STAKEHOLDER RELATIONS	41

1. ORGANIZATIONAL STRUCTURE AND CAPACITY

1.1. The Association's Identity

Domain Name

Work Organizational and Industrial Psychologists' Association (IOCP)

Date of Establishment

October 26, 2023

Purpose

Work Organizational and Industrial Psychologists' Association (IOCP) aims to improve the quality of work life by implementing models that utilize an interdisciplinary approach and innovative solution methods in the fields of work, organizations, work life, and industrial psychology; to enhance individuals' rights in the workplace, to ensure that the science of psychology benefits all segments of society, and to develop appropriate solutions that enable individuals to participate functionally in both their work and daily lives, taking into account all aspects that foster diversity.

Goals

It aims to establish the active participation of psychologists and experts with graduate-level education in psychology in creating humane working conditions so that the workplace does not harm people's physical and psychological health or their personal safety, and so that workers are healthy, happy, motivated to participate in the workplace, and productive.

In addition to achieving its goals within the normal course of life, the association will develop solutions to ensure that society is prepared for all types of crises, disasters, and accidents, and to strengthen social, cultural, and psychological resilience.

To prevent losses and damage, it will carry out projects designed to encourage different sectors within the social structure, businesses of all sizes, and employees at every level and from every profession to take on a stakeholder role in building a proactive safety culture.

1. ORGANIZATIONAL STRUCTURE AND CAPACITY

1.1. The Association's Identity

Field

Information

To conduct research and development activities to enhance and improve its operations.
Organize national and international educational activities such as courses, seminars, conferences, summits, and panel discussions.
To obtain and analyze all necessary information, documents, and publications required to achieve its objectives; to establish a documentation center; to set up computer software laboratories and R&D centers; to publish newspapers, magazines, scientific journals, books, and newsletters in line with its objectives to publicize its work; to conduct surveys; and to prepare reports. To collaborate with political parties, industrial organizations, chambers of commerce, universities, and other civil society organizations to foster a national movement in line with the objectives of the Industrial and Occupational Psychologists Association (IOCP) and ensure its integration into current policy.

Field of Activity

Headquarters

Istanbul, Şişli, Fulya Neighborhood, Pehlivan St. 35/2

Website / Social Media

iocp.org.tr / [@iocpdermegi](https://www.instagram.com/iocpdermegi)

1.1. Board of Directors

Regular Board of

Name	Position:	Term:
Prof. Dr. İdil Işık	Association	2025
Kağan Güney	President, Vice	2025
Ali Fırat Işık	President,	2025
Yasin Kuzdağ	Secretary General	2025
Umut Şen	Board of Directors Member	2025
	Board Member	

Board of Auditors

Dr. Şafak Öz Aktepe, Assistant Professor	Audit Committee Member	2025
	Audit Committee Member	2025

Reserve Board of

Aleyna Dönmez	Alternate Board Member	2025
Melisa Seray İşcan	Alternate Board Member	2025
Kerim Balcı	Alternate Board Member	2025
İremnur Koç	Alternate Board Member	2025
Türker Ceyhun Göksüğü	Alternate Board Member	2025

Reserve Audit Committee

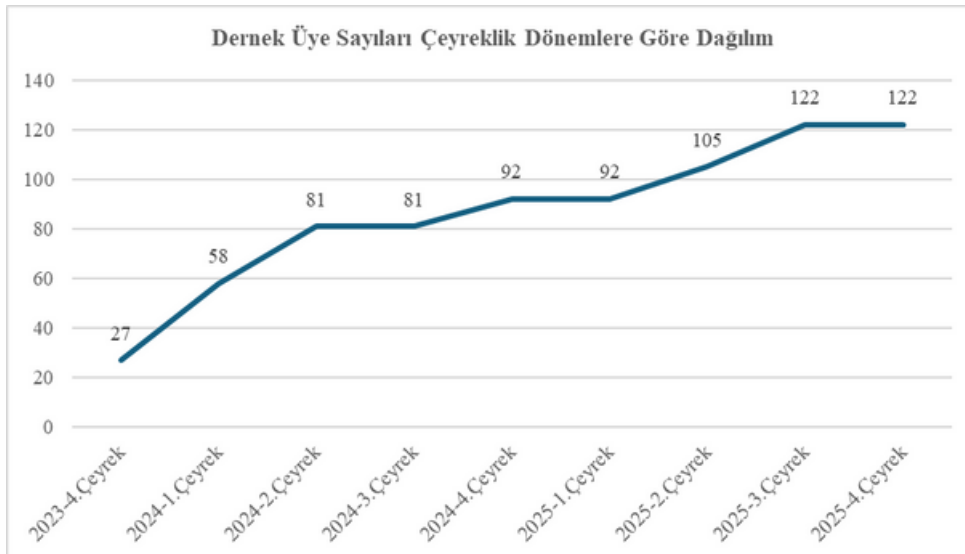
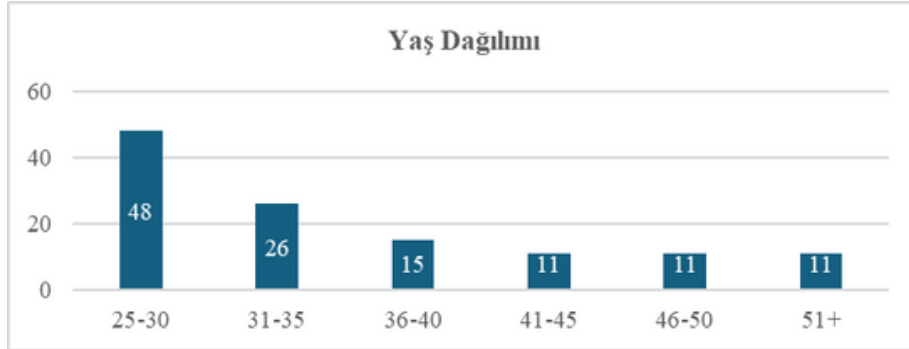
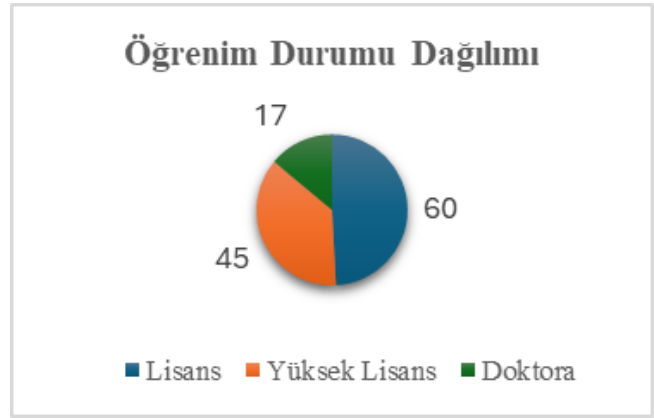
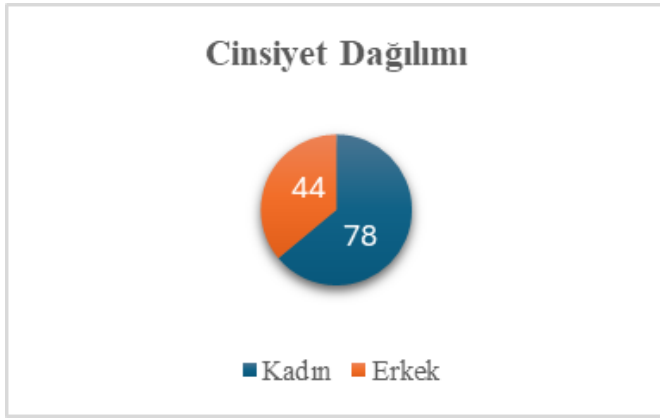
Dr. Nevin Kılıç, Assistant Professor	Alternate Member of the Audit Committee	2025
Prof. Dr. Çiğdem Vatansever	Alternate Audit Committee Member	2025



1.2 Membership

During the 2023–2025 term, the association has focused on expanding its membership base and strengthening the participation of professionals from various fields.

