

Name: Hilla Peretz

Date: October 04 ,2026

## **CURRICULUM VITAE**

### **1. Personal Details**

Office Telephone Number: +972-4-9901926

E-mail Address: [hillap@braude.ac.il](mailto:hillap@braude.ac.il)

### **2. Higher Education**

#### **A. Undergraduate and Graduate Studies**

| Period of Study | Name of Institution and Department                                                   | Degree                        | Year of Approval of Degree |
|-----------------|--------------------------------------------------------------------------------------|-------------------------------|----------------------------|
| 2002- 2007      | University of Haifa, Department of Management in Education<br>(Direct Ph.D. Program) | PhD<br><i>Summa cum laude</i> | 2007                       |
| 1998- 2001      | University of Haifa, Department of Psychology                                        | B.A.                          | 2002                       |

#### **B. Post-Doctoral Studies**

| Period of Study | Name of Institution, Department and Host                                               | Degree        | Year of Completion |
|-----------------|----------------------------------------------------------------------------------------|---------------|--------------------|
| 2007- 2008      | Syracuse University, NY, U.S.A<br>Whitman School of Management,<br>Prof. Yitzhak Fried | Post-Doctoral | 2008               |

### **3. Academic Ranks and Tenure in Institutes of Higher Education**

| Period         | Name of Institution and Department                                                          | Rank/Position                    |
|----------------|---------------------------------------------------------------------------------------------|----------------------------------|
| *2026- Present | Braude Academic College of Engineering, Department of Industrial Engineering and Management | Head                             |
| *2023-2024     | St. John's University, NYC, U.S.A.<br>The Peter J. Tobin College of Business                | Berkley Visiting Research Fellow |

\*An item of information relating to the period following the last rank promotion

|            |                                                                                             |                          |
|------------|---------------------------------------------------------------------------------------------|--------------------------|
| 2011-2026  | Braude Academic College of Engineering, Department of Industrial Engineering and Management | Senior Lecturer, Tenured |
| 2011       | Simon Fraser University, Canada. Beedie School of Business                                  | Visiting Scholar         |
| 2008- 2011 | Braude Academic College of Engineering, Department of Industrial Engineering and Management | Lecturer                 |

#### **4. Offices in Academic Administration**

| <b>Years</b>   | <b>Name of Institution and Department</b>                                                           | <b>Role</b> |
|----------------|-----------------------------------------------------------------------------------------------------|-------------|
| *2025- Present | Braude Academic College of Engineering, Academic Council                                            | Member      |
| *2020-Present  | Braude Academic College of Engineering, Institutional Review Board                                  | Member      |
| *2020-Present  | Braude Academic College of Engineering, Academic Research Committee                                 | Member      |
| *2022- Present | Braude Academic College of Engineering, Student advisor                                             | Member      |
| *2018-2024     | Braude Academic College of Engineering, MSc Student Admissions Committee                            | Member      |
| *2020-2023     | Braude Academic College of Engineering, Academic Council                                            | Member      |
| *2009-2019     | Braude Academic College of Engineering, Quality Management Committee                                | Member      |
| *2014-2015     | Braude Academic College of Engineering, Steering Committee for administrative employees' evaluation | Chair       |
| *2012-2014     | Braude Academic College of Engineering, Academic Affairs Committee                                  | Member      |
| 2008-2012      | Braude Academic College of Engineering, Scholarship Committee                                       | Member      |
| 2008-2012      | Braude Academic College of Engineering, Student advisor                                             | Member      |

\*An item of information relating to the period following the last rank promotion

## 5. Scholarly Positions and Activities outside the Institution

| Year           | Editorial Assignments                                                                         |
|----------------|-----------------------------------------------------------------------------------------------|
| *2020- Present | Editor (area: work, Organizational Behavior & Human Resources):<br>European Management Review |
| *2023- Present | Editorial Board Member: International Journal of Human Resource<br>Management                 |
| *2026- Present | Editorial Board Member: Organizational dynamics                                               |
| *2016-2020     | Editorial Board Member: German Journal of Human Resource<br>Management:                       |

|            | Review for Awards                                                        |
|------------|--------------------------------------------------------------------------|
| *2022-2025 | Best paper award committee, Academy of Management HR<br>Division, Member |

|            | Review for Funding Agencies                            |
|------------|--------------------------------------------------------|
| *2014-2015 | Society of Human Resource Management (SHRM) Foundation |

|               | Review for Refereed Journal                            |
|---------------|--------------------------------------------------------|
| *2026-Present | Organizational dynamics                                |
| *2016-Present | International Journal of Human Resource Management     |
| *2014-Present | Human Resource Management Journal                      |
| *2014-Present | European Journal of Work and Organizational Psychology |
| *2015-Present | Thunderbird International Business Review              |

|       | Review for Dissertation                                          |
|-------|------------------------------------------------------------------|
| *2025 | PhD Thesis- University of Nicosia, Cyprus (Eleni Maniatopoulou ) |
| *2024 | PhD Thesis- University of Haifa (Oz Levi)                        |
| *2023 | PhD Thesis- University of Haifa (Rona Orlav)                     |
| *2017 | PhD Thesis- University of Haifa (Keren Turgeman-Lupo)            |

|       | Academic Rank Promotion Committees                                     |
|-------|------------------------------------------------------------------------|
| *2025 | Academic rank promotion committee, Tel Hai Uni, Ad hoc member          |
| *2023 | Academic rank promotion committee, Yisrael Valley College,<br>reviewer |

