

## CURRICULUM VITAE AND LIST OF PUBLICATIONS

### Personal Details

Name	Nurit Zaidman
Date and Place of Birth	April 15, 1958, Tel-Aviv
Regular military services	1976-1978, Tour guide
Address at work	Department of Business Administration, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, P.O.B. 653, Beer-Sheva, 84105, Israel. Tel. 972-8-6472105
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### Education

B.A.	1982 - 1984	Tel Aviv University and Ben Gurion University (BGU) History and Geography
M.A.	1985 - 1990	BGU- Department of Behavioral Sciences
Ph.D.	1990 – 1994	Temple University, USA- Department of Anthropology
Post-Doctorate	1994 - 1995	BGU- Department of Behavioral Sciences

### Employment History

2011- Present Associate Professor. Guilford Glazer Faculty of Business and Management (GGFB). BGU

2002 - 2011 Senior Lecturer. Tenured since 2004. BGU

1996 - 2002 Lecturer. BGU

1995 - 1996 Instructor. Pinhas Sapir Negev College, Israel

1992 - 1993 Teaching Assistant. Temple University, USA

1990 - 1992 Instructor. Reconstructionist Rabbinical College, USA

1986 - 1990 Teaching Assistant. BGU

1988 - 1989 Instructor. Pinhas Sapir Negev College, Israel.

1982 - 1986 Teacher. Beer-Sheva Comprehensive High School A&D, Israel

### Professional Activities

(a) Positions in academic administration

2019 – Present. Chair of Faculty Teaching Committee, GGFB, BGU

1999 – Present. Area Head: Strategy and International Management, Department of Business Administration, GGFB

2010 – Present. Lecturer and Coordinator: PhD students' Seminar

2009 – Present. Member of council; The Israeli Center for Qualitative Research of People and Societies.

2014 – Present. Member of GGFB Students' Research Committee

1999, 2004 - 2010 - Coordinator: Research Seminar, Department of Business Administration, School of Management, BGU

(b) Professional functions outside university

2018 - Member of European Academy of Management (EURAM) Scientific Council.

2016 - Present. Board Member. Israeli Information Center for Contemporary Religions. The Van Leer Jerusalem Institute.

1999 - 2003. Member. The Center of Global Knowledge Management, Bar-Ilan University

(c) Editor or member of editorial board of scientific professional journal

Journal of Management, Spirituality and Religion – 2019- Present. Associate Editor

European Management Review – 2018 – present (board member)

International Journal of Intercultural Relations - 2016 - present (board member)

Journal of Management, Spirituality and Religion - 2017- present (board member)

Journal of Management, Spirituality and Religion, Book Review Editor 2012

Journal of Transnational Management - 2004-2010 (board member)

(d) Ad-hoc reviewer for journals

Human Relations, Organization, Human Resource Management, International Journal of Intercultural Relations, Group & Organization Management  
Scandinavian Journal of Management, The International Journal of Human, Resource Management, Scandinavian Journal of Psychology

(e) Membership in professional/scientific societies

Academy of Management (AOM)

European Group for Organizational Studies (EGOS)

European Academy of Management (EURAM)

Israeli Sociological Society

## Educational activities

### (a) Courses taught –

Graduate level

PhD students' Seminar (BGU)

The Cultural Environment of International Business (BGU)

Qualitative research in Organizations (BGU)

Organizational Culture (BGU)

Qualitative Research Methods in Marketing and Management (BGU)

Cultural Dimensions of Consumption and Marketing (BGU)

Doing Business in Asia (BGU)

New Religious Movements and the New Age (BGU)

Culture and Business in India (Haifa U)

Modern and Medieval Hebrew (Reconstructionist Rabbinical College)

Undergraduate level

Introduction to Anthropology (Sapir College)

Humanistic Management - Practical approach (BGU)

