

ASSYLBEK NURGABDESHOV

PERSONAL DATA

Date of birth: May 21, 1986
Nationality: Kazakhstan
Marital status: Married
Almaty, Kazakhstan
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EDUCATION

- 2011 - 2015 The University of Sheffield, Sheffield/UK
Management School - PhD
- 2010 - 2011 Istanbul Sehir University Istanbul/ Turkey
MBA
- 2009 - 2010 Middle East Technical University Ankara / Turkey
M.Sc. Economics (not completed)
- 2003 - 2009 Middle East Technical University Ankara / Turkey
B.S. Petroleum and Natural Gas
Engineering

TEACHING EXPERIENCE

- May 2020 – Assistant Professor of Strategy and Enterprise, Edinburgh Business School, Heriot-Watt University, UK
- July 2018 – Associate Research Professor, Narxoz University, Kazakhstan
- January 2018 – Adjunct Faculty, Coventry University Degree Program in Kazakhstan
- September – October 2017 Visiting lecturer (Erasmus Programme) – University of Leicester, UK
- July 2016 – July 2018 Associate Professor, Suleyman Demirel University, Kazakhstan
- April 2016 Visiting lecturer – Champagne School of Management, Groupe ESC Troyes, France
- March 2016 Visiting lecturer – Riga International School of Economics and Business Administration (RISEBA), Latvia

- July 2015 – June 2016
Associate Professor, Almaty Management University, Kazakhstan

ADMINISTRATIVE EXPERIENCE

- May 2020 –
Director of Strategy Postgraduate Programmes, Edinburgh Business School, Heriot-Watt University, UK
- July 2018 –
Founder and Director of HR Research Center - Narxoz University, Kazakhstan
- July 2016 – July 2018
Dean, Business School – Suleyman Demirel University, Kazakhstan
- August 2015 – June 2016
Dean, Faculty of General Education – Almaty Management University, Kazakhstan
- July 2015 – August 2015
Associate Dean for Academic Affairs and Research – Almaty Management University, Kazakhstan
- May 2015 – June 2015
Head of Science and Innovation Sector, Chairman of Council of Young Scientists, Kazakh-British Technical University, Kazakhstan

INDUSTRIAL AND PROFESSIONAL EXPERIENCE

- January 2019 –
Deputy Chair of National Doctoral Dissertation Council, Kazakhstan
- March 2018 –
Consultant, Center for Strategic Initiatives, Astana, Kazakhstan
- January 2018 –
Advisor of General Director on Strategic Development – Galaksi Group, Almaty, Kazakhstan
- September 2014 – April 2015
Service Engineer, Project Manager – Borusan Makina (official partner of Caterpillar), Karagandy, Kazakhstan
- September 2011 – August 2014
Doctoral Researcher - The University of Sheffield, UK
- 2010 – 2011
Research assistant, Lecturer, Assistant Dean - Istanbul Sehir University, Turkey
- 2008 – 2010
Translator and secretary of Military Attaché of Republic of Kazakhstan in Turkey
- 2005 - 2009
President of Kazakhstani students at the Nippon Foundation, Turkey

ARTICLES IN INTERNATIONAL REFEREED JOURNALS (ABS Ranking)

- Rodgers, P, Khan, Z., Tarba, S., Nurgabdeshev, A., Ahammad, M., “Exploring the Determinants of Location Choice Decisions of Offshored R&D Projects”. (**3* ABS, Impact factor 4.028**). *Journal of Business Research*. (2019).
- Kozhakhmet, S., Moldashev, K., Yenikeeva, A., Nurgabdeshev, A., “How training and development practices contribute to research productivity: a moderated mediation model”. (**3* ABS, Impact factor 2.854**). *Studies in Higher Education*. (2020)
- Demirbag, M., Nurgabdeshev, A., Kozhakhmet, S., Ererdi, C., Rofcanin, Y., “International HRM in the context of uncertainty and crisis: a systematic review of literature (2000-2018)”. (**3* ABS, Impact factor 3.150**). *International Journal of Human Resource Management*. R&R stage

PAPERS UNDER PROGRESS (ABS ranking)

