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Nermin Kiři is an Associate Professor at the Department of Management and Organization, aycuma Vocational School, Zonguldak Bülent Ecevit University, Turkey. She received her master's degree in Business Administration from Zonguldak Bülent Ecevit University in 2007 and completed a Ph.D. in Business Administration at the same institution in 2012. She worked as a Lecturer from 2007 to 2013, and as an Assistant Professor from 2013 to 2019. In October 2019, she was awarded the title of Associate Professor in the field of Management and Strategy. Her current research interests focus on human resource management, strategic management, leadership, entrepreneurship, and decision-making. She has published a number of papers in these areas. Additionally, she has served as a reviewer for various international journals, including Management Decision, Journal of Small Business & Entrepreneurship, Peer-to-Peer Networking and Applications, Current Psychology, and Future Business Journal.