Current Number of Association Members: 122 Members (Date: October 26, 2025)



1.3 Membership

While IOCP's membership numbers have generally shown an upward trend since its founding, the pace of growth has varied from period to period.

- Starting with 27 members in the fourth quarter of 2023, the association experienced rapid growth in the first half of 2024, reaching 81 members during this period, driven by visibility initiatives such as a launch event, website launch, and webinar series.
- No increase in membership was observed in the third quarter of 2024 (81 members). The fact that a comprehensive event such as the Rural Psychology Summer School was held during this period suggests that the association's focus may have shifted from acquiring new members to managing existing members and content production.
- In the fourth quarter, the number of members increased again, rising to 92. This increase can be attributed to national and international events held in the final quarter of the year (such as symposium participation and webinar series). In the first quarter of 2025, however, the membership count remained stable (92 members), and there was no acceleration in new registrations during this period. This may be due to the association's activities during this period being directed toward internal community efforts rather than external outreach.
- In the second quarter of 2025, with the launch of educational series such as the Methodology School and Certificate Programs, the membership count increased again (105 members), reaching 122 in the third quarter following the international G-WOP Conference. This increase is likely linked to the IOCP's growing international visibility. In the fourth quarter, the number of members remained stable (122 members). This suggests that the association's growth momentum has reached a certain level of maturity and may have entered a period of stabilization.





1.4 Financial

1.4.1. 2023 Financial Summary

2023 Yılı Mali Özet

MALİ BİLGİLER

1. Defterlerinizi hangi usulde tutuyorsunuz?
İşletme Hesabı Esası (İşletme Hs. Defteri) ☒ 1 Bilanço Esası (Yevmiye Defteri) ☐ 0 → Soru 4'e geçin

2. GELİRLER [TL]

2.1. Önceki Yıldan Devreden Gelir	:	0.00
2.1.1 Kasa	:	0.00
2.2.1 Banka	:	0.00
2.3.1 Alacaklar	:	0.00
2.2. Üye Ödentileri	:	0.00
2.3. Yurtdışından Alınan Yardımlar (1)	:	0.00
2.4. Kamu Kuruluşlarından Alınan Yardımlar (2)	:	0.00
2.5. Diğer Bağış ve Yardımlar Toplamı	:	313,000.00
2.4.1 Bağış Gelirleri	:	313,000.00
2.5.1 Yardım Toplama Gelirleri	:	0.00
2.6. İktisadi İşletme Gelirleri	:	0.00
2.7. Finansal Gelirler	:	0.00
2.8. Kira Gelirleri	:	0.00
2.9. Diğer Gelirler	:	0.00
2.10. Alınan Borçlar	:	0.00
GELİRLER TOPLAMI :		313,000.00

3. GİDERLER [TL]

3.1. Önceki Yıldan Devreden Borç	:	0.00
3.2. Genel Giderler	:	21,786.12
3.3. Personel Giderleri	:	0.00
3.4. Amaç ve Hizmet Giderleri Toplamı	:	129,600.00
3.4.1 Kültür, Sanat, Spor	:	0.00
3.4.2 Eğitim ve Araştırma	:	129,600.00
3.4.3 Sağlık	:	0.00
3.4.4 Sosyal Hizmetler	:	0.00
3.4.5 Çevre (Doğa ve Hayvanları Koruma)	:	0.00
3.4.6 Ekonomik Sosyal ve Toplumsal Kalkınma	:	0.00
3.4.7 Hukuk ve İnsan Hakları	:	0.00
3.4.8 Hayır Yardımları	:	0.00
3.4.9 Uluslararası Faaliyetler	:	0.00
3.4.10 Diğer	:	0.00
3.5. Diğer Giderler	:	4,080.34
3.6. Mevcut Kasa	:	0.00
3.7. Mevcut Banka	:	157,533.54
3.8. Mevcut Alacaklar	:	0.00
GİDERLER TOPLAMI :		313,000.00

8. Derneğin banka hesabı var mı?
Evet ☒ 1 Hayır ☐ 0

9. Banka Hesap Bilgileri:

	Banka Adı	IBAN / Hesap Numarası	Şube Adı	Hesap Türü	Dönem Sonu Bakiyesi
9.1	Akbank T.A.Ş.	TR4600046008220360000479	fulya	Euro	6052,22
9.2	Akbank T.A.Ş.	460004600822888000047840	fulya	Vadesiz Cari Hesap	3181,32
9.3	Akbank T.A.Ş.	TR9600046008220010000479	fulya	USD Tevdiat	148300,00
				TOPLAM	157533,54



1.4 Financial

1.4.2 Summary of the 2024 Financial

2024 Yılı Mali Özet

MALİ BİLGİLER

1. Defterlerinizi hangi usulde tutuyorsunuz?
İşletme Hesabı Esası (İşletme Hs. Defteri) ☒ 1 Bilanço Esası (Yevmiye Defteri) ☐ 0 → Soru 4'e geçin

2. **GELİRLER [TL]**

2.1. Önceki Yıldan Devreden Gelir	:	157,533.54
2.1.1 Kasa	:	0.00
2.2.1 Banka	:	157,533.54
2.3.1 Alacaklar	:	0.00
2.2. Üye Ödentileri	:	13,800.00
2.3. Yurtdışından Alınan Yardımlar (1)	:	0.00
2.4. Kamu Kuruluşlarından Alınan Yardımlar (2)	:	0.00
2.5. Diğer Bağış ve Yardımlar Toplamı	:	186,030.00
2.4.1 Bağış Gelirleri	:	186,030.00
2.5.1 Yardım Toplama Gelirleri	:	0.00
2.6. İktisadi İşletme Gelirleri	:	0.00
2.7. Finansal Gelirler	:	34,046.45
2.8. Kira Gelirleri	:	0.00
2.9. Diğer Gelirler	:	4,000.00
2.10. Alınan Borçlar	:	0.00
GELİRLER TOPLAMI :		395,409.99

3. **GİDERLER [TL]**

3.1. Önceki Yıldan Devreden Borç	:	0.00
3.2. Genel Giderler	:	63,121.37
3.3. Personel Giderleri	:	0.00
3.4. Amaç ve Hizmet Giderleri Toplamı	:	111,891.82
3.4.1 Kültür, Sanat, Spor	:	0.00
3.4.2 Eğitim ve Araştırma	:	0.00
3.4.3 Sağlık	:	0.00
3.4.4 Sosyal Hizmetler	:	111,891.82
3.4.5 Çevre (Doğa ve Hayvanları Koruma)	:	0.00
3.4.6 Ekonomik Sosyal ve Toplumsal Kalkınma	:	0.00
3.4.7 Hukuk ve İnsan Hakları	:	0.00
3.4.8 Hayır Yardımları	:	0.00
3.4.9 Uluslararası Faaliyetler	:	0.00
3.4.10 Diğer	:	0.00
3.5. Diğer Giderler	:	0.00
3.6. Mevcut Kasa	:	0.00
3.7. Mevcut Banka	:	220,396.80
3.8. Mevcut Alacaklar	:	0.00
GİDERLER TOPLAMI :		395,409.99

4. Derneğin bankası banka hesabı var mı?
Evet ☒ 1 Hayır ☐ 0

9. Banka Hesap Bilgileri;

	Banka Adı	IBAN / Hesap Numarası	Şube Adı	Hesap Türü	Dönem Sonu Bakiyesi
9.1	Akbank T.A.Ş.	TR96 0004 6008 2200 1000 0479 98	FULYA	USD Tevdiat	158185,64
9.2	Akbank T.A.Ş.	TR46 0004 6008 2288 8000 0478 40	FULYA	Vadesiz Cari Hesap	62211,16
				TOPLAM	220396,80