\*An item of information relating to the period following the last rank promotion

|              |                                                          |
|--------------|----------------------------------------------------------|
|              | <b>Memberships in Academic Professional Associations</b> |
| 2006-Present | Academy of Management                                    |

|                |                                                                                                                                                                                                                                                                  |
|----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                | <b>Other Scholarly Positions and Activities</b>                                                                                                                                                                                                                  |
| *2025-Present  | Advisory committee member at CRANET global research network (Cranfield Network for HRM research): <a href="https://cranet.la.psu.edu/">https://cranet.la.psu.edu/</a>                                                                                            |
| 2008-Present   | Israel Representative at CRANET global research network (Cranfield Network for HRM research): <a href="https://cranet.la.psu.edu/">https://cranet.la.psu.edu/</a>                                                                                                |
| *2019-Present  | Israel representative CCI (Country co-Investigator): GLOBE (Global Leadership and Organizational Behavior Effectiveness) project official member <a href="https://globeproject.com">https://globeproject.com</a>                                                 |
| *2016- Present | Israeli ambassador of the Academy of Management HR Division Ambassadors Program. <a href="https://hr.aom.org/hrdivinternational">https://hr.aom.org/hrdivinternational</a>                                                                                       |
| *2012-2020     | COST (European Corporation of Science and Technology) management committee member of the European COST Action CA16121 "From Sharing to Caring: Examining Socio-Technical Aspects of the Collaborative Economy" and COST Action IS1202 "Dynamics of Virtual Work" |
| 2010-2019      | International Academy of Management and Business, Advisory board Member.                                                                                                                                                                                         |
| 2006-2007      | University of Haifa: Doctoral Students Forum on Research Method                                                                                                                                                                                                  |

## **6. Participation in Scholarly Conferences**

### **A. Active participation**

#### **International Conferences - Held Abroad**

| <b>Date</b> | <b>Name of Conference</b>              | <b>Place of Conference</b> | <b>Subject of Lecture/Discussion</b>                                                             | <b>Role</b> |
|-------------|----------------------------------------|----------------------------|--------------------------------------------------------------------------------------------------|-------------|
| *Sep 2026   | Global Conference of International HRM | Nicosia, Cyprus            | Heavy-Work Investment (HWI) across countries: a national culture analysis                        | Lecturer    |
| *Sep 2026   | Global Conference of International HRM | Nicosia, Cyprus            | Networking Behavior as Microfoundations of Social Capital in International Work: Development and | Lecturer    |

\*An item of information relating to the period following the last rank promotion

|            |                                  |                     |                                                                                                                                    |          |
|------------|----------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------|----------|
|            |                                  |                     | Initial Validation of the Networking Types Inventory                                                                               |          |
| *Aug 2026  | Academy of Management Conference | Philadelphia, U.S.A | From Black Boxes to Building Blocks: Towards Explainable Methods in Management and HRM Research'                                   | Lecturer |
| *Aug 2026  | Academy of Management Conference | Philadelphia, U.S.A | Management Journals in the Era of AI                                                                                               | Panelist |
| *Aug 2026  | Academy of Management Conference | Philadelphia, U.S.A | Teaching and Learning HR around the World: Challenges and Practices.                                                               | Panelist |
| *July 2025 | Academy of Management Conference | Copenhagen, Denmark | Navigating International Careers: Experience and Advice from HR Division Ambassadors                                               | Panelist |
| *July 2025 | Academy of Management Conference | Copenhagen, Denmark | Fostering team innovation in a cross-cultural context: the role of inclusive leadership                                            | Lecturer |
| *July 2025 | Academy of Management Conference | Copenhagen, Denmark | HRM, Resilience and post traumatic growth: the impact of Oct 07 terror attack on organizational and employees resilience in Israel | Lecturer |
| *Aug 2024  | Academy of Management Conference | Chicago, U.S.A      | Talent retention effectiveness in the era of deglobalization: The role of national institutions                                    | Lecturer |
| *Aug 2024  | Academy of Management Conference | Chicago, U.S.A      | Comparative Human Resource Management: Extending Beyond National Comparisons                                                       | Panelist |

\*An item of information relating to the period following the last rank promotion

|           |                                        |                                                               |                                                                                                                                          |          |
|-----------|----------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|----------|
| *Aug 2023 | Academy of Management Conference       | Boston, U.S.A                                                 | Relational Aspects of Working from Home: Embracing Opportunities and Navigating Challenges                                               | Lecturer |
| *Aug 2023 | Academy of Management Conference       | Boston, U.S.A                                                 | Imaging the future of HR                                                                                                                 | Panelist |
| *Aug 2022 | Academy of Management Conference       | Seattle, U.S.A                                                | Where Does Working from Home “Work”? Effects of National Environment.                                                                    | Lecturer |
| *Aug 2022 | Academy of Management Conference       | Seattle, U.S.A                                                | Cultural Distance Effects on MNC Performance: A Macro and Meso Approach                                                                  | Lecturer |
| *May 2022 | Global Conference of International HRM | NYC, U.S.A.                                                   | The impact of flextime uptake on organizational outcomes and the moderating role of formal and informal institutions across 22 countries | Lecturer |
| *Aug 2020 | Academy of Management Conference       | Online due to Covid-19 (original location: Vancouver, Canada) | Generational differences in work values: the moderate effect of U.S. states' liberalism-conservatism                                     | Lecturer |
| *Aug 2020 | Academy of Management Conference       | Online due to Covid-19 (original location: Vancouver, Canada) | Does Pay matter to everyone: a national culture analysis of pay and job Satisfaction                                                     | Lecturer |
| *Aug 2020 | Academy of Management Conference       | Online due to Covid-19 (original location: Vancouver, Canada) | Engaging and Supporting International PhD Students and Early Career Faculty                                                              | Panelist |

