Nurit Zaidman   December, 2024

CURRICULUM VITAE

• **Personal Details**

Nurit Zaidman
1958, Tel-Aviv
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. zeidman@bgu.ac.il

ORCID 0000-0002-3768-6582

• **Education**

B.A. – 1982-1984, Tel Aviv University and Ben Gurion University of the Negev (BGU), History and Geography.

M.A. – 1985-1990, Department of Behavioral Sciences, BGU.
Prof. Stephen Sharot, Dr. Michael Ashkenazi
"Hare Krishna in Israel: An Anthropological Study of a Religious Movement, Its Relationships with the Surrounding Society, and Its Ability to Develop Within It."

Ph.D. – 1990-1994, Department of Anthropology, Temple University, USA.
Dr. Jayasinhji Jhala
"When the Deities Are Asleep: Processes of Change in the Hare Krishna Temple."

Post-Doctorate –1994-1995, Department of Behavioral Sciences, BGU.

• **Employment History**

2020 - present: Full Professor, BGU
2011- 2020: Associate Professor, BGU
2002-2011: Senior Lecturer, BGU (Tenured 2004).
1996-2001: Lecturer, BGU.
1995-1996: Instructor, Pinhas Sapir Negev College, Israel.
1992-1993: Teaching Assistant, Temple University, USA
1990-1992: Instructor, Reconstructionist Rabbinical College, USA
1982-1986: Teacher, Beer-Sheva Comprehensive High School A & D, Israel

• **Professional Activities**

(a) Positions in academic administration

2019- 2022: Chair, Faculty Teaching Committee. Guilford Glazer Faculty of Business and Management (GGFBM).

2018-Present: Member, Research Students Committee, BGU.

1999-2023: Area Head, Strategy and International Management, Department of Business Administration, GGFBM

2014-Present: Member, Research Students Committee, GGFBM

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2020- 2023: Area Head, Social Entrepreneurship and Innovative Management, Department of Business Administration, GGFBM

2009-Present: Council Member, The Israeli Center for the Qualitative Research of People and Societies, BGU.

2012-2013: Member, Research Students Committee, BGU.

(b) Professional functions outside universities/institutions

2018-2023. Member of European Academy of Management 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) Significant professional consulting
Years, Institution/Company, Subject
2020 External Examiner, Ph.D. thesis, BGU
2019 External Examiner, European Academy of Management (EURAM)
2018 External Examiner, EURAM
2016 External Examiner, M.A. thesis, BGU
2015 Reviewer, ISF (Israel Science Foundation)
2013 Reviewer, ISF
2013 External Examiner, Ph.D. thesis, Hebrew University of Jerusalem, Israel
2012 External Examiner, Ph.D. thesis, Hebrew University of Jerusalem, Israel
2011 External Examiner, Ph.D. thesis, Hebrew University of Jerusalem, Israel
2010 Reviewer, grant proposal, Ministry of Science & Technology, Israel
2009 External Examiner, M.A. thesis, BGU
2009 Committee chairperson and reviewer, ISF
2008 Reviewer, _Eshkolot_ – The Levi Eshkol Institute for Social, Economic, and
          Political Research in Israel (book manuscript)
2006 External Examiner, Ph.D. thesis, University of Jyvaskyla, Finland
2005 Reviewer, ISF
2004 External Examiner, M.A. thesis competition, Israeli Sociological Society
2003 External Examiner, Ph.D. thesis, Hebrew University of Jerusalem, Israel
2003 External Examiner, M.A. thesis, BGU
1996 Consulting Editor, Introduction to Anthropology textbook, the Open University

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

2019-Present: **Associate Editor, Journal of Management, Spirituality and Religion**.
2016-Present: Board Member, International Journal of Intercultural Relations.
2017-Present: Board Member, Journal of Management Spirituality and Religion.
2018-2022: Board Member, European Management Review
2004-2010: Board Member, Journal of Transnational Management.