IOCP

WORK ORGANIZATIONAL AND INDUSTRIAL
PSYCHOLOGISTS' ASSOCIATION

1.4 Financial

1.4.3 2025 Financial Summary

2025 Yılı Mali Özet

MALİ BİLGİLER

1.	Defterlerinizi hangi usulde tutuyorsunuz?	
	İşletme Hesabı Esası (İşletme Hs. Defteri) ☒ 1	Bilanço Esası (Yevmiye Defteri) ☐ 0 → Soru 4'e geçin
2.	GELİRLER [TL]	
2.1.	Önceki Yıldan Devreden Gelir	220,396.80
2.1.1	Kasa	0.00
2.2.1	Banka	220,396.80
2.3.1	Alacaklar	0.00
2.2.	Üye Ödentileri	20,800.00
2.3.	Yurtdışından Alınan Yardımlar (1)	0.00
2.4.	Kamu Kuruluşlarından Alınan Yardımlar (2)	0.00
2.5.	Diğer Bağış ve Yardımlar Toplamı	788,630.00
2.4.1	Bağış Gelirleri	788,630.00
2.5.1	Yardım Toplama Gelirleri	0.00
2.6.	İktisadi İşletme Gelirleri	0.00
2.7.	Finansal Gelirler	108,991.84
2.8.	Kira Gelirleri	0.00
2.9.	Diğer Gelirler	38,986.05
2.10.	Alınan Borçlar	0.00
	GELİRLER TOPLAMI :	1,177,804.69
3.	GİDERLER [TL]	
3.1.	Önceki Yıldan Devreden Borç	0.00
3.2.	Genel Giderler	97,858.67
3.3.	Personel Giderleri	191,074.75
3.4.	Amaç ve Hizmet Giderleri Toplamı	292,073.71
3.4.1	Kültür, Sanat, Spor	0.00
3.4.2	Eğitim ve Araştırma	292,073.71
3.4.3	Sağlık	0.00
3.4.4	Sosyal Hizmetler	0.00
3.4.5	Çevre (Doğa ve Hayvanları Koruma)	0.00
3.4.6	Ekonomik Sosyal ve Toplumsal Kalkınma	0.00
3.4.7	Hukuk ve İnsan Hakları	0.00
3.4.8	Hayır Yardımları	0.00
3.4.9	Uluslararası Faaliyetler	0.00
3.4.10	Diğer	0.00
3.5.	Diğer Giderler	0.00
3.6.	Mevcut Kasa	0.00
3.7.	Mevcut Banka	596,797.56
3.8.	Mevcut Alacaklar	0.00
	GİDERLER TOPLAMI :	1,177,804.69

8.	Demneğinizin banka hesabı var mı?					
	Evet ☒ 1	Hayır ☐ 0				
9.	Banka Hesap Bilgileri:					
	Banka Adı	IBAN / Hesap Numarası	Şube Adı	Hesap Türü	Dönem Sonu Bakiyesi	
9.1	Adabank A.Ş.	TR24 0004 6008 2200 1000 0579 27	FULYA	USD Tevdiat	192082,56	
9.2	Adabank A.Ş.	TR44 0004 6008 2288 8000 0586 43	FULYA	Vadesiz Cari Hesap	1141,15	
9.3	Adabank A.Ş.	TR96 0004 6008 2200 1000 0479 98	FULYA	USD Tevdiat	302186,50	
9.4	Adabank A.Ş.	TR46 0004 6008 2288 8000 0478 40	FULYA	Vadesiz Cari Hesap	101387,35	
	TOPLAM				596797,56	



2. ACTIVITIES BY YEAR

2.1. 2024 Activities

Activity No.	Date	Event Name	Scope	Purpose	Collaboration Agency
1	January 4, 2024	IOCP Launch & Rural Psychology Hybrid Meeting	Association Launch	To announce the establishment of the association and introduce the topic of rural psychology	X
2	January 8, 2024	Website Launch and Social Media Launch	Organizational Visibility	To establish the IOCP's presence on digital platforms	X
3	January 9, 2024	Well-Being of Civil Society Workers	Webinar Series	To raise awareness of psychosocial health among NGO staff	X
4	January 9, 2024	Presidential Office of Human Resources Practices and Internship Opportunities	Webinar Series	To promote public HR policies	Office of Human Resources, Presidency
5	January 16, 2024	Mental Health Literacy in Elite Sports	Webinar Series	To foster psychological health literacy in sports	X

2. ACTIVITIES BY YEAR

2.1 Activities for 2024

Activity No.	Date	Event Name	Scope	Purpose	Collaboration Institution
6	March 8, 2024	IETT Women Drivers' Meeting	Meeting	To highlight the experiences of female drivers in their professional lives, support gender equality, and promote the employment of women in the transportation sector	Traffic Accident Prevention Association -IETT
7	March 12, 2024	First Board of Directors Meeting	Corporate Meeting	Structuring management processes	X
8	May 4, 2024	1st Congress on Industrial and Organizational Psychology – “The Third Sector in Psychology”	Conference Participation	Academic promotion of the association	Çukurova University
9	May 18, 2024	First Member Gathering – World Mental Health Week	Special Event	Strengthening communication among members	X
10	August 19–31, 2024	Rural Psychology Summer School	Training Program	Turkey's first rural psychology summer school	X
11	September 6, 2024	Family Support in Working Life: From Career Choice to Occupational Health and Safety	Seminar	Highlighting the importance of family support in working life and fostering psychosocial awareness in career choice and occupational health and safety processes	Bursa Metropolitan Municipality Public Health Week Events
12		2nd International Symposium on Labor Economics and Industrial Relations	Paper Presentation	Promoting rural psychology and fair transition processes	Tekirdağ Namık Kemal University

2. ACTIVITIES BY YEAR

2.1 Activities for 2024

Activity No.	Date	Event Name	Scope	Objective	Collaboration Institution
13	December 9, 2024	IOCP Webinar Series: Leadership, Employee Well-being, and Mental Health	Webinar Series	To discuss the themes of leadership and well-being	X
14	December 16, 2024	IOCP Webinar Series: Toxic Organizational Cultures	Webinar Series	Discussion on employee psychosocial safety	X
15		IOCP Webinar Series: Psychological Safety and Innovation	Webinar Series	Examining the concepts of safe spaces and risk management	



2. ACTIVITIES BY YEAR

2.2 2025 Activities

Activity No.	Date	Activity Name	Scope	Objective	Collaboration Institution
1	January 24, 2025	Making Good Decisions with an Evidence-Based Approach	Methodology School	To develop an evidence-based approach in research decision-making processes	X
2	February 6, 2025	Quantitative Research Methods	Methodology School	To build proficiency in quantitative data analysis	X
3	February 13, 2025	Qualitative Research Methods	The School of Method	Introduction to qualitative research methodology	X
4	February 27, 2025	Artificial Intelligence and Research	Method School	AI-supported research approaches	X
5	March 13, 2025	Mixed Methods	Method School	Integration of qualitative and quantitative approaches	X
6	March 8, 2025	Screening and Discussion of the Documentary "Pride Wound"	Special Event	Raising awareness of International Women's Day on March 8	X
7		A Career Path for Psychologists : Human Resources Management	Training / Webinar	Introducing alternative career paths for psychologists	TPD
8	March 14, 2025	Labor Law and the	Technical	Developing Psychologists' Technical HR Competencies	

2. ACTIVITIES BY YEAR

2.2 Activities for 2025

Activity No.	Date	Activity Name	Scope	Objective	Collaboration Institution
9	April 14– May 31, 2025	Human Resources Management Certificate Program for Psychologists and Aspiring Psychologists	Training Program	To enhance psychologists' technical competence in the field of HR	TPD
10	April 17, 2025	Critical Methodology Discussions: The Crisis of Repetition	Methodology School	Critical discussion on research reliability	X
11	April 21, 2025	Rural Psychology: A Perspective from Academia and the Field	Rural Psychology	Integration of academic and field experience	X
12	May 2, 2025	ENTHALPY Project Presentation and Stakeholder Network Meeting	Conference Participation	To foster collaboration in the field of employee health and well-being	Çukurova University
13	May 2, 2025	Rural Psychology: The Unbearable Restlessness of Being a Farmer	Conference Participation	Introduction to the field of Rural Psychology	Çukurova University
14	May 8, 2025	Methodology School		Bibliometric analyses, experimental methods	X

