

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.
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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.

(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) Refereed chapters in collective volumes and conference proceedings.

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. 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.) Handbook of Organizational Politics. 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.) 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 J. Syed and M. Özbilgin (Eds.) Managing Cultural Diversity in Asia: A Research Companion. 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.). The Psychology of the Recession on the Workplace. 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

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.
49. Zaidman, N., Van Dijk, D., Bouskila-Yam, O., Gazit, L. (forthcoming) "Where is the best location to conduct scrum meetings? A quantitative and qualitative analysis of developers' perspectives" Behaviour & Information Technology.

• **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

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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 Research, Belgium.

(b) Presentation of papers at conferences/meetings (last five years)

1. Turbiner, Y., Zaidman N., and Schwartz, D. 2019. "Unconferences and Hackathons as Platforms for Innovation Competencies Enhancement." ERSAs Congress, Lyon, France.
2. Zaidman, N, and Cohen, H. 2020. "Micro-Dynamics of Stress and Coping with Cultural Differences in High Tech Global Teams." Academy of Management Conference. On-line.
3. Bar-Tal Raveh, S. and Zaidman, N. 2020. "Outcomes of Mindfulness Based Coaching for Managers." Academy of Management Conference. On-line.
4. 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.
5. 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.
6. Zaidman, N.2024 "Lived spirituality: How time and energy practices are carried by workers into mainstream organizations" EGOS, Milan.
7. Zaidman, N. 2024 "Identity construction, reconstruction and deconstruction in contemporary spirituality" EASA, Barcelona.

• **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

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• **Synopsis of research**

My current research projects are focused mainly along three lines of inquiry. The first explores the topic of self-spirituality and workplace spirituality. The second concerns International Management, mainly issues related to culture, intercultural communication, knowledge transfer, multinationals, and global teams. The third focuses on hybrid working in the high-tech industry. Several of these topics 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. 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 with colleagues from other disciplines, applying a variety of methodologies in order to expand and deepen our engagement with the research topic.