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(e) Ad-hoc reviewer for journals
Organization Studies; Human Relations; Organization; Human Resource Management; Group & Organization Management; International Journal of Intercultural Relations; Scandinavian Journal of Management; Journal of Management; Spirituality and Religion; The International Journal of Human Resource Management; Scandinavian Journal of Psychology; IEEE Transactions on Professional Communication; Israeli Sociology.

(f) Membership in professional/scientific societies
Academy of Management: 1999, 2000, 2004, 2006, 2010, 2011, 2015, 2018, 2020
European Group of Organizational Studies (EGOS): 2008, 2010, 2011, 2013, 2014, 2015, 2022
European Academy of Management (EURAM): 2014, 2016, 2018, 2019, 2021
International Society for the Study of Work & Organizational Values: 2006
Israeli Sociological Society: 2006, 2008
Society for Intercultural Education, Training and Research: 1997, 1998, 1999

• Educational activities
(a) Courses taught
Graduate level
PhD Student's Research Seminar (BGU)
The Cultural Environment of International Business (BGU)
Qualitative Research Methods in Organizations (BGU)
Interviews, Participant Observations, and Focus Groups (BGU)
Humanistic Management (BGU)
Management in Asia (BGU)
Cultural Dimensions of Consumption and Marketing (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
Humanistic Management – Practical Approach (BGU)
Introduction to Anthropology (Sapir College)

(b) Research students

1. Iris Nehemia – MBA, 2006, BGU (with Prof. A. Drory)
2. Uri Malamud – MBA, 2007, BGU
3. Iris Nehemia – Ph.D., 2010, BGU (with Prof. A. Drory)
4. Ziva Sharp – Ph.D., 2012, BGU
5. Anat Geifman-Broder – Ph.D., 2013, BGU
6. Sagie Dayan – MBA, 2013, BGU
7. Ziva Sharp – 2013-2015, Post-doctorate, BGU (with Dr. Kaufman)
8. Meirav Frenkel – MBA, 2016, BGU (with Prof. Ben-Porat)
9. Arkadi Raizis – MBA, 2016, BGU
10. Rinat Itzhaki – Ph.D., 2017, BGU (with Prof. Friedman)
11. Shelli Bar-Tal Raveh – Ph.D., 2017, BGU
12. Osnat Boskila-Yam – Ph.D., 2020, BGU
13. Li Gazit – Ph.D., 2020, BGU
14. Yifat Turbiner – Ph.D., 2022, BGU (with Prof. Schwartz).

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      15. Amit Lerner – MA thesis, 2022, BGU
      16. Ran Shimon – MA thesis, 2022, BGU

• **Awards, Citations, Honors, Fellowships**

2018	University of Warwick, United Kingdom: Residential Fellowship Award, OHRM Warwick Business School.
1994	BGU: Scholarship, Department of Behavioral Sciences.
1991-1993	Temple University: Tuition Scholarship Graduate School.
1986-1990	BGU: Scholarship, Department of Behavioral Sciences.
1987	BGU: Scholarship, Graduate School
1986	Israel National Anthropology Society: Award for Excellence, M.A thesis

• **Scientific Publications**

    (a) <u>Refereed chapters in collective volumes and conference proceedings.</u>

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.) <u>Envisioning Israel: The Changing Ideals and Images of North American Jews</u>. Magnes Press: Jerusalem. Pp. 149-172.

2. Drory, A. and Zaidman, N. 2006. "The Politics of Managing Impression in Organizations – Contextual Effects" in Vigoda-Gadot, E. and Drory, A. (Eds.) <u>Handbook of Organizational Politics</u>. Edward Elgar Publishing LTD: Cheltenham, UK. 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.) <u>Intercultural Communication</u>. 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.) <u>Sociology of Diaspora</u>. 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 J. Syed and M. Özbilgin (Eds.) <u>Managing Cultural Diversity in Asia: A Research Companion</u>. Edward Elgar Publishing: Cheltenham, UK and New York. Pp. 504-519.