\*An item of information relating to the period following the last rank promotion

|            |                                        |                      |                                                                                                                                 |                                |
|------------|----------------------------------------|----------------------|---------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| *Aug 2019  | Academy of Management Conference       | Boston, U.S.A.       | Whither De-Globalization? The Moderating Effects of Context on MNCs Performance                                                 | Lecturer                       |
| *June 2019 | Global Conference of International HRM | Pennsylvania, U.S.A. | Staffing and organizational turnover across countries: an institutional perspective                                             | Lecturer                       |
| *Aug 2018  | Academy of Management Conference       | Chicago, U.S.A.      | Employee Reactions to HPWS in Multinational Companies: Effects of Subsidiary and Parent Cultures                                | Lecturer                       |
| *Aug 2017  | Academy of Management Conference       | Atlanta, U.S.A.      | Addressing the Challenges of Large Scale, Cross-national Survey Data Collection                                                 | Panelist and session organizer |
| *June 2017 | Global Conference of International HRM | NYC, U.S.A.          | Generation Y and work values: are they really that different? A cross-cultural examination using data mining of social networks | Lecturer                       |
| *Aug 2016  | Academy of Management Conference       | Anaheim, U.S.A.      | Cultural Congruence and Organizational Outcomes: The Role of HR Fit and Social Tightness                                        | Lecturer                       |
| *Aug 2016  | Academy of Management Conference       | Anaheim, U.S.A.      | The impact of national culture on the use and outcomes of E-HRM                                                                 | Lecturer                       |
| *May 2015  | Academy of Business                    | Paris, France        | National culture effects on IHRM outcomes                                                                                       | Lecturer                       |
| *Aug 2014  | Academy of Management Conference       | Philadelphia, U.S.A. | Dual effects of subsidiary and parent organizations' human                                                                      | Lecturer                       |

\*An item of information relating to the period following the last rank promotion

|            |                                                                                        |                      |                                                                                                                                                                                        |                    |
|------------|----------------------------------------------------------------------------------------|----------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
|            |                                                                                        |                      | resource practices on employee responses                                                                                                                                               |                    |
| *Aug 2014  | Academy of Management Conference                                                       | Philadelphia, U.S.A. | Undertaking cross-cultural research using international networks                                                                                                                       | Chair and Panelist |
| *Aug 2013  | Academy of Management Conference                                                       | Orlando, U.S.A.      | Human resource management practices and organizational innovation: The moderating role of national culture                                                                             | Lecturer           |
| *Aug 2013  | Academy of Management Conference                                                       | Orlando, U.S.A.      | The effectiveness of subsidiary HR autonomy within multinational companies: The moderating role of cultural and institutional distance                                                 | Lecturer           |
| *Aug 2012  | Academy of Management Conference                                                       | Boston, U.S.A.       | HR Outsourcing, National culture and Absenteeism: A study across 21 countries                                                                                                          | Lecturer           |
| *Aug 2012  | Academy of Management Conference                                                       | Boston, U.S.A.       | HRM: the importance of (national) context                                                                                                                                              | Lecturer           |
| *June 2012 | World Congress of the International Federation of Scholarly Associations of Management | Limerick, Ireland    | Contingent approach to the effectiveness of centralized versus decentralized HR decision making in multinational companies: The moderating role of cultural and institutional distance | Lecturer           |
| Aug 2011   | Academy of Management Conference                                                       | San Antonio, U.S.A.  | Flextime work arrangement, national culture and organizational absenteeism and turnover: a longitudinal study across 21 countries                                                      | Lecturer           |

\*An item of information relating to the period following the last rank promotion

|              |                                                  |                      |                                                                                                  |                    |
|--------------|--------------------------------------------------|----------------------|--------------------------------------------------------------------------------------------------|--------------------|
| January 2011 | International Academy of Management and Business | Orlando, U.S.A.      | Information Technology Systems in the Human Resource Area: A Cross Culture Approach              | Lecturer           |
| Aug 2010     | Academy of Management Conference                 | Montreal, Canada     | Challenges and opportunities in cross cultural research using international networks             | Chair and Panelist |
| January 2010 | International Academy of Management and Business | Las Vegas, U.S.A.    | National values' effect on affirmative action                                                    | Lecturer           |
| Aug 2008     | Academy of Management Conference                 | Anaheim, U.S.A.      | Values, performance appraisal and organizational performance: A study across 21 countries        | Lecturer           |
| Aug 2007     | Academy of Management Conference                 | Philadelphia, U.S.A. | The Role of Leadership in Training: Predicting Training Effectiveness by Leadership Style        | Lecturer           |
| Aug 2007     | Academy of Management Conference                 | Philadelphia, U.S.A. | International Approach to Organizational Investment in Training: Country Cluster-Analysis        | Lecturer           |
| Aug 2006     | Academy of Management Conference                 | Atlanta, U.S.A.      | The role of national values in organizational training: a comparative study in 16 counties       | Lecturer           |
| Aug 2006     | Academy of Management Conference                 | Hawaii, U.S.A.       | The effect of organizational support and training style on organizational training effectiveness | Lecturer           |
| July 2004    | The European Association for Research on         | Istanbul, Turkey     | Effectiveness of training at the Israel Police Academy                                           | Lecturer           |

\*An item of information relating to the period following the last rank promotion

|  |                          |  |  |  |
|--|--------------------------|--|--|--|
|  | Learning and Instruction |  |  |  |
|--|--------------------------|--|--|--|