2. ACTIVITIES BY YEAR

2.2 Activities for 2025

Activity No.	Date	Activity Name	Scope	Objective	Collaboration Agency
15	May 15, 2025	Measurement and Evaluation: Experimental and Quasi-Experimental Approaches	Methodology School	To raise awareness of experimental methods in the field of Industry and Organization	X
16	September 18–19, 2025	G-WOP Global Work and Organizational Psychology Conference	International Participation	To increase the international visibility of IOCP	G-WOP
17	September 18, 2025	Policy Impact and Professionalization: Integrating Psychologists into Workplaces	International Participation	To increase IOCP's international visibility	G-WOP
18	September 18, 2025	Rural Psychology & Agriculture as a Context for I/O Psychology	International Participation	To increase IOCP's international visibility	G-WOP
19	September 18, 2025	Common Good Approach to People & Culture Structures in Organizations	International Participation	To increase IOCP's international visibility	G-WOP

2. ACTIVITIES BY YEAR

2.2 Activities for 2025

Activity No.	Date	Activity Name	Scope	Objective	Collaboration Agency
20	September 19, 2025	Overcoming Religious Discrimination and Exclusion in the Workplace	International Participation	To increase the international visibility of the IOCP	G-WOP
21	September 19, 2025	High-Skilled Immigrants' Experience: A Scientist-Practitioner Approach	International Participation	To increase the IOCP's international visibility	G-WOP
22	October 3–5, 2025	22nd National Psychology Congress	Conference Participation	Promoting the IOCP in the academic community and among students	TPD
23	October 4, 2025	22nd National Psychology Congress "IOCP-ENTHALPY Special Session"	Conference Participation	Presentation of the Association's ENTHALPY Project	TPD
24	October 27–December 13, 2025	Human Resources Management Certificate Program for Psychologists and Psychology Students Program (2nd Term)	Education Program	Professional Development for Psychologists in the Field of Human Resources	X

2. ACTIVITIES BY YEAR

2026 Activities of the

Activity No.	Date	Activity Name	Scope	Objective	Collaborating Organization
1	January 9, 2026	I. International Congress on Trauma Prevention Efforts, Prof. Dr. İdil Işık "Work and Organizational Conditions That May Lead to Traumatic Experiences: The /Organizational Psychologists"	Panel Session	The concept of organizational trauma and the association's work in this area	WHR
2	September 19, 2025	I. International Congress on Trauma Prevention Initiatives: "Monitoring and Preventing Organizational Trauma: Bridging the Gap Between Clinical and Organizational Settings" Workshop	Workshop	Workshop on identifying, monitoring, and preventing organizational trauma	WHR

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.1

The School of Rural Psychology is a social transformation movement aimed at improving the well-being of rural communities. It was launched with the goal of strengthening psychological support mechanisms in rural areas, training psychologists specializing in this field, and encouraging academic research. Throughout this process, the aim is to spread a culture of psychological resilience by “touching the heart of the land” and to contribute to social sustainability.

The program, held from August 19–30, 2024, was structured around three main themes: **Theoretical Training:** Online courses taught by experts on the psychology of rural life, cultural awareness, and psychosocial risks.

Rural Life Experience: Fieldwork sessions where participants experience physical and social conditions firsthand.

Academic Research: Data collection and process design through observation, interviews, and focus group discussions.

Training Program

The training program was conducted by leading academics and experts in the field from August 19–23.



Some of the Course Topics:

- Rural Sociology and Rural Feminism.
- Green Capitalism and Agroecological Work.
- Organizational Environmental Responsibility (The Case of Enerjisa Production).
- Psychosocial Risks and Being a Psychologist in Rural Areas.

The percentage of participants who enjoyed the general training, found it inspiring, and would recommend it was recorded at 87%.

Field Trip and Hands-On Activities

The field phase, conducted with the participation of 10 psychology students and graduates, facilitated extensive interaction.

Visits: Five different villages were visited, and in-depth interviews were conducted with 32 farmers.

Agricultural Experience: Participants were directly involved in production processes such as tomato harvesting and drying preparations.

Social Activities: Community bonds were strengthened through book talks, an open-air movie screening, morning yoga, and walks.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.1 Rural Psychology School

Data Analysis and Preliminary Findings

Post-field data was systematically analyzed using MAXQDA software. More than 40 hours of work were spent on the analysis process.

Participant Demographics and General Trends:

Parameter	Data
Age Range	Ages 20–74
Gender	70% Male, 30% Female
Distribution	45% high school graduates, 25% college graduates
Educational Status	
Satisfaction	80% are satisfied with living in a village

Key Themes: Economic uncertainty, anxiety about the future, social solidarity, market access, and government policies.

Academic and Social Impact Studies

Our association has represented the Rural Psychology project on various platforms:

- JCI Beşiktaş Entrepreneurship Summit (September 7, 2024): Psychologist Betül Seyren discussed the role of associations in sustainable business models.
- Agriculture and Healthy Food Idea Generation Workshop (October 19, 2024): Our association was represented in collaboration with GİRVAK.
- 2nd International Symposium on Labor Economics (December 6, 2024): A paper titled “Rural Psychology as an Applied Science Field” was presented.
- A workshop was held at the 2nd Congress on Industrial and Organizational Psychology, organized at Çukurova University from May 2–4, 2025.

Future Outlook

Our association plans to apply for TÜBİTAK 2237-A funding for the 2nd School in the coming period.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Methodology School

The IOCP Methodology School is planned as an educational and promotional activity aimed at strengthening the sharing of methodological knowledge among researchers, practitioners, members, and prospective members working in the field of industrial and organizational psychology, as well as enhancing IOCP's academic and professional visibility. Within this framework, a series of one-hour webinars featuring eight different speakers is scheduled for 2025, with the goal of enabling participants to gain knowledge about current research methods and develop a critical awareness of methodology.

The Methodology School goes beyond merely conveying technical knowledge; it covers topics such as evidence-based approaches, quantitative, qualitative, and mixed methods, AI-supported research, bibliometric analyses, the reproducibility crisis, and experimental/semi-experimental designs. The goal is to enable participants to evaluate the methods used in research processes in a more conscious, critical, and contextual manner.

Through these webinars, IOCP members and prospective members were provided access to current methodological discussions that bridge the gap between academia and practice; at the same time, it was emphasized that the IOCP serves as a professional platform that prioritizes scientific quality, methodological transparency, and an evidence-based approach in the field of industrial and organizational psychology. In this regard, the IOCP Methodology School has served both as a promotional activity aimed at increasing participation and as a sustainable platform for knowledge sharing designed to enhance the field's methodological capacity.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Methodology School

Date	Webinar Title	Scope	Speaker	Institution
January 24, 2025	Making Better Decisions with an Evidence-Based Approach	The session addressed why evidence-based practices are necessary in the fields of organizational psychology and human resources, and how they can be applied.	Prof. Dr. Rob Briener	Center for Evidence-Based Management
February 6, 2025	Quantitative Research Methods	The session discussed why data-driven approaches are critical in organizational psychology and how they can be applied.	Lecturer Kağan Güney	Demiroğlu Science University
February 13, 2025	Qualitative Research Methods	The epistemological, ontological, and methodological foundations of qualitative research were examined. Additionally, a discussion took place regarding data sources, basic analytical techniques, and the role of qualitative studies in organizational psychology.	Prof. Dr. İdil Işık	Bahçeşehir University
February 27, 2025	Artificial Intelligence and Research	The applications of artificial intelligence in research and the advantages it offers were discussed. A comprehensive discussion took place on data analysis, modeling techniques, and AI-supported research processes.	Burcu Alsan	Senswise
March 13, 2025	Mixed Methods	The session explored how combining quantitative and qualitative research techniques can lead to more comprehensive analyses, how data sets can be integrated, and how to achieve more robust results in research.	Dr. Neslihan Turnalar Çetinkaya, Assistant Professor	Yaşar University