### (b) Research students

1. 2006. Iris Nehemia - MBA, BGU (with Prof. A. Drory)
2. 2007. Uri Malamud - MBA, BGU
3. 2006 - 2010. Iris Nehemia - Ph.D. BGU (with Prof. A. Drory)
4. 2009 - 2012. Ziva Sharp - Ph.D. BGU
5. 2005 - 2013. Anat Gaisin - Ph.D. BGU
6. 2009 - 2013. Sagie Dayan - MBA, BGU
7. 2013 - 2015. Ziva sharp - Post-doctorate, BGU (with Dr. Kaufman)
8. 2013 - 2016. Meirav Frenkel - MBA, BGU (with Prof. Ben-Porat)
9. 2012 - 2016. Arkadi Raizis - MBA. BGU
10. 2013 - 2017. Rinat Itzhaki - Ph.D. BGU (with Prof. Friedman)
11. 2012 - 2017. Shelli Bar - Tal Naveh - Ph.D. BGU
12. 2013 - 2020. Osnat Boskila-Yam - Ph.D. BGU
13. 2013 - 2020. Li Gazit - Ph.D. BGU
14. 2016 - Present. Yifat Turbiner - Ph.D. BGU (with Prof. Schwartz).

## Awards, Citations, Honors, Fellowships

1994	BGU- Department of Behavioral Sciences Scholarship
1991- 1993	Temple University - Graduate School Tuition Scholarship
1986 - 1990	BGU - Department of Behavioral Sciences Scholarship
1987	BGU - Graduate School Scholarship
1986	Israel National Anthropology Society - Award for excellent M. A. thesis.

## Scientific Publications

### (a) Articles in Refereed Journals

1. Zaidman-Dvir, N. and Sharot S. 1992. "The Response of Israeli Society to New Religious Movements; ISKCON and Teshuvah" in Journal for the Scientific Study of Religion 31 (3): 279-295 (No. of citations 7, IF 1.396) JCR data is available since 1997.
2. Zaidman, N. 1993. "What is a Successful Religious Movement?-Analysis of the Observer and the participant Perspectives" in Syzygy, Journal of Alternative Religion and Culture, 2, 3-4.
3. Zaidman, N. 1996. "Variations of Jewish Feminism: The Traditional, Modern and Post-modern Approaches" in Modern Judaism 16:47-65. (No. of citations 14)
4. Zaidman, N. 1996. "The American ISKCON Temple as a Global Site - The Forms of Interaction of Western Converts with Indian Immigrants" in Eastern Anthropologist, 49 (3-4): 373-396.
5. Zaidman, N. 1997. "When the Deities are Asleep: Processes of Change in an American Hare Krishna Temple" in Journal of Contemporary Religion 12(3) 335-352.
6. Zaidman, N. 2000. "The Integration of Indian Immigrants to Temples Run by North Americans" in Social Compass, 47, 205-219.
7. Zaidman, N. 2000. "Stereotypes of International Managers – Content and Impact in Business Interaction." Group and Organization Management 25, 44-65.
8. Zaidman, N. 2001. "Cultural Codes and Language Strategies in Business Communication: Interactions between Israeli and Indian Businesspeople." Management Communication Quarterly 14, 408-441
9. Sagie, A. and Zaidman, N. 2001. "An Examination of the Loose-Tight Model of Leadership: The Israeli Scenes." Polish Journal of Applied Psychology 1, 43-61.
10. Te'eni, D., Sagie A., Schwartz D., Zaidman N., and Hamburger, Y. 2001. "The Process of Organizational Communication: A Model and Field Study." IEEE Transactions on Professional Communication, 44, 6-20.
11. Zaidman, N. and A. Drory 2001. "Upward Impression Management in the Work Place – Cross Cultural Analysis." International Journal of Intercultural Relations 25, 671-690.
12. Zaidman, N. and Lowengart, O. 2001. "The Marketing of Sacred Goods: Consumers and Retailers Interaction." Journal of International Consumer Marketing, 13, 5-27. (No. of citations 5)