### **International Conferences - Held in Israel**

| <b>Date</b>   | <b>Name of Conference</b>                                                      | <b>Place of Conference</b>                                  | <b>Subject of Lecture/Discussion</b>                                                                                                                  | <b>Role</b> |
|---------------|--------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| *June 2024    | International Society for the Study of Work and Organizational Values (ISSWOV) | Online due to Iron Swords war (original location: Tiberius) | Fostering Team Innovation in a Cross-cultural Context: The Role of Inclusive Leadership. Presented at ISSWOV, June, Tiberius, Israel (update: online) | Lecturer    |
| *June 2024    | International Society for the Study of Work and Organizational Values (ISSWOV) | Online due to Iron Swords war (original location: Tiberius) | The impact of flexi-time uptake on organizational outcomes and the moderating role of formal and informal institutions across 22 countries            | Lecturer    |
| *June 2024    | International Society for the Study of Work and Organizational Values (ISSWOV) | Online due to Iron Swords war (original location: Tiberius) | The sedentary pandemic during and after the COVID-19 pandemic: a theoretical and practical organizational perspective                                 | Lecturer    |
| *January 2017 | Israel Organizational Behavior Conference (IOBC),                              | Tel Aviv                                                    | Generation Y and work values: are they really that different? A cross-cultural examination using Twitter                                              | Lecturer    |

### **B. Organization of Conferences or Sessions**

| <b>Date</b> | <b>Name of Conference</b> | <b>Place of Conference</b><br>(city and country) | <b>Subject of Conference/Session</b> | <b>Role</b> |
|-------------|---------------------------|--------------------------------------------------|--------------------------------------|-------------|
|-------------|---------------------------|--------------------------------------------------|--------------------------------------|-------------|

\*An item of information relating to the period following the last rank promotion

|             |                                                                                               |                      |                                                                                              |                             |
|-------------|-----------------------------------------------------------------------------------------------|----------------------|----------------------------------------------------------------------------------------------|-----------------------------|
| *March 2024 | Together from Crisis to Growth - the 13 <sup>th</sup> Braude Conference for Industry-Academia | Carmiel, Israel      | The Human Capital                                                                            | Session Organizer and Chair |
| *Aug 2022   | Academy of Management Conference                                                              | Seattle, U.S.A       | Knowledge Creation through International Research Networks during a Pandemic                 | Session Organizer and Chair |
| *Aug 2019   | Academy of Management Conference                                                              | Boston, U.S.A.       | Doing Comparative Research and Co-creating Knowledge through International Research Networks | Session Organizer and Chair |
| *March 2017 | 7 <sup>th</sup> Academic-Industry conference                                                  | Karmiel, Israel      | Academic-Industry relationships                                                              | Conference Committee Member |
| *Oct 2016   | the 12 <sup>th</sup> Interdisciplinary conference of ORT Braude College                       | Hagoshrim, Israel    | Interdisciplinary                                                                            | Conference Committee Chair  |
| *June 2015  | 8th Equality, Diversity and Inclusion International Conference                                | Tel Aviv, Israel     | Equality, Diversity and Inclusion                                                            | Stream chair                |
| *Aug 2014   | Academy of Management Conference                                                              | Philadelphia, U.S.A. | Doing Cross-Cultural Research Using International Networks                                   | Session Organizer and Chair |
| *June 2012  | World Congress of the International Federation of Scholarly Associations of Management        | Limerick, Ireland    | Management                                                                                   | Conference Committee Member |
| Oct 2011    | Global Human Resource Management Conference                                                   | Karmiel, Israel      | HR Management                                                                                | Conference Committee Chair  |

\*An item of information relating to the period following the last rank promotion

|          |                                                    |                 |               |                            |
|----------|----------------------------------------------------|-----------------|---------------|----------------------------|
| Oct 2010 | Human Resource Management: Challenges and Dilemmas | Karmiel, Israel | HR Management | Conference Committee Chair |
|----------|----------------------------------------------------|-----------------|---------------|----------------------------|

## 7. Invited Lectures/Colloquium Talk

### Abroad

| Date       | Name of Forum                                                                                                        | Place of Lecture     | Subject of Lecture                                                                                    | Role                      |
|------------|----------------------------------------------------------------------------------------------------------------------|----------------------|-------------------------------------------------------------------------------------------------------|---------------------------|
| *Oct 2023  | Center for International Human Resource Management, School of Labor and Employment Relations, Penn State University. | Pennsylvania U.S.A.  | Generational differences in context                                                                   | Invited Scholarly Lecture |
| *Sep 2023  | The Peter J. Tobin College of Business, St. John's University,                                                       | NYC, U.S.A.          | Generational differences in work values: the moderate effect of culture                               | Colloquium talk           |
| *June 2021 | Economic University of Bratislava                                                                                    | Bratislava, Slovakia | Effects of national environment on employees' work-from-home outcomes during the COVID-19 pandemic    | Invited Scholarly Lecture |
| *Nov 2016  | ISM University of Management and Economics                                                                           | Vilnius, Lithuania   | Flexible Work Arrangements, National Culture and Organizational Outcomes: A Study across 22 Countries | Invited Scholarly Lecture |
| Sep 2011   | Center of Global Workforce, Beedie School of Business, Simon Fraser University                                       | Vancouver, Canada    | National values, performance appraisal and organizational performance: A study across 21 countries    | Colloquium talk           |

\*An item of information relating to the period following the last rank promotion