6. Pines A. M. and Zaidman, N. 2013. "Social Support, Gender and Culture" In Sheying Chen (ED.) Social Support and Health: Theory, Research and Practice with Diverse Populations. Nova Science: New York. Pp. 93-107.

7. Pines A. M. and Zaidman, N. 2013. "The Mark of Recession in the High Tech Industry: High stress and Low Burnout" in C. Cooper and & A. Antoniou (Eds.). <u>The Psychology of the Recession on the Workplace.</u> Edward Elgar: Cheltenham,UK. Pp 89-100.

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8. Sharp, Z. and Zaidman, N. 2015 "The Role of Non-Reflexivity in Facilitating and Destabilizing Organizational Hybridity", Academy of Management Proceedings, Vol. 1. 321

9. 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: New York. Pp 83-94.

10. Zaidman, N. 2022. "(Western) Self-Spirituality: Literature Review, Conceptual Framework and Research Agenda" in J. Altman, J. Neal and W. Mayrhofer Eds. Workplace Spirituality, Making a Difference. De Gruyter. Pp213-224

(b) Refereed articles in scientific 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

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.

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.

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12. Zaidman, N. and Lowengart, O. 2001. "The Marketing of Sacred Goods: Consumers and Retailers Interaction." Journal of International Consumer Marketing, 13, 5-27.

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 & 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

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28. Khilji, S., Zeidman, 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.M., 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, 1-26.

36. Zaidman, N., Janson, A., and Keshet, Y. 2018. "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. 2021. "The Translation of Self-Spirituality into Organizations". Social Compass, 1-18

41. Gazit, L. Zaidman, N. and Van Dijk D. 2021. "Career Self-Management Perceptions Reflected in the Psychological Contract of Virtual Employees: A Qualitative and Quantitative Analysis" Career Development International

42. Zaidman, N. 2021. "Professionalism – Its Effect on Interpersonal Relationships in High-Tech Global Virtual Teams" Journal of Professions and Organization, 8, 3, 329-348

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43. Raveh S. and Zaidman, N. 2021. "Outcomes of Mindfulness Based Coaching for Managers" Coaching: An International Journal of Theory, Research & Practice, 1-18.

44. Frenkel Ben-David, M., Zaidman, N., Ben-Porat, G. 2022. "Resolving or Living with Conflicts at Work? The Case of High-tech Jewish Ultra-Orthodox Employees" Journal of Contemporary Religion, 37,2,279-298

45. Zaidman, N. and Dodick J. 2022. "How do high-tech industry remote team employees learn to manage their emotions? Culture and Organization, 29, 34-53

46. Parush, T. and Zaidman, N. 2023 "Collective emotional labor and subgroup dynamics in global virtual teams: A dramaturgical perspective" International Studies of Management & Organization, 53, 239-262

47. Zaidman, N. 2024 "Self-spirituality in organizations: A review of qualitative research, Journal of Management, Spirituality & Religion, 21, 405-425.

48. Zaidman, N. and Van Dijk D. 2025 "Why do software developers like working from the office?" Information and Software Technology, 179.

• **Lectures and Presentations at Meetings and Invited Seminars**

(a) Invited plenary lectures at conferences/meetings -
1. 2003. "Knowledge Transfer in Multi-national Companies." Department of Management Communication, The University of Waikato, New Zealand (NZ)
2. 2003. "Trade in Religious Goods." Department of Anthropology, The University of Waikato, NZ
3. 2003. "Knowledge Transfer in Multi-national Companies." School of Management, Victoria University, Wellington, NZ
4. 2004. "New Age Products and Services in Local and Global Contexts: Comparison between Israel and New Zealand." Le Nouveau Champ Religieux. Institut D'etudes Politiques d'Aix en Provence and L'Universite Lyon II. Location: Aix en Provence
5. 2012. "Intercultural Communication." School of Economics, Jilin University, China
6. 2013. "Global Teams in the High Tech Industry." Department of Management, University of Otago, NZ
7. 2014. "The Culture-Context Approach in Management Research." Faculty of Economics and Business Administration, Al.I.Cuza, University of Iasi, Romania
8. 2015. "Interpersonal Relationships and Emotional labor in Global Teams in the High Tech Industry." Department of Management, University of Bologna, Italy
9. 2017. "Global Teams" Department of Marketing and Reputation, Henley Business School, UK
10. 2018 "Stress and Coping in High Tech Global Teams." Department of Management Communication, The University of Waikato, NZ
11. 2018. "The Incorporation of Self-Spirituality into Western Organizations." School of Management, Victoria University, Wellington, NZ
12. 2018. "Global Teams." IAE Business School, Buenos Aires, Argentina
13. 2022. "Self-Spirituality in everyday (working) life." International Association of Management, Spirituality & Religion, Vienna on WU premises
14. 2022. "Workplace Spirituality," KU Leuven, Centre for Sociological