13. Sagie, A., Zaidman, N., Hamburger, Y. Te'eni D., and Shwartz, D. 2002. "An empirical assessment of the loose-tight leadership model: quantitative and qualitative analyses." Journal of Organizational Behavior 23, 303-320.
14. Pines, A.M., Zaidman, N., Wang, Y. Chengbing, H., and Ping L. 2003. "The influence of Cultural Background upon Students' Feelings about and Use of Social Support." School Psychology International 24, 33-53.
15. Lowengart, O. and Zaidman, N. 2003. "The Effect of National Stereotypes on the Tendency to Conduct Business in Foreign Countries: An Empirical Investigation." Journal of Business and Management, 9, 79-93.
16. Zaidman, N. 2003. "Commercialization of Religious Objects: Comparison between Traditional and New Age Religions" Social Compass, 50, 345-360
17. Pines, A. M. and Zaidman, N. 2003. "Gender, Culture and Social Support: A Male-Female, Israeli Jewish-Arab Comparison." Sex Roles, 49, 571-586
18. Pines, A. M. and Zaidman, N. 2003. "Israeli Jews and Arabs: Similarities and differences in the utilization of Social Support" Journal of Cross-Cultural Psychology , 34, 1-16
19. Zaidman, N. 2007. "The New Age Shop: Church or Marketplace" The Journal of Contemporary Religion, 22,3, 361-374.
20. Drory, A. and Zaidman, N. 2007. "Impression Management Behavior: Effects of the Organizational System" Journal of Managerial Psychology, 22,3, 290-308.
21. Zaidman, N. 2007. "New Age Products in Local and Global Contexts: Comparison between Israel and New Zealand" Culture and Religion, 8, 3, 249-261.
22. Zaidman, N., Te'eni D., and Shwartz, D. 2008. "Discourse-based Technology Support for Intercultural Communication in Multinationals" Journal of Communication Management, 12,3, 263-272.
23. Zaidman, N., Shwartz, D. and Te'eni D. 2008 "Challenges to ICT implementation in Multinationals" Education, Business and Society: Contemporary Middle Eastern Issues, 1, 4, 267-277
24. Zaidman, N., and Brock, D. 2009 "Knowledge Transfer within and among Multinational Subsidiaries: A Cultural-Context Approach" Group and Organization Management, Issue 3, 1-32.
25. Zaidman, N. Goldstein-Gidoni O. and Nehemia, I. 2009. "From Temples to Organizations: The Introduction and Packaging of Spirituality" Organization, 16,4, 597-621.

26. Zaidman, N., and Holmes, P. 2009. "Business Communication as Cultural Text: Exchange and Feedback of Promotion Clips" International Journal of Intercultural Relations 33,6,535-549
27. Sharp, Z. and, Zaidman, N. 2010. "Strategization of Corporate Social Responsibility" Journal of Business Ethics, 93: 51-71
28. Khilji, S., Zaidman, N., Drory, A., Tirmizi, A., and E.S. Srinivas. 2010 "Crossvergence of Values: An Analysis of the Use of Impression Management Strategies in India, Israel and Pakistan" International Business Review, 19, 419-431
29. Zaidman, N. and Goldstein-Gidoni O. 2011 "Spirituality as a discarded form of organizational wisdom: Field based analysis." Group & Organization Management, 36, 630-653.
30. Ruah-Midbar, M. and Zaidman, N. 2013. "Everything Starts Within: New Age Values, Images and Language in Israeli Advertising". Journal of Contemporary Religion, 28, 421-436.
31. Zaidman, N. and Pines, A. 2014. "Stereotypes in Bicultural Global Teams". International Journal of Intercultural Relations, 40, 99-112
32. Pines A., and Zaidman, N. 2014 "Stress and Burnout in Bi-Cultural Teams in the Hi-tech Industry". British Journal of Management, 25, 819-832
33. Zaidman, N. 2015 "Business Consulting vs. Channeling: What is the Difference?" The Journal of Contemporary Religion, 30, 89-105
34. Zaidman, N., Elisha, D. 2016. "What generates the violation of psychological contracts at MNC? A contextual exploratory study" International Journal of Cross Cultural Management, 16, 99-119.
35. Geifman-Broder, A., Zaidman, N. 2017. "The creation and reproduction of headquarters-subsidiary interdependence" International Journal of Business Communication (Formerly: Journal of Business Communication), 1-26.
36. Zaidman, N., Janson, A., and Keshet, Y. 2017. "Power from Within' and Masculine Language – Does New Age Language Work at Work?" Journal of Management Inquiry, 1-14.
37. Zaidman, N., Itzhaki, R. Shenkar, O. 2018. "When Context Trumps Culture - Persuasion in International Business Disputes" International Journal of Cross Cultural Management 18, 3
38. Zaidman, N. 2020. "The Incorporation of Self-Spirituality into Western Organizations – A Gender-Based Critique" Organization, 27, 858-881.
39. Zaidman, N., Cohen, H. 2020 "Micro-Dynamics of Stress and Coping with Cultural Differences in High Tech Global Teams" Journal of International Management, 26.