**In Israel**

| <b>Date</b> | <b>Name of Forum</b>                                                                                                                                          | <b>Place of Lecture</b><br>(institute, city) | <b>Subject of Lecture</b>                                                               | <b>Role</b>               |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------------------------------------------------------------------|---------------------------|
| *June 2026  | Artificial Intelligence and Human Capital: Organizational Resilience Challenges in the New Era - the 15 <sup>th</sup> Braude conference for industry-academia | Karmiel                                      | The human capital crisis and the expectations of the new generation,                    | Invited panelist          |
| *March 2024 | Together from crisis to growth - the 13 <sup>th</sup> Braude conference for industry-academia                                                                 | Karmiel                                      | The effects of the October 7th on the resilience of organizations and workers in Israel | Invited Scholarly Lecture |
| *March 2023 | Center of the study of organizations and HRM                                                                                                                  | Haifa                                        | Managing the human resources in a post-covid era: challenges and opportunities          | Invited Scholarly Lecture |
| *June 2018  | The Association of Engineers                                                                                                                                  | Eilat                                        | When in Rome, manage accordantly: the influence of culture on managerial practices      | Invited Scholarly Lecture |
| June 2008   | Graduate School of Management, Center of organizations study                                                                                                  | University of Haifa                          | Organizational Training: A Multi-Dimensional and Multi-Cultural Approach                | Colloquium talk           |
| May 2008    | The Jerusalem School of Business Administration                                                                                                               | Hebrew University of Jerusalem               | Cross Culture Approach to Organizational Training                                       | Colloquium talk           |
| May 2008    | Arison School of Business                                                                                                                                     | Reichmann University                         | The Role of National Values in                                                          | Colloquium talk           |

\*An item of information relating to the period following the last rank promotion

|  |  |  |                         |  |
|--|--|--|-------------------------|--|
|  |  |  | Organizational Training |  |
|--|--|--|-------------------------|--|

## 8. Research Grants

### a. Grants Awarded

| Role in Research | Co-Researchers                        | Topic                                                                                                                                                             | Funded by/ Amount                                                                                                                               | Year      |
|------------------|---------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| *PI              | Edna Rabenu (CO-PI)                   | Heavy-Work Investment (HWI) across countries: a national culture analysis                                                                                         | The joint research fund for the Tel Hai Academic College, Miguel Research Institute, and the Braude Academic College of Engineering/ 50,000 NIS | 2023-2024 |
| *PI              | Emma Parry and Yitzhak Fried (CO-PIs) | Generation Y and work behavior: are they really that different? A cross cultural examination using data mining of social network websites Pilot Study             | SHRM Foundation/ 48,000\$ (see paper D12 in publication list)                                                                                   | 2015-2017 |
| *PI              | Yitzhak Fried (CO-PI)                 | Human resource management in multinational companies: Effects of national, organizational and professional culture on HR practices and organizational performance | SHRM Foundation/ 100,000\$ (see paper D16 in publication list)                                                                                  | 2010-2013 |
| PI               | Yitzhak Fried (CO-PI)                 | National values, human resource practices and organizational                                                                                                      | SHRM Foundation/ 57,500\$ (see paper D18 in                                                                                                     | 2008-2010 |

\*An item of information relating to the period following the last rank promotion

|    |                       |                                                                                                                                              |                                                               |           |
|----|-----------------------|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-----------|
|    |                       | performance: A study across 21 countries                                                                                                     | publication list)                                             |           |
| PI | Yitzhak Fried (CO-PI) | Performance appraisal programs and organizational performance: the contributing effect of national values and organizational characteristics | SHRM Foundation/ 35,000\$ (see paper D19 in publication list) | 2007-2008 |

**b. Submission of Research Proposals - Pending**

None

**c. Submission of Research Proposals – Not funded in the last five years**

| Role in Research | Co-Researchers  | Topic                                  | Funds Requested Agency | Years | Score |
|------------------|-----------------|----------------------------------------|------------------------|-------|-------|
| *PI              | Nicholas Prince | The Emerging Concept of Quiet Quitting | BSF                    | 2023  | N.A   |

**9. Scholarships, Awards and Prizes**

| Year          | Name of Award            | Other Awardees | Purpose of Award or Achievement                                                                                                                                                                                                                     | Source                                 |
|---------------|--------------------------|----------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|
| *2011-Present | Faculty Excellence Award | -              | Best Faculty Member Award for the Academic Years:<br>*2024/2025;<br>*2023/2024;<br>*2022/2023;<br>*2021/2022;<br>*2020/2021;<br>*2019/2020;<br>*2016/2017;<br>*2015/2016;<br>*2014/2015;<br>*2012/2013;<br>*2011/2012;<br>*2010/2011;<br>*2009/2010 | Braude Academic College of Engineering |

\*An item of information relating to the period following the last rank promotion

|       |                                                                                         |                                                    |                                         |                                                            |
|-------|-----------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------|------------------------------------------------------------|
| *2026 | International Journal of Human Resource Management Best Paper Award presented at GCIHRM | Edna Rabenu                                        | Best Paper Award                        | International Journal of Human Resource Management (\$250) |
| *2020 | European Management Journal Best Paper Award                                            | Berkery Elaine, Tiernan Siobhan and Morely Michael | 2 <sup>nd</sup> place, Best Paper Award | European Management Journal                                |
| *2019 | GLOBE winner for the Best Research Paper award                                          | Mila Lazarova and Yitzhak Fried                    | Best Paper Award                        | GLOBE (\$2,500)                                            |
| *2019 | Human Resource Management Journal Best Paper Award presented at GCIHRM                  | Knappert Lena, Aycan, Zeynep and Budwar Pawan      | Best Paper Award                        | Human Resource Management Journal (\$500)                  |
| *2018 | GLOBE Highly Commended Award (2 papers)                                                 | Yitzhak Fried                                      | Best Paper Award                        | GLOBE                                                      |
| *2017 | Erasmus+ Mobility Grant                                                                 | -                                                  | Mobility Grant                          | Erasmus Program of the EU (€1,000)                         |
| *2013 | International HRM Scholarly Research Award finalist                                     | Yitzhak Fried                                      | Best Paper Award                        | Academy of Management, Human Resources Division            |
| 2011  | Emerald Literati                                                                        | Hertz-Lazarowitz                                   | Highly Commended Award                  | Emerald                                                    |