- “Strategic agility of SMEs in Central Asia” (with M. Demirbag, Z. Khan and S. Nair)
- “The effect of HR practices and motivation on employee outcome: cross cultural study in Turkey and Kazakhstan” (with M. Demirbag, E. Tatoglu and E. Glaister)
- “How motivation and performance of employee affect organizational performance of companies operating Kazakhstan and China?” (with M. Demirbag and S. Nair)
- “The influence of cultural intelligence of Chinese expatriates working in Central Asia on knowledge transfer” (with Z. Khan)
- “Assessing the role of cultural intelligence and quanxi on work adjustment of Chinese expatriates” (with Z. Khan and S. Kozhakhmet)
- “Human resource differentiation of focal employees and co-workers in innovation intensive industries of Kazakhstan” (with Y. Rofcanin)
- “A bibliometric analysis of flexible work practices in MNCs” (with Y. Rofcanin)

INTERNATIONAL CONFERENCE PAPERS

- Nurgabdeshev, A., Kozhakhmet, S. (2020) Firm level factors influencing location choice decision of R&D offshoring. **Annual Conference of Academy of International Business**, July 2020, USA
- Kozhakhmet, S., Moldashev, K., Nurgabdeshev, A., Gassanova, A., (2020) "Does Professional Research Network Enhance Career Commitment? A Moderated Mediation model" **British Academy of Management Annual Conference**, September 2020, Manchester, UK
- Nurgabdeshev, A., Kozhakhmet, S. (2019) Country Level Factors Influencing Location Choice Decision of R&D Offshoring. **Annual Conference of Academy of International Business**, June 2019, Copenhagen, Denmark

- Kozhakhmet, S. Nurgabdeshev, A., (2019) When Investment in Employee Development Promotes Knowledge Sharing Behavior. **British Academy of Management Annual Conference**, September 2019, Birmingham, UK
- Nurgabdeshev, A., Tarba, S., Rodgers, P, Ahammad, M. (2016). Outsourcing and offshoring of R&D activities. Operational Research Society Annual Conference, September 2016, Portsmouth, UK
- Nurgabdeshev, A. (2016). Internationalization, outsourcing and offshoring. Annual Scientific Baltic Business Management Conference, April 2016, Riga, Latvia
- 23rd CEEMAN Annual Conference, Localization vs. Globalization of Management Development in Dynamic Societies, September 2015, Almaty, Kazakhstan
- Nurgabdeshev, A. (2014). Offshoring of R&D activities. White Rose DTC Management and Business Pathway Symposium, July 2014, The York Management School, University of York, UK
- Nurgabdeshev, A. (2013). Mechanism and determinants of R&D offshoring. White Rose DTC Business and Management Conference, June 2013, Leeds University Business School, Leeds, UK
- Nurgabdeshev, A. (2012). Offshoring of R&D by Multinational Corporations. Sheffield Universities Doctoral Conference, May 2012, Sheffield Hallam University, Sheffield, UK

ARTICLES IN REGIONAL REFEREED JOURNALS

- Nurgabdeshev A., Zamanbekov D., Choban U., Yenikeyeva A., Does gender play role in access to debt finance in Kazakhstan? *The Journal of Economic Research and Business Administration* (2018).
- Umirzakov, S., Nurgabdeshev A., Kozhakhmet, S., The effect of human resource development on employee knowledge sharing behavior. *Central Asian Economic Review* (2020)
- Nurgabdeshev A., Zamanbekov D., Kozhakhmet, S., Working capital management and firm's operating profitability in Kazakhstan. *Journal of National Engineering Academy of Kazakhstan* (2019)
- Umirzakov, S., Nurgabdeshev A., Kozhakhmet, S., Yenikeyeva A., Effectiveness of accounting outsourcing by entrepreneurial firms in Kazakhstan. *Central Asian Economic Review* (2019)
- Umirzakov, S., Nurgabdeshev A., Zamanbekov, D., Human resource management practices influencing employee turnover of Kazakhstani MNCs. *Journal of Turan University* (2019)
- Nurgabdeshev A., Zamanbekov, D. Kozhakhmet, S., Theoretical aspects of international human resource management practices. *Journal of National Engineering Academy of Kazakhstan* (2019)

BOOK(S)

- Tatibekov, B., Nurgabdeshev, A., Gassanova, A., (2017) Handbook of social risk management in the labor market during the period of the transitional economy.