40. Zaidman, N. Goldstein-Gidoni O. Forthcoming. "The Translation of Self-Spirituality into Organizations". Social Compass, 1-18.

41. Frenkel Ben-David, M., Zaidman, N., Ben-Porat, G. Forthcoming. "Resolving or Living with Conflicts at Work? The Case of High-tech Jewish Ultra-Orthodox Employees" Journal of Contemporary Religion

(b) Chapters in collective volumes

1. Sharot S., and Zaidman N. 1996. "Israel as Symbol and as Reality; the Perception of Israel among Reconstructionist Jews in the United States" in Allon Gal (Ed.) Envisioning Israel: The Changing Ideals and Images of North American Jews. Jerusalem: Magnes Press (pp. 149-172).

2. Drory, A. and Zaidman, N. 2006. "The Politics of Managing Impression in Organizations – Contextual Effects" in Drory and Vigota (Eds.) Handbook of Organizational Politics. Edward Elgar Publishing LTD. (pp. 75-85).

3. Holmes, P. and Zaidman, N. 2007. "Evaluating Intercultural Communication Competence: An Analysis of Professional Communication between Students from Israel and New Zealand" in Guo-Ming Chen (Ed.) Intercultural Communication. Peter Lang Verlagsgruppe: Germany. (pp. 391-411).

4. Zaidman, N. 2007. "The integration of Indian immigrants to temples run by North Americans" in B.R. Maharaj, K.L. Narayan, D. Sangha (Eds.) Sociology of Diaspora. Rawat Publication: New Delhi. (pp. 845-863)

5. Pines A. M. and Zaidman, N. 2010. "Israel-Indian Teams in Israeli High Tech Organizations: A diversity perspective" In M. Özbilgin and J. Syed (Eds.) Diversity Management in Asia: A Research Companion. Edward Elgar Publishing: Cheltenham and New York.

6. Pines A. M. and Zaidman, N. 2013. "Social Support, Gender and Culture" In Social Support and Health: Theory, Research and Practice with Diverse Populations. Sheying Chen (ED.) Nova Science: New York.

7. Pines A. M. and Zaidman. 2013. "The Mark of Recession in the High Tech Industry: High stress and Low Burnout" in C. Cooper and & A. Antoniou (Eds.). The Psychology of the Recession on the Workplace. Edward Elgar.

8. Zaidman, N. 2017. "The Incorporation of Spiritual Care into Israeli Medical Organizations" in J. Lewis and Feraro S. Eds. Contemporary Alternative Spirituality in Israel. Palgrave Macmillan (pp 83-94).

## **Research Grants**

1. 1999-2000. Chase Manhattan Bank. Prof. Te'eni (PI), Dr. Schwartz (PI), Prof. Sagie A., Dr. N. Zaidman and Dr. Hamburger. Bar-Ilan University. Computer mediated communication and organizational knowledge in Multi-Nationals.

2. 2003-2005. The Israel Science Foundation. Dr. N. Zaidman (PI); Dr. O. Goldstein-Gidoni (PI); Prof. T. Katriel (PI). Incorporating 'Eastern spirituality' practices in Israeli mainstream settings: A case study in cultural appropriation. Annual amount- \$34,000. Total amount – 102,000\$

3. 2008-2011. The Israel Science Foundation. Dr. N. Zaidman (PI); Prof. Malach-Pines, A (PI). Multicultural Teams in Israeli High Tech. Annual amount – \$28,000. Total amount – 84,000\$

## **Synopsis of research**

My current studies are focused mainly on two lines of research. The first focuses on international management, mainly on global teams, the second, on workplace spirituality and the New Age. Both are relatively new fields of research reflecting interest in major economical, sociological and cultural global shifts. My approach in understanding these emerging phenomenon is based on the anthropological perspective and thus applies field based data collection and analysis. In several studies I collaborate with colleagues from other disciplines who apply variety of methodologies in order to expand and deepen our understanding of the research topic.