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Methodology School

Date	Webinar Title	Scope	Speaker	Affiliation
April 17, 2025	Discussions on Critical Methods: The Crisis of Reproducibility	In this webinar, issues of reproducibility in research were evaluated from a critical methodology perspective, addressing how methodological assumptions, analytical processes, and knowledge-production practices should be scrutinized.	Şanser Yener	Private Institution
May 8, 2025	Bibliometric Analyses	By examining how scientific knowledge production is evaluated through bibliometric indicators, the methodological limitations and modes of interpretation of citation, publication, and impact metrics were discussed.	Dr. Şafak Öz Aktepe, Assistant Professor	Acıbadem University
May 15, 2025	Measurement and Evaluation: Experimental and Quasi-Experimental Approaches	By examining the use of experimental and quasi-experimental research designs in measurement and evaluation processes, the limitations of validity, reliability, and causality assumptions were discussed.	Dr. Sibel Çalışkan, Assistant	Bahçeşehir University

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Method School

IOCP Webinar
Serisi Bölümü



**KANIT TEMELLİ
YAKLAŞIM İLE DAHA
İYİ KARARLAR ALMAK**

PROF.
ROB BRINER'İN
SUNUMUYLA



24 OCAK



Cuma
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**NİCEL ARAŞTIRMA
YÖNTEMLERİ**

ÖĞR. GÖR.
KAĞAN GÜNEY'İN
SUNUMUYLA



6 ŞUBAT



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**NİTEL ARAŞTIRMA
YÖNTEMLERİ**

PROF. DR.
İDİL IŞIK'IN
SUNUMUYLA



13 ŞUBAT



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**YAPAY ZEKA VE
ARAŞTIRMA**

BURCU ALSAN'IN
SUNUMUYLA



27 ŞUBAT



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



KARMA YÖNTEMLER

DR. ÖĞR. ÜYESİ
NESLİHAN
TURNALAR
ÇETİNKAYA'NIN
SUNUMUYLA



13 MART



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**ELEŞTİREL YÖNTEM
TARTIŞMALARI:
TEKRARLAMA KRİZİ**

ŞANSER YENER'İN
SUNUMUYLA



17 NİSAN



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**BİBLİYOMETRİK
ANALİZLER**

DR. ÖĞR. ÜYESİ
ŞAFAK ÖZ AKTEPE'NİN
SUNUMUYLA



8 MAYIS



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz

IOCP Webinar
Serisi Bölümü



**ÖLÇME VE
DEĞERLENDİRME:
DENEYSEL VE YARI
DENEYSEL YAKLAŞIMLAR**

DR. ÖĞR. ÜYESİ
SİBEL ÇALIŞKAN'IN
SUNUMUYLA



15 MAYIS



Perşembe
Saat 19:30 - 20:30

KATILIM İÇİN

meet.google.com/wmj-dnvc-egz



3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Methods School

Through the Methodology School webinar series, IOCP members and prospective members have been provided with access to both basic and advanced methodological knowledge regarding current research methods used in the field of industrial and organizational psychology.

Through various methodological topics—including quantitative, qualitative, mixed-methods, and experimental approaches, as well as evidence-based practices, AI-supported research, and bibliometric analyses—participants' awareness of methodological diversity and the relationships between methods has been enhanced.

By addressing not only the technical aspects of these methods but also their epistemological, methodological, and critical limitations, the webinars helped participants evaluate their research processes in a more reflective and conscious manner.

By emphasizing that IOCP is a professional platform that prioritizes scientific standards and an evidence-based approach, the organization's visibility and recognition were enhanced.

With contributions from expert academics and practitioners in the field, a knowledge-sharing environment was created that strengthened the interaction between academia and practice for participants.

The webinars organized as part of the Methodology School have strengthened the foundations for sustainable, education- and methodology-focused activities within the IOCP.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.2 IOCP Methodology School

Roadmap for the Next Phase

The roadmap for the next phase of the IOCP Methodology School has been structured to deepen the methodological diversity, critical approach, and integration of academia and practice demonstrated by the webinars held to date. In this context, the goal is not merely to introduce methods to members and prospective members, but to create a comprehensive methodological ecosystem that encompasses the design, analysis, interpretation, reporting, and ethical dimensions of research processes.

The new webinars planned in this vein aim to strengthen the advanced analytical competencies, scientific output capacity, and ethical awareness of participants conducting research in the field of industrial and organizational psychology.

- **Data Visualization (Yasin Kuzdağ):** The goal is to introduce modern data visualization techniques and tools to enable the effective and understandable presentation of research findings. This session will contribute to conveying research results more powerfully in both academic and applied contexts.
- **Meta-Analysis (Şanser Yener):** By introducing the meta-analysis method—which synthesizes the findings of multiple studies—the session aims to develop participants' ability to produce high-evidence-level results and evaluate the literature holistically.
- **Systematic Literature Review (Prof. Dr. İdil Işık):** By addressing the stages and analytical logic of a systematic literature review, the goal is to equip participants with the ability to plan their research processes in a more methodologically structured manner.
- **Mediation and Moderation Analysis (Dr. Gergely Czukor):** By demonstrating the construction of mediation and moderation models and the application of analysis processes using Process Macro, this session aims to enhance participants' advanced statistical analysis competencies.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.3. IOCP Webinars on

The International Organization of Industrial and Occupational Psychologists (IOCP) conducts comprehensive training and awareness initiatives that bridge the gap between academic knowledge and the practical needs of the workplace. Organized within this vision, these webinars aim to address every aspect of working life, from individual well-being to organizational sustainability.

Webinars on various topics were organized in 2024 and 2025. Each session addressed different topics. The goal is to continue holding these webinars on a regular basis in 2026 and beyond.

Date	Webinar Title	Scope	Speaker	Organization
January 9, 2024	The Well-Being of Civil Society Employees: The Perspective of HR Professionals	Mental well-being in civil society organizations was examined from an HR perspective. The study discussed the organizational steps that need to be taken to prevent burnout and foster sustainable "well-being."	Özge Koç Moderator: Prof. Dr. Çiğdem Vatansever	Save the Children Turkey
January 16, 2024	Practices and Internship Opportunities at the Presidential HR Office	Internship programs offered to young talent were discussed. Information was provided on the Presidential Office of Human Resources' current projects and opportunities that support students' transition into professional life were presented.	Dr. Savaş Ceylan, Assistant Professor Moderator: Dr. Şafak Öz Aktepe, Assistant Professor Şafak Öz Aktepe	Presidential Office, Human Resources, Education and Development Department

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.3. IOCP Webinars

Date	Webinar Title	Scope	Speaker	Institution
January 22, 2024	Mental Health Literacy in Elite Sports	The focus was on protecting psychological well-being in sports environments and raising awareness on this issue. Within the framework of sports psychology, the impact of elite athletes' mental resilience and health literacy on performance was discussed.	Ece İbanoğlu Moderator: Kağan Güney	TOHM Ankara
December 9, 2024	Leadership, Employee Well-being, and Mental Health	In this event, which addressed employee well-being from a managerial perspective, the decisive role of leadership styles on organizational psychological health was examined. Using the example of Enerjisa Üretim, well-being strategies that increase employee engagement were shared.	İhsan Erbil Bayçöl	Enerjisa Production
December 16, 2024	Psychosocial Safety of Employees in Toxic Organizational Cultures	The psychosocial risks that unhealthy organizational cultures pose to employees were discussed. How psychosocial safety can be ensured in toxic environments was evaluated through a holistic approach using methods from clinical and organizational psychology.	Erkan Çifte	Independent
December 23, 2024	Psychological Safety and Innovation: Risk Management or a Safe Space?	In this webinar, which addressed the critical link between innovation processes and psychological safety, the discussion focused on how the freedom to make mistakes and safe spaces trigger organizational creativity.	Dr. Hüseyin Güler	Kastamonu Integrated
	Labor Law and Workplace Harassment Circular	This is a technical competency development session for professionals in the field of work and organizational psychology. In light of current labor law regulations and the General Directive on Mobbing, experts analyzed the legal and ethical boundaries of combating psychological harassment in the workplace were analyzed by experts.	Prof. Dr. Fatma Burcu Savaş Kutsal Moderator: Dr. Şafak Öz Aktepe, Assistant Professor	Bahçeşehir University