PROFESSIONAL MEMBERSHIP

- Member of Steering Committee, Central and East European Chapter, Principles for Responsible Management Education (PRME), United Nations
- Member of Academy of International Business

FUNDED RESEARCH PROJECTS

- Erasmus Key Action grant jointly with University of Leicester (2017-2019)
150.000 Euro
- Corporate training for Evim & JYSK Retailing (2018)
- Corporate training for Ecober company (2018)

PRINCIPAL RESEARCH PROJECTS AND INTERESTS

- Title of PhD Thesis: Offshoring of R&D by Multinational Corporations
- Recent research interests have been focused around Outsourcing and Offshoring of R&D activities, Innovation Management in MNCs, Strategic agility, National Innovation Systems, HR differentiation in emerging market MNCs, HR practices, knowledge transfer and knowledge sharing in MNCs.

AWARDS AND CERTIFICATES

- Awarded with Honour letter of President of Republic of Kazakhstan N.A.Nazarbaev, (2002)
- Awarded with Honour letter of Minister of Education and Science of Republic of Kazakhstan E. Sagadiyev, (2017)
- The Scholarship of the President of the Republic of Kazakhstan “Bolashak”, 2011
- MBA scholarship, Istanbul Sehir University, Turkey, 2010-2011
- Graduate scholarship, Middle East Technical University, Ankara, Turkey, 2009-2010
- Full scholarship throughout undergraduate study, Middle East Technical University, Turkey, 2003-2009
- Certificate of trainer and consultant of HRM in Education, People project co-funded by Tempus Program of the European Union (2018)

SKILLS

- A hardworking team member being able to get used to changing environments. Open to changes, persuasive and able to establish good communication within a team.
- Fluent English, Turkish, Russian and Kazakh. Beginning level of Arabic and French.
- Working knowledge of Microsoft Office package (i.e. Word, Excel, Power Point)
- C++, Cadkey and Reservoir characterization programs.

- EndNote and Mendeley.
- SPSS, STATA, M-plus, AMOS and Smart PLS statistical programs.

ACADEMIC COURSES TAUGHT

- Strategic Management – BSc, MS
- Human Resource Management – BSc, BA, MBA
- International Business – BSc, MS, MBA
- Innovation management – BSc, BA, MBA
- Entrepreneurship – BSc, MBA
- Research Methods and Data Analysis in Social Sciences - PhD
- Leadership – BSc, MBA
- Economic Environment of Business - BA
- Supply Chain Management - BSc
- Management - MS
- Crisis Management – BSc

PhD and Master supervision

- PhD students (4 students)
 - Amina Gassanova (2021) *The influence of High Performance HR practices on performance of Central Asian MNCs*, Narxoz University, Almaty, Kazakhstan
 - Bibish Ashayeva (2021) *The effect of self-efficacy on occupational commitment: Evidence from Kazakhstan*, Narxoz University, Almaty, Kazakhstan
 - Nazgul Gumarova (2021) *The cultural intelligence of Chinese expatriates in Kazakhstan*, Narxoz University, Almaty, Kazakhstan
 - Ardak Korzhinbayeva (2021) *The career self-efficacy of undergraduate students in higher education institutions of Kazakhstan*, Suleyman Demirel University, Almaty, Kazakhstan
- DBA students (4 students)
 - Han Xu (2020) *Innovation strategy development of agricultural industry of Kazakhstan*, Narxoz University, Almaty, Kazakhstan
 - Wei Xiaogang (2021) *The influence of HR practices on performance of banking industry*, Narxoz University, Almaty, Kazakhstan
 - Zhang Wenjian (2020) *The effect of cultural intelligence of Chinese expatriates on work adjustment*, Narxoz University, Almaty, Kazakhstan
 - Tang Jing (2021) *The role of guanxi in oil industry of Kazakhstan*, Narxoz University, Almaty, Kazakhstan
- More than 20 MS and MBA thesis supervision have been completed
- Current supervision of 4 MS, 3 MBA and 8 Chinese executive-MBA students