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Research, Belgium.

(b) Presentation of papers at conferences/meetings

1. Zaidman-Dvir N. 1992. "What is a Successful Religious Movement? Analysis of the Observer and Participant Perspectives." Society for the Scientific Study of Religion, Washington DC, USA.

2. Zaidman, N. 1996. "Cultural Gaps in Business Interactions Between Indian and Israeli Managers." SIETAR (International Society for Intercultural Education, Training and Research), Jerusalem, Israel.

3. Zaidman, N. 1998. "Communication Problems and Language Strategies in Business Communication – The Case of Indian and Israeli Managers." International Congress of Anthropological and Ethnological Sciences, Williamsburg, USA.

4. Te'eni D., Zaidman, N., and Shwartz, D. 1998. "An Organizational View of Computer Mediated Communication in Multi-National Organizations." European International Business Academy EIBA, Jerusalem, Israel.

5. Zaidman, N., and Drory, A. 1999. "Upward Impression Management in the Work Place – Cross Cultural Analysis." SIETAR, Zichron Yaakov, Israel.

6. Zaidman, N. 2001. "Consumption of Religious Goods in Israel: Comparison between Traditional and New Age Religions." Center for Studies on New Religions (CESNUR), London, UK.

7. Zaidman, N., Te'eni D., and Shwartz, D. 2002 "Inter-Cultural Communication: Coping with Different Organizational Discourse Systems and its Implication for Information Technologies." Academy of Management, Denver, USA.

8. Zaidman, N., Te'eni D., and Shwartz, D. 2004. "The Use of the Discourse System Methodology in Intercultural Communication." The First Israeli Conference for Qualitative Research Methods, Tel-Aviv, Israel.

9. Zaidman, N. and Brock D. 2004. "The Impact of Culture on Knowledge Transfer in a Multi-National Company." Current Issues in the Management and Strategy of Multi-National Companies, Ben-Gurion University, Israel.

10. Zaidman, N., and Brock D. 2006. "Knowledge Transfer within and among Multinational Subsidiaries: A Culture in Context Approach." Annual Conference of the Israeli Sociological Society, Bar Ilan University, Israel.

11. Zaidman, N. 2006. "The New Age Shop – Church or Marketplace?" Annual Conference of the Israeli Sociological Society, Bar Ilan University, Israel.

12. Zaidman, N. and Brock D. 2006. "Knowledge Transfer within and among Multinational Subsidiaries: A Culture in Context Approach" Academy of Management, Atlanta, USA.

13. Zaidman, N., Goldstein-Gidoni O., and Nehemya I. 2007. "From Temples to Organizations: The Introduction and Packaging of Spirituality." Israeli Anthropological Association Annual

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Conference, Ahava College, Israel.

14. Zaidman, N., and Holmes, P. 2007. "Cross Border Exchange and Feedback of Professional Visual Communication." Association of Business Communication Annual Conference, Istanbul, Turkey.

15. Khilji, S., Zaidman, N., Drory, A., Tirmizi, A., and E.S. Srinivas. 2007. "Crossvergence of Values: A Three Country Analysis of the Use of Impression Management Strategies at Workplace." Academy of Management, Philadelphia, USA.