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.3. IOCP Webinars



**SİVİL TOPLUM ÇALIŞANLARININ İYİLİK HALİ:
İK PROFESYONELLERİ PERSPEKTİFİ**

WEBİNAR

9 OCAK 2024, 20.00-21.30
Google Meet

PROF. DR. ÇİĞDEM VATANSEVER
Tekirdağ Namık Kemal Üniversitesi

ÖZGE KOÇ
Save The Children Türkiye -
İnsan Kaynakları ve İdari İşler
Direktörü



**CUMHURBAŞKANLIĞI İK OFİSİ UYGULAMALARI ve
STAJ OLANAKLARI**

WEBİNAR

16 OCAK 2024, 19.30 - 21.00
Google Meet

**DR. ÖĞR. ÜYESİ DAFARÖZ
AKTEPE**
Açıkademi Üniversitesi
IOCP Yürütüm Kurulu Üyesi

DR. ÖĞR. ÜYESİ SAVAŞ CEMAL
Cumhurbaşkanlığı İnsan Kaynakları
Eğitim ve Geliştirme Departmanı
Başkanı



**ELİT SPORLARDA PSİKOLOJİK SAĞLIK
OKURYAZARLIĞI**

WEBİNAR

22 OCAK 2024, 19:00
Google Meet

KAGAN GÜNEY
IOCP Başkan Yardımcısı

ECE İBANOĞLU
TOHİM Ankara Spor Psikoloğu



**IOCP WEBİNAR SERİSİ 2024
LİDERLİK,
ÇALIŞAN ESENLİĞİ
VE PSİKOLOJİK
SAĞLIK**

20.30-22.00
9 ARALIK 2024 PAZARTESİ
GOOGLE MEET

İHSAN ERBİL BAYÇOL
Envyisa Üretim Gıda

<https://www.iocp.org.tr/>



**IOCP WEBİNAR SERİSİ 2024
TOKSİK ORGANİZASYON
KÜLTÜRLERİNDE
ÇALIŞANLARIN
PSİKOSOSYAL
GÜVENLİĞİ**

19.30-21.00
16 ARALIK 2024 PAZARTESİ
GOOGLE MEET

ERKAN ÇİFTE
Uzman Klinik Psikolog
İnsan Kaynakları Danışmanı

<https://www.iocp.org.tr/>



**IOCP WEBİNAR SERİSİ 2024
PSİKOLOJİK GÜVENLİK
VE İNOVASYON:
RİSK YÖNETİMİ Mİ
GÜVENLİ ALAN MI?**

19.30-21.00
23 ARALIK 2024 PAZARTESİ
GOOGLE MEET

DR. HÜSEYİN GÜLER
Kastamonu Entegre Global Ar-Ge
ve İnovasyon Direktörü

<https://www.iocp.org.tr/>



**İŞ ÖRGÜT ENDÜSTRİ VE
ÇALIŞMA PSİKOLOGLARI
İÇİN TEKNİK YETKİNLİKLER
İŞ HUKUKU VE
MOBBİNG
GENELGESİ**

19.30
18 MART 2025 SALI
GOOGLE MEET

**PROF. DR. FATHA BURCU
SAYIŞ MUTSAL**
Bilimsel Uzman
Bilimsel Uzman
Bilimsel Uzman

**DR. ÖĞR. ÜYESİ
SAFAK ÖZ AKTEPE**
Açıkademi Üniversitesi
IOCP Yürütüm Kurulu Üyesi

<https://www.iocp.org.tr/>

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.4. ENTHALPY: Project to Strengthen Employee Health, Safety, and Well-being

Subtitle	2025 Progress Status
Objective	To holistically address the health, safety, and well-being of workers in Turkey.
Qualitative Phase	15 interviews were completed. A report was produced based on the analysis of the interviews.
Quantitative Phase	The final version of the survey was shared with the three target groups.
Workshop	A workshop was held on the topics of professional guidelines, legislative recommendations, a code of ethics and conduct, and required competencies, and the workshop outcomes were incorporated into the report.
Training Phase	The infrastructure of the training platform was completed; training content and speakers were finalized. A training structure consisting of 3 modules was designed, and a 42-hour content plan was developed. Approximately 170 people expressed interest in registering for these modules. As of January 15, 2026, there are 140 registrations for Module 1 (IOCP101), 91 for Module 2 (BASIC COMPETENCY 1), and 91 for Module 3. Module 1 has been completed, and the program has moved on to Module 2. A tab has been added to the platform to present field-related resources and scales.
Visibility	Social media and web announcements have been completed.
Stakeholder Visits	The project has gained significant visibility at the national and international levels through events such as GWOP and the National Psychology Congress. Institutional visits (DİSK, TKİ, İSGÜM) and ILO training sessions have strengthened stakeholder relationships. As a result of these efforts, entering into a cooperation protocol process with ÇASGEM and planning joint training with TPD Istanbul have been the project's most significant concrete achievements and indicators of prestige.
Reporting	The interim report has been submitted.
Next Steps	In the coming period, data analyses and workshops will be completed, and the Current State of the Profession Report, ethical scenarios, and draft legislation will be finalized. The training platform will be activated through the uploading of content and pilot implementations on the

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.5. IOCP & TPD HR TRAINING

As part of the cooperation protocol signed on March 28, 2025, between the Turkish Psychologists Association (TPD) and the Work Organizational and Industrial Psychologists' Association (IOCP), the Human Resources Management Certification Program was jointly planned and implemented.

The program is designed as a practice-oriented, high-quality educational model aimed at developing competencies in the field of human resources from a psychology-based perspective. The 48-hour certification program covers current and critical topics, ranging from an introduction to human resources and basic concepts to recruitment and placement, talent and career management, job analysis and compensation, performance evaluation, employee well-being, workplace law, HR analytics, organizational culture, and diversity and inclusion. The program content is delivered by expert academics and practitioners in the field, with the aim of reinforcing theoretical knowledge through practical sessions. Under the cooperation protocol, IOCP was responsible for preparing the training content, selecting the instructors, and coordinating the program's operations, while TPD managed the processes of evaluating the training content and instructors through the TPD Education Commission, ensuring quality assurance, and promoting the program to TPD members. At the end of the program, participants were awarded joint certificates bearing the logos of both associations.

The TPD–IOCP Human Resources Management Certification Program was incorporated into the associations' activities as a significant joint initiative aimed at strengthening the role of psychologists and psychology-based professionals in the field of human resources, raising professional standards, and contributing to the field in an ethical, scientific, and practice-oriented manner. The TPD–IOCP Human Resources Management Certification Program was repeated twice in 2025. The first cohort of the program was conducted during April–May 2025, and the second cohort during October–December 2025. As a result of the programs conducted under the cooperation protocol, a donation of 59,063 TL was made to IOCP from the first certification program held in April–May 2025, and a donation of 55,125 TL was made from the second certification program held in October–December 2025. These contributions have helped support the association's educational, professional development, and corporate sustainability activities. The programs were successfully completed in accordance with the quality standards and cooperation principles of both associations.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.5. IOCP & TPD HR TRAINING

The table below outlines the training schedule for the Human Resources Management Certification Program.