\*An item of information relating to the period following the last rank promotion

|           |                                                                                          |                         |                                    |                                                          |
|-----------|------------------------------------------------------------------------------------------|-------------------------|------------------------------------|----------------------------------------------------------|
|           | Network Awards                                                                           | Rachel and Hana Kurland |                                    |                                                          |
| 2011      | Best Manuscript by young scholar award, International Academy of Management and Business | -                       | Best Paper Award                   | International Academy of Management and Business (\$500) |
| 2008      | International all Academy Dexter award, Academy of Management                            | Yitzhak Fried           | Finalist of Dexter Award           | Academy of Management                                    |
| 2007-2008 | Post-doctoral Scholarship for summa cum laude graduates, University of Haifa             | -                       | Post-doctoral Scholarship          | University of Haifa (\$8,000)                            |
| 2006      | Best Paper from under Represented Country, Academy of Management                         | Zehava Rosenblatt       | Best Research Paper Award Finalist | Academy of Management, International Management Division |

## 10. Teaching

### a. Courses Taught in Recent Years

| Years         | Name of Course                            | Type of Course | Degree | Number of Students |
|---------------|-------------------------------------------|----------------|--------|--------------------|
| *2025-Present | Human Resource Management in Construction | Lecture        | BSc    | 15-20              |

\*An item of information relating to the period following the last rank promotion

|               |                                        |                                             |     |       |
|---------------|----------------------------------------|---------------------------------------------|-----|-------|
| *2019-Present | Introduction to organizational systems | Introduction Course (Mandatory)             | BSc | 40-70 |
| *2020-Present | Introduction to behavioral science     | Online Course (in English)                  | BSc | 20-30 |
| *2014-Present | Global Management                      | Lecture                                     | MSc | 10-25 |
| *2014-Present | Leadership                             | Lecture                                     | MSc | 10-25 |
| *2013-Present | Cross-Cultural Management              | Lecture                                     | BSc | 20-30 |
| 2008-2018     | Organizational Behavior                | Introduction Course (Mandatory)             | BSc | 50-80 |
| 2008-2018     | Human Resource Management              | Introduction Course (Mandatory. in English) | BSc | 50-80 |
| 2004-2007     | Quantitative Research Methods          | Lecture                                     | MA  | 50-80 |

**b. Supervision of Graduate Students**

| <b>Name of Student</b> | <b>Name of Other Mentors</b>       | <b>Title</b>                                                                                   | <b>Degree</b> | <b>Year of Completion / in Progress</b> |
|------------------------|------------------------------------|------------------------------------------------------------------------------------------------|---------------|-----------------------------------------|
| Jenny Shpayer          | Michal Biron (University of Haifa) | Do cultural tightness-looseness differences manipulate us at work?                             | M.A.          | 2026*                                   |
| Shay Stolovitsky       | -                                  | The Impact of Culture on the Work Relationship Between Israeli R&D Company and India Suppliers | MSc+          | 2019*                                   |

\*An item of information relating to the period following the last rank promotion

|            |   |                                                                     |      |       |
|------------|---|---------------------------------------------------------------------|------|-------|
| Amir Nagar | - | Impact of Cultural Aspects on LEAN Implementation at Kimberly-Clark | MSc+ | 2016* |
|------------|---|---------------------------------------------------------------------|------|-------|

<sup>+</sup> Project in Industrial Engineering and Management (Final Project instead of thesis).

## **11. Professional Experience**

\*2022-Present: Ambulance Driver and Emergency Medical Technician, Magen David Adom (Volunteering)

\*2023-Present: Home Front Command, IDF, Reserve duty as an ambulance driver (Volunteering)

\*2023-Present: Research consultant, the Israeli Association for Human Resource Management

2002- 2007: Consultant, Research Unit, Oranim- the College of the Kibbutz movement

2000- 2002: Recruitment Manager, Rafael Advanced Defense Systems, Israel

\*An item of information relating to the period following the last rank promotion

## **PUBLICATIONS**

### **Publications**

#### **A. Ph.D. Dissertation**

|                                                       |                                                                            |
|-------------------------------------------------------|----------------------------------------------------------------------------|
| <b>Title:</b>                                         | Training in Organizations: A Multi-Dimensional and Multi-Cultural Approach |
| <b>Date of submission:</b>                            | February 2007                                                              |
| <b>Number of pages:</b>                               | 150                                                                        |
| <b>Language:</b>                                      | English                                                                    |
| <b>Name of supervisor:</b>                            | Zehava Rosenblatt                                                          |
| <b>University:</b>                                    | University of Haifa                                                        |
| <b>Publications:</b> item no. from the following list | B1, D20, D24, E4                                                           |

**Unless otherwise noted, authors placement in the list reflects their relative contribution.**

Reported Q are based on JCR (journal citation report) (and in parentheses from Scimago journal rank) at the year of publication.