16. Zaidman, N. Goldstein-Gidoni O., and Nehemya I. 2008. "From Temples to Organizations: The Introduction and Packaging of Spirituality." CESNUR, London School of Economics and Political Sciences, London, UK.

17. Zaidman, N. 2008. "Challenges of Work in Global Teams: Employees Perspectives, Emotional Responses and Coping Strategies." EGOS, Amsterdam, the Netherlands.

18. Zaidman, N., Goldstein-Gidoni O. 2009. "The Impact of Spirituality in Organizations." The First Israeli Conference for the Study of Contemporary Spiritualities, Haifa University, Israel.

19. Zaidman, N. 2009. "Challenges of Work in Global Teams: Employees Perspectives, Emotional Responses and Coping Strategies." The Eight Annual Conference for Asian Studies, Tel-Aviv University, Israel.

20. Zaidman, N. 2010." Qualitative Research in a Global Environment." The Fourth Israeli Conference for Qualitative Research Methods, BGU, Israel.

21. Ruch-Midbar, M. and Zaidman, N. 2010." The Appropriation of New Age Elements in Mainstream Advertisements." The Second Israeli Conference for the Study of Contemporary Spiritualities, Haifa University, Israel.

22. Zaidman, N., Goldstein-Gidoni O. 2010." Spirituality in Organizations: A Clash Between Two Paradigms" EGOS, Lisbon, Portugal.

23. Zaidman, N., Pines, A. 2010." In Group and Out Group Stereotypes in Multinational Teams." APA (American Psychological Association), San Diego, USA.

24. Pines, A., Zaidman, N. 2010." Stress and Burnout in Global Multicultural Teams." APA, San Diego, USA.

25. Zaidman, N., Goldstein-Gidoni O. 2011." Translating Spirituality into the Mainstream: Practices and Discursive Interactions in two Organizational Contexts." EGOS, Goteborg, Sweden.

26. Zaidman, N., Pines, A. 2011. "East Meets West in Stereotypes in Multicultural Global Teams: A Culture-Context Perspective." Academy of Management, San Antonio, USA.

27. Zaidman, N. and D. Elisha 2011. "The Psychological Contract and the Challenges of the New Global Environment." IOBC (Israel Organizational Behavior Conference), Tel-Aviv, Israel.

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28. Zaidman, N., Goldstein-Gidoni O. 2013." Translating Spiritual Practices to Mainstream Organizations – a Model." The Fifth Israeli Conference for the Study of Contemporary Spiritualities, Tel-Aviv, Israel.

29. Zaidman, N. 2013 "Business Consulting vs. Channeling: What is the Difference?" CESNUR, Falun, Sweden.

30. Zaidman, N. 2013." Relationships in Bicultural Global Teams." EGOS, Montreal, Canada.

31. Zaidman, N. 2014. "Relationships in Bicultural Global Teams." IOBC, Tel-Aviv, Israel.

32. Geifman-Broder, A. and Zaidman, N. 2014." Headquarters-Subsidiaries Interdependence." European Academy of Management (EURAM), Valencia, Spain.

33. Zaidman, N. and Itzhaki R. 2014." Persuasion in International Business Disputes." EURAM, Valencia, Spain.

34. Parush, T. and Zaidman, N. 2015." Emotional Labor in Global Teams." EGOS, Athens, Greece.

35. Sharp, Z. and Zaidman, N. 2015." The Role of Non-Reflexivity in Facilitating and Destabilizing Organizational Hybridity." Academy of Management, Vancouver, Canada. The paper was judged to be one of the best papers presented in the program.

36. Zaidman, N, Keshet, Y. and Janson, A. 2015." Women's Use of New Age Language at Work." EDI (Equality, Diversity, Inclusion), Tel-Aviv, Israel.

37. Zaidman, N. 2016 "New Age Spiritual Capital and Management Research" 11th Organization Studies Workshop, Greece.

38. Zaidman, N. and Goldstein-Gidoni, O. 2016." What Stands Beyond Ideas That Travel? – The Case of the Translation of New Age Spirituality to Public Institutions." Universite Paris-Est Creteil, France EURAM

39. Zaidman, N. 2017." Overcoming Resistance: The Embodiment of New Age Spirituality into Secular Organizations." European Business Ethics Network (EBEN) Conference, Beer Sheva, Israel.