Week	Session	Instructor	Duration (Hours)	Topic
Week 1	1	Çiğdem Vatansever	3	Introduction to HR and Basic Concepts
Week 1	2	Seyran Mısır	3	Recruitment, Placement, and Onboarding
Week 2	3	Çiğdem Vatansever	3	Talent and Career Management
Week 2	4	Seyran Mısır	3	Job Evaluation, Job Analysis, and
Week 3	5	Seyran Mısır	3	Compensation I Job Evaluation, Job Analysis,
Week 3	6	Seyran Mısır	3	and Compensation II Performance Evaluation
Week 4	7	İdil Işık	3	Employee Well-Being and Psychosocial Aspects of Work Life
Week 4	8	Seyran Mısır – Kerim Balcı	6	Practical Session
Week 5	9	Seyran Mısır	3	Labor Law
Week 5	10	Şafak Öz Aktepe	3	An Ecosystem Approach to HR
Week 6	11	Seyran Mısır	3	HR Analytics
Week 6	12	İdil Işık	3	Organizational Culture and Becoming an Employer of Choice
Week 7	13	Kerim Balcı	3	Diversity and Inclusion in HR
Week 7	14	İdil Işık – Seyran Mısır – Kerim Balcı	6	Practical Application and Closing Session

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.6. GLOBAL WORK AND ORGANIZATIONAL PSYCHOLOGY CONFERENCE

Category	Details and Statistics
Event Details	Date: September 18–19, 2025 (24 Hours Non-Stop) Format: Virtual and global participation via Zoom Purpose: To create a global sharing environment by overcoming local restrictions
Role of the Association (ICOP)	Status: IOCP (Turkey); served on the main executive and planning group alongside SIOPI, EAWOP, and other global organizations. Collaboration: Collaborated with a total of more than 20 professional organizations.
Participation Data	Number of Registrations: A total of 2,300 registrations across member organizations. 203 individuals affiliated with the IOCP Association participated in the conference. Number of Participants: Approximately 1,360 unique participants throughout the event. Sessions: 34 different sessions were held. The IOCP Association served as a speaker in 3 different sessions. Sessions Hosted by the IOCP Delegation: - Policy Impact and Professionalization: Embedding Psychologists in Workplaces — Prof. Dr. İdil Işık, Dr. Şafak Öz Aktepe - Using I-O to Create a Better Working World — Ceyda Akınç, Çiğdem Vatansever - Overcoming Religious Discrimination and Exclusion in the Workplace — Nurcan Ensari - High-Skilled Immigrants' Experience: A Scientist–Practitioner Approach — Gamze Arman, Sibel Karamaraş
Satisfaction and Impact	Satisfaction Score: The average event rating given by participants was 9.2 out of 10. Recommendation Rate: 63% of participants indicated they would definitely recommend the event to others (10 points). Future Participation: 90% of participants indicated they would attend if the event were held again in 2026.
Key Themes	The topics that drew the most interest from participants were artificial intelligence (AI), leadership, employee wellbeing, individual differences, and ethics.
Feedback from Turkey	Participants from Turkey noted that connecting with international colleagues on common ground and being part of an “inclusive platform” was both emotionally and intellectually fulfilling.
Conclusions and Recommendations	Following the success of the first event and the positive feedback received, it is proposed that the event be held again in 2026.

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.7. CONGRESS, CONFERENCE, AND PARTICIPATION

13.7.1. 1st Congress on Industrial and Organizational Psychology

As part of the 1st Congress on Industrial and Organizational Psychology, held in Adana from May 3–5, 2024, IOCP ensured comprehensive participation encompassing the dimensions of scientific output, professional representation, and institutional visibility. Through special sessions and booth activities held during the congress, it had the opportunity to share its institutional approach and ongoing research in the fields of industrial, organizational, and work psychology with relevant stakeholders.

a) Booth

Through the booth activity organized by the IOCP during the Congress, the association's ongoing projects and professional orientations were communicated to participants. The booth served as an interactive space facilitating direct communication and information sharing among academics, practitioners, undergraduate and graduate students, and colleagues.

In this context, information was provided regarding IOCP's institutional positioning in the fields of industrial, organizational, and work psychology, its membership structure, and its sustainable professional development goals; potential collaboration opportunities with prospective members and stakeholders were also evaluated. The booth activity stood out as a key promotional element that strengthened IOCP's institutional visibility and accessibility.

b) Special Session

In this introductory session led by Prof. Dr. İdil Işık, the Work Organizational and Industrial Psychologists' Association (IOCP) was introduced to participants; information was provided on the association's founding purpose, organizational structure, membership model, and core areas of work.

The presentation also covered the scientific and professional activities carried out by the IOCP, its educational programs supporting professional development, its initiatives aimed at fostering collaboration, and the relationships it has established with stakeholders. The association's goals of strengthening the interaction between academia and practice, disseminating knowledge, and supporting sustainable professional development were emphasized; IOCP's position within the field and its future work perspective were evaluated through participants' questions and contributions.

10.45 – 11.00	Tanıtım (Mithat Özsan Konferans Salonu) Prof. Dr. İdil Işık (Prof. Dr.- Bahçeşehir Üniversitesi) <i>Psikolojide Üçüncü Sektör: İş Örgüt Endüstri ve Çalışma Psikologları Derneği</i>
---------------	--

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.7. CONGRESS AND CONFERENCE PARTICIPATION

3.7.2. 2nd Congress on Industrial and Organizational Psychology

As part of the 2nd Congress on Industrial and Organizational Psychology, held in Adana from May 2–4, 2025, the IOCP ensured comprehensive participation encompassing the dimensions of scientific output, professional representation, and institutional visibility.

a) Invited Speaker

The ENTHALPY Project, implemented by the Work Organizational and Industrial Psychologists' Association (IOCP) with the support of the International Labor Organization (ILO), aims to facilitate the integration of psychologists into workplaces in Turkey and to raise workers' health, safety, and well-being standards to a professional level. As part of the project's stakeholder network-building and outreach activities, the meeting took place on May 2, 2025, at the Makbule-Halil Avcı Conference Hall within the Faculty of Science and Letters at Çukurova University; with the participation of academics and industry experts, a strategic foundation for collaboration on implementation processes was successfully established.



Türkiye'de Çalışma Alanlarına Psikologların Entegrasyonu: ENTHALPY Projesi Tanıtım Sunumu ve Paydaş Ağı Oluşturma Buluşması

İş Örgüt Endüstri ve Çalışma Psikologları Derneği (IOCP) olarak, Uluslararası Çalışma Örgütü (ILO) destekli "Çalışan Sağlığı, Güvenliği ve Esenliğini Güçlendirme: Türkiye'deki Çalışma Alanlarına Psikologların Entegrasyonu Projesi" kapsamında 2. EOP Kongresi'nde düzenleyeceğimiz tanıtım sunumuna siz değerli akademisyen ve uzmanlarımızı davet etmekten mutluluk duyuyoruz.

Tarih: 2 Mayıs 2025, Cuma
Saat: 16.00 - 17.00
Yer: Çukurova Üniversitesi Fen-Edebiyat Fakültesi Dekanlık Katı - 3. Kat Makbule-Halil Avcı Toplantı Salonu

II. Endüstri ve Örgüt Psikolojisi Kongresi



II. ENDÜSTRİ ve ÖRGÜT PSİKOLOJİSİ KONGRESİ

Prof. Dr. İdil Işık
Bahçeşehir Üniversitesi

2-3-4 Mayıs 2025

1 YOKSULLUĞA SON
2 AKIŞA SON
3 SAĞLIK VE KALİTEYİ SAĞLAMAK
5 TOPLUMSAL CİNSİYETLERİ
8 İNSANA YAKINLIK VE EKONOMİK DÜZEN
10 EĞİTİLMİŞ ALANLARIN KALİTEYİ SAĞLAMAK

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.7. CONGRESS AND CONFERENCE PARTICIPATION

b) Booth

Through the booth activity organized by IOCP during the congress, the association's projects and professional goals were shared with participants. The booth facilitated direct interaction and knowledge sharing among academics, practitioners, and students.

b) Rural Psychology Workshop

The workshop titled "Rural Psychology: The Unbearable Restlessness of Being a Farmer," organized as part of the Industrial and Organizational Psychology Congress, was successfully conducted under the leadership of Prof. Dr. İdil Işık and Prof. Dr. Çiğdem Vatansever, with the participation of Faruk Ceylan, Bilal Şimşek, and Hamdullah Er. The workshop provided an in-depth examination of the psychological dynamics of rural life and the paradoxical situations regarding the well-being of those working in agricultural production processes, based on current field data from Turkey. Through this session, the potential contributions that rural psychology—as an applied field of science—can make to Turkey's just transition processes and social sustainability were shared with expert participants, thereby strengthening academic awareness in this field.