40. Zaidman, N. Keshet, Y. and Janson, A. 2017." Women's Use of New Age Language at Work" Critical Management Studies Conference, Liverpool.

41. Zaidman, N, and Cohen, H. 2017." Stress and Coping in Bi-cultural Virtual Teams in the High Tech Industry – A Cross Cultural and Intercultural Analysis." International Academy for Intercultural Research, College of State Island Auxiliary, New York, USA.

42. Frenkel Ben-David, M., Zaidman, N. and Ben-Porat, G. 2018." Struggling with (the Meaning of) Work: The Case of Religious Minority Men Employed in High Tech Organizations." Latin American-European Management and Organization Studies (LAEMOS), Buenos Aires, Argentina.

43. Gazit, L. and Zaidman, N. 2018. "Psychological Contracts of Virtual and On-Location High-tech Employees." EURAM, Iceland

44. Turbiner, Y., Zaidman N., and Schwartz, D. 2019. "Unconferences and Hackathons as Platforms for Innovation Competencies Enhancement." ERSA Congress, Lyon, France.

45. Zaidman, N, and Cohen, H. 2020. Accepted. "Micro-Dynamics of Stress and Coping with Cultural Differences in High Tech Global Teams." Academy of Management Conference.

46. Bar-Tal Raveh, S. and Zaidman, N. 2020. Accepted. "Outcomes of Mindfulness Based Coaching for Managers." Academy of Management Conference.

47. Gazit, L., Zaidman N. and Van-Dijk D. 2020. "Consequences of virtual work on the psychological contract and career self-management." EURAM on-line conference. The paper was judged to be the best paper for the OB SIG Data, Data Analytics and New Forms of Work.

48. Gazit, L. and Zaidman, N. 2022 "What is the effect of ongoing organizational changes on psychological contract breach? Perceptions of Multinational Enterprise high-tech employees" EGOS, Vienna.

• **Research Grants**

1. 2003-2005. The Israel Science Foundation. Dr. N. Zaidman ; Dr. O. Goldstein-Gidoni; Prof. T. Katriel. Incorporating 'Eastern spirituality' practices in Israeli mainstream settings: A case study in cultural appropriation. Annual amount- $34,000; Total amount – $102,000 (The grant was divided equally between the PIs)

2. 2008-2011. The Israel Science Foundation. Dr. N. Zaidman; Prof. Malach-Pines, A. Multicultural Teams in Israeli High Tech. Annual amount – $28,000; Total amount – $84,000 (The grant was divided equally between the PIs)

3. 2022- 2025. The Israel Science Foundation. Prof. N. Zaidman. The Incorporation of Self-Spirituality into Western Institutions: A Qualitative Analysis of Adherents' Experiences, in the Workplace and at Home. Annual amount $44,718; Total amount - $134,154

• **Synopsis of research**

My current research projects are focused mainly along three lines of inquiry. The first is concerned with International Management, mainly issues related to culture, intercultural communication, knowledge transfer, multinationals, and global teams. The second explores the topic of self-spirituality and workplace spirituality. The third focuses on hybrid working in the high-tech industry. These are relatively new fields of research reflecting interest in major economical, sociological, and cultural global shifts. My approach in understanding these emerging phenomena derives from the anthropological perspective, and thus often draws from participation in a lengthy process of field-based data collection in diverse sites (e.g., the USA, Israel, India, New Zealand, and Egypt). My research is defined by the endeavor to generate ideas and understanding from a multifaceted data base, embracing the complexity of culture and contextual variables; with the goal of integrating these understandings into existing theories in management, behavioral science, and religion. Many of my research studies are collaborations

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with colleagues from other disciplines, applying a variety of methodologies in order to expand and deepen our engagement with the research topic.