II. ENDÜSTRİ VE ÖRGÜT
PSİKOLOJİSİ KONGRESİ

IOCP ETKİNLİKLERİ

İş Örgüt Endüstri ve Çalışma Psikologları Derneği (IOCP) olarak
2. Endüstri ve Örgüt Psikolojisi Kongresi'nde faaliyetlerimiz ve
standımızla yer alıyoruz.

SEMİNER

"KIRSAL PSİKOLOJİ: ÇİFTÇİ OLMANIN DAYANILMAZ
HUZUR-SUZLUĞU"

Prof. Dr. Çiğdem Vatansever
Tekirdağ Namık Kemal Üniversitesi
İş Örgüt Endüstri ve Çalışma Psikologları
Derneği YK Üyesi

Prof. Dr. İdil Işık
Bahçeşehir Üniversitesi
İş Örgüt Endüstri ve Çalışma Psikologları
Derneği Başkanı

2 Mayıs Cuma Saat 17:00-19.00

(Derslik 3 [D3]- Fen-Edebiyat Fakültesi)

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.7. CONGRESS AND CONFERENCE PARTICIPATION

3.7.3 22nd National Psychology Congress

IOCP carried out a multifaceted participation aimed at increasing its scientific, professional, and institutional visibility within the scope of the 22nd National Psychology Congress (October 3–5, 2025, Bursa). Throughout the congress, through special sessions, booth activities, and sponsorship initiatives, the IOCP shared its institutional stance and activities in the fields of industrial, organizational, and work psychology with stakeholders.

a) Exhibition Booth and Sponsorship

Through the booth set up by the IOCP during the conference, the association's projects, educational activities, methodology workshop initiatives, and professional objectives were introduced to participants. The booth served as a hub for direct interaction and knowledge sharing among academics, practitioners, undergraduate and graduate students, and colleagues.

As part of the booth activities, information was provided on IOCP's position in the fields of industrial, organizational, and work psychology, its membership structure, and its sustainable professional development goals; new collaboration opportunities with potential members and stakeholders were explored. In this regard, the booth served as an important promotional activity that enhanced IOCP's institutional visibility and accessibility.



3. IOCP INITIATIVES, EVENTS, AND PROJECTS

3.7. CONGRESS AND CONFERENCE PARTICIPATION

3.7.4. 1st International Congress on Trauma Prevention Studies

Within the framework of the 1st International Congress on Trauma Prevention Studies, sessions that brought together the perspectives of work and organizational psychology with trauma studies were held as outlined below.

a) Panel Session

A panel session titled “Work and Organizational Conditions That May Lead to Traumatic Experiences: The Proactive Roles of Work and Organizational Psychologists,” presented by Prof. Dr. İdil Işık on behalf of the Work Organizational and Industrial Psychologists’ Association, was held. During the panel, the types and taxonomy of organizational trauma were discussed, along with toxic organizational climates and precarious working conditions that pave the way for traumatic experiences in the modern workplace; and it was explained with academic depth how workplace/organizational psychologists can adopt a proactive stance by assuming protective and preventive roles not only during crises but also before they occur.

b) Workshop

In this workshop, led by Prof. Dr. İdil Işık and Dr. Sibel Çalışkan, the methodological tools necessary for the early detection and monitoring of systemic risks that could cause trauma within organizational structures were discussed. Together with the participants, monitoring mechanisms and preventive intervention strategies were discussed to minimize the impact of traumatic experiences at the organizational level on employee well-being.

Kağan Güney, Aleyna Dönmez, İremnur Koç, and Dicle Tontu also participated in the workshop, and sessions were conducted under the following headings.

Workshop Topics:

The Concept and Taxonomy of Organizational Trauma	Prof. Dr. İdil Işık
Perception of Trauma Risk and Employee Well-Being	Kağan Güney
Workplace Accidents and Organizational Trauma Processes	Aleyna Dönmez
Neurodiversity and Trauma Sensitivity	İremnur Koç
The Employee’s Voice: From Post-Trauma Silence to Participation	Dr. Sibel Çalışkan, Assistant Professor
The Roles of Occupational Psychologists in Strengthening a Preventive Culture Against Trauma	Dicle Tontu

3. IOCP INITIATIVES, EVENTS, AND PROJECTS

1. ULUSLARARASI TRAVMA ÖNLEME ÇALIŞMALARI KONGRESİ
9-11 OCAK 2026 / İSTANBUL

Atölye İçeriği

Konu	Kişi	Süre
I. Teorik Çerçeve		30 Dakika
Örgütsel Travma Kavramı ve Taksonomisi	Prof.Dr. İdil Işık	15 Dakika
Travma Riskinin Algılanması ve Çalışan İyi Oluşu	Kağan Güney	15 Dakika
II. Temalı Grup Çalışmaları		40 Dakika
İş Kazaları ve Kurumsal Travma Süreçleri	Aleya Dönmez	20 Dakika
Nöroçeşitlilik ve Travma Duyarlılığı	İremnur Koç	20 Dakika
MOLA		20 Dakika
III. Travma Önleyici Örgüt Kültürünü Yapılandırmak		60 Dakika
Çalışan Sesi: Travma Sonrası Sessizlikten Katılma	Dr. Öğr.Üyesi Sibel Çalışkan	30 Dakika
Travmalara Önleyici Kültürün Güçlendirilmesinde İş Psikologlarının Roller	Dicle Tontu	30 Dakika

INTERNATIONAL TRAUMASTUDIES PROGRAM

WORLD TRAVMA

BAU

4. PROJECT DEVELOPMENT AND COLLABORATIONS WITH

Project / Application	Status	Organization	Term	Description
ILO Project to Strengthen the Capacity of Social Partners and Civil Society Organizations on Fundamental Principles and Rights at Work - ENTHALPY	Application accepted.	ILO	2025	The project duration is set for April 2025 through March 2026. The project's stakeholders and target audience include all experts who have completed graduate-level education in the field of IOCP and psychologists aiming to specialize in this field, as well as the Ministry of Labor and Social Security, the Vocational Qualifications Authority, civil society organizations, academia and psychology departments, labor and employer organizations, and institutions providing employee support program services.
ILO Women's Leadership Development Program	Application submitted – funding not granted	ILO	2025	It is considered that this Academy—in which three young women participants selected from Turkey will take part in the program to be held in Turin as part of the relevant project—presents a significant opportunity for strengthening fundamental rights in the workplace and supporting women's leadership.
ILO Fundamental Rights Project: Call for CSOs	Application accepted.	ILO	2025	It is anticipated that five NGO representatives from Turkey will participate in the program to be held in Turin as part of the aforementioned project; this Academy is considered an important opportunity for strengthening fundamental rights in the workplace and developing civil society capacity.

5. VISIBILITY AND CORPORATE REPRESENTATION

Field	Activity	Term	Description
Website	iocp.org.tr went live	2024	The website and content pages were launched.
Social Media	83 posts were shared on LinkedIn and Instagram	2024–2025	Webinar, project, and training announcements were made.
Conference Participation / Collaborations	1st and 2nd Industrial and Organizational Psychology Congresses, G-WOP Conference, Bursa Metropolitan Municipality Public Health Week Events, Tekirdağ Namık Kemal University, Office of Human Resources of the Presidency, Association for the Prevention of Traffic Accidents – IETT	2024–2025	National and international representation was secured.

6. POLICY AND STAKEHOLDER RELATIONS

Institution / Organization	Activities	Period
MYK	Opportunities for dialogue and cooperation	2025
ÇASGEM	Protocol preparation process	2025
TSE	Collaboration on the ISO 45003 Remote Work Guide	2025
Ministry of Labor	Meetings and Networking	2025



IOCP

WORK ORGANIZATIONAL AND INDUSTRIAL
PSYCHOLOGISTS' ASSOCIATION



iocp@iocp.org.tr



<https://www.iocp.org.tr>