#### **B. Scientific Books**

##### **Authored Book-Published**

1. **Peretz, H.** (2009). Organizational training: A multi-dimensional and multi-cultural approach. VDM publishing. ISBN 9783639143065.  
<https://www.amazon.com/Training-Organizations-Multi-Dimensional-Multi-Cultural-Approach/dp/363914306X>

#### **C. Chapters in Scientific Books**

##### **Published**

1. \*Naseraldin, H. **Peretz, H** & Biron, M. Sewing Together Tradition and Technology: Redesigning Rewards and Work in a Galilean Druze Garment Factory. In Christiansen, L. C., Biron, M., Buciuniene, I., Budhwar, P., Festing, M., Harney, B., Kim, S. & Sekiguchi, T. (Eds.). (In press). *The Global Human Resource Management Casebook (4<sup>th</sup> edition)*. Routledge, NY.
2. \*Biron, M. & **Peretz, H.** Redesigning the Production Floor and Reward System in a Food Production Company: HRM Considerations. In Christiansen, L. C., Biron, M., Budhwar, P., & Harney, B. (Eds.). (2024). *The Global Human Resource Management Casebook (3<sup>rd</sup> edition)*. Routledge, NY. pp. 160-169.  
<https://doi.org/10.4324/9781003307099>

\*An item of information relating to the period following the last rank promotion

3. \***Peretz, H.** & Knappert, L. (2021). The cultural lens. In: E. Parry, C. Brewster, & M. Morley. (Eds). *The Oxford Handbook on Contextual Approaches to Human Resource Management*. Oxford University Press. pp. 24-59.  
<https://doi.org/10.1093/oxfordhb/9780190861162.001.0001>
4. \*Parry, E. & **Peretz, H.** (2020). E-HRM and Performance. In: S. Fischer & T. Bondarouk. (Eds). *Encyclopedia of Electronic HRM*. De Gruyter. pp. 35-39.  
<https://doi.org/10.1515/9783110633702>
5. \*Rosenblatt, Z., **Peretz, H.** & Kremer-Hayon, L. (2015). Teacher participation in decision making in the Israeli school system. In: A. Menlo, T. Wubbles, L. Collet, J. Williamson & Z. Rosenblatt, *Do teachers wish to be agents for change? Will principals support them?*. Sense: Rotterdam, the Netherlands. pp. 151-168.  
<https://doi.org/10.1007/978-94-6209-959-3>
6. \***Peretz, H.** (2013). Information Technology Systems in the HR Area. In: E. Parry, E. Stavrou & M. Lazarova. (Eds). *Global Trends in Human Resource Management*. Palgrave Macmillan. pp. 214-236. <http://doi.org/10.1057/9781137304438>
7. Zelniker, T., Hertz-Lazarowitz, R., **Peretz, H.**, Azaiza, F. & Sharabany, R. (2009). Arab and Jewish students participatory action research at the University of Haifa: A model for peace education. In C. McGlynn, M. Zembylas, Z. Bekerman, & T. Gallagher (Eds.). *Peace education in conflict and post-conflict societies: comparative perspectives*. Palgrave Macmillan. pp. 198-216.  
<https://doi.org/10.1080/17400201.2012.697684>
8. Hertz-Lazarowitz, R., Azaiza, F., **Peretz, H.**, Zelniker, T., Kupermintz, H., & Sharabany, R. (2006). Students' national identity as explaining the perception of the university as a place of coexistence or conflict. In G. Rahav (Ed.). *Youth in Israel, 2005*. University of Tel Aviv: Tel Aviv. (Hebrew). pp. 159-176. ISBN : 9789652744326

#### **D. Articles in Refereed Journals**

##### **Accepted for publication**

1. \***Peretz, H.**, Tziner, A., Vasiliu, C. & Saseanu, A. (accepted). Managers' Freelancer Mindset Orientation and Relational Evaluations as Drivers of Pay Decisions for External Workers. *Frontiers in Psychology*. IF: 3.80. Q1. (q1).
2. \*Prince, N., **Peretz, H.**, & Holwerd, J. (accepted). International Quiet Quitting: Job Demands-Resources and the Impact of the Institutional Environment. *Evidence Based HRM*. I.F.: 1.90. Q3. (q2).
3. \*Cotton, R., Javidan, M., Egri, C., Dorfman, P.,...**Peretz, H.**... et al (accepted). The New GLOBE Integrative Model of Outstanding Leadership: A Springboard for Large Scale Comparative Research in 134 Societies. *Journal of World Business*. IF: 6.60. Q1. (q1).

\*An item of information relating to the period following the last rank promotion

## **Published**

4. \*Peretz, H. & Vlad, V. (2026). Deglobalization as a contextual shock: implications for talent retention effectiveness. *International Journal of Human Resource Management*, IF: 4.70. Q2. (q1). <https://doi.org/10.1080/09585192.2026.2667993>
5. \*Chalutz-Ben Gal, H., Peretz, H. & Horak, S. (2026). Utilizing Big Data and Machine Learning in Human Resource Management Research: Key Challenges, Methods, and New Insights. *European Management Review*, IF:3.10. Q2. (q1). <https://doi.org/10.1111/emre.70110>
6. \*Rabenu, E., Shertzer, Y., Tziner, Y., Shkoler, O., Radosher, A., Shwartz D., Kurlander, A., Ehrlich, S., Tobol, Y., & Peretz, H. (2026) Understanding Freelancers: Optimizing HRM for Freelancer Success. *Frontiers in Psychology*. IF: 3.80. Q1. (q1). <https://doi.org/10.3389/fpsyg.2026.1722270>
7. \*Peretz, H., Blake, A, Ganzach, Y., Fried, Y, & Bi, R. (2025) Does pay matter to everyone? A national culture analysis of relative pay and job satisfaction. *International Journal of Cross-Cultural Management*, IF: 2.60 Q3. (q1). <https://doi.org/10.1177/14705958251366076>
8. \*Peretz H. (2024). Sustainable Human Resource Management and Employees' Performance: The Impact of National Culture. *Sustainability*, 16(17):7281. IF:3.30. Q2. (q1). <https://doi.org/10.3390/su16177281>.
9. \*Berkery, E., Peretz, H., Tiernan, S., Morely, M. (2024). The impact of flexitime uptake on organizational outcomes and the moderating role of formal and informal institutions across 22 countries. *European Management Journal*. IF: 7.50. Q1 (q1). <https://doi.org/10.1016/j.emj.2024.05.007>
10. \*Peretz, H. Where does working from home “work”? (2024). *European Management Review*, IF:3.40. Q2. (q1). <https://doi.org/10.1111/emre.12590>
11. \*Knappert, L., Peretz, H., Aycan, Z. & Budwar, P. Staffing and organizational turnover across countries: an institutional perspective. (2023). *Human Resource Management Journal*, 33(1), 17-46. IF: 5.40. Q1. (q1). <https://doi.org/10.1111/1748-8583.12411>
  - Recipient of the HRMJ Best Paper Award presented at IHRM
12. \*Peretz, H., Fried, Y & Parry, E. (2022). Generations in context: The development of a new approach using Twitter and a survey. *Journal of Occupational and Organizational Psychology*, 95(2), 239-274. I.F.: 4.90. Q1. (q1). <https://doi.org/10.1111/joop.12376>
13. \*Peretz, H. & Morley, M. (2021). A Preliminary Test of the Impact of De-Globalization on MNC Performance. *Management and Organization Review*, 17 (2), 412-428. I.F.: 3.20. Q2. (q1). <https://doi.org/10.1017/mor.2021.20>
14. \*Biron, M., Peretz, H. Turgeman-Lupo, K. (alphabetic order-equal contribution) (2020). Trait Optimism and work from home adjustment in the COVID-19 pandemic:

\*An item of information relating to the period following the last rank promotion

Considering the mediating role of situational optimism and the moderating role of cultural optimism. *Sustainability*, 12(22), 9773. I.F.: 3.25. Q2. (q1).  
<https://doi.org/10.3390/su12229773>

15. \*Berkery, E., Tiernan, S., Morely, M. & Peretz, H. (2020). From start to finish: Flexi-time as a social exchange and its impact on organizational outcomes. *European Management Journal*. 38(4), 591-601. I.F.: 5.08. Q1. (q1).  
<https://doi.org/10.1016/j.emj.2020.02.003>  
 • **Recipient of the 2020 2<sup>nd</sup> place European Management Journal Best Paper Award**
16. \*Peretz, H. Fried, Y. & Levi, A. (2018). Flexible Work Arrangements, National Culture, Organizational Characteristics, and Organizational Outcomes: A Study across 21 Countries. *Human Resource Management Journal*, 28, 182-200. I.F.: 3.80. Q1. (q1).  
<https://doi.org/10.1111/1748-8583.12172>  
 • **Recipient of the 2018 GLOBE Highly Commended Award**
17. \*Lazarova, M., Peretz, H. & Fried, Y. (2017). Locals know best? Subsidiary HR autonomy and subsidiary performance. *Journal of World Business*, 52(1), 83-96. I.F.: 5.20. Q1. (q1).  
<https://doi.org/10.1016/j.jwb.2016.09.004>  
 • **Recipient of the 2019 GLOBE best paper award**
18. \*Peretz, H. Levi, A. & Fried, Y. (2015). Organizational diversity programs across cultures: Effects on absenteeism, turnover, and performance. *International Journal of Human Resource Management*, 26(6), 875-903. I.F.: 3.04. Q1. (q1).  
<https://doi.org/10.1016/j.jwb.2016.09.004>  
 • **Recipient of the 2018 GLOBE Highly Commended Award**
19. \*Peretz, H. & Fried, Y. (2012). National cultures, performance appraisal practices, and organizational absenteeism and turnover: A study across 21 countries. *Journal of Applied Psychology*, 97(2), 448-459. I.F.: 5.85. Q1. (q1).  
<https://psycnet.apa.org/doi/10.1037/a0026011> (see also D2)  
 • **Finalists for the 2013 International Human Resource Management Scholarly Research Award, Human Resources Division of the Academy of Management**
20. Peretz, H. & Rosenblatt, Z. (2011). The role of societal cultural practices in organizational investment in training: A comparative study in 21 countries. *Journal of Cross-Cultural Psychology*, 42(5), 819-833. IF: 2.62. Q2. (q1).  
<https://doi.org/10.1177/0022022111406786>  
 • **Finalists for the 2008 International all Academy Dexter award nominee, Academy of Management**
21. \*Peretz, H. & Fried Y. (2011). Information Technology Systems in the Human Resource Area: A Cross Culture Approach. *The International Journal of Management and Business*, 2(1), 14-36. V.  
[http://iamb.org/ijmb/journals/vol\\_2/IJMB\\_Vol\\_2\\_1\\_Peretz.pdf](http://iamb.org/ijmb/journals/vol_2/IJMB_Vol_2_1_Peretz.pdf)

\*An item of information relating to the period following the last rank promotion

22. Kurland, H., **Peretz, H.** & Hertz-Lazarowitz, R. (2010). Leadership Style and Organizational Learning: The Mediate Effect of School Vision. *Journal of Educational Administration*, 48(1), 7-30. IF: 2.38. Q1. (q1).  
<https://doi.org/10.1108/09578231011015395>
- **Recipient of the 2011 Highly Commended Award at the Emerald Literature Network Awards.**
23. Hertz-Lazarowitz, R., **Peretz, H.**, Farah, A., Azaiza, F., & Zelniker, T. (2010). Psychological aspects of the life on campus on Haifa, before and after the second Lebanon war: a comparative survey for the years 2006-2007. *Studies in Educational Administration & Organization*, 31, 95-113. V. (Hebrew).
24. **Peretz, H.** & Rosenblatt, Z. (2006). A comparative view of employee training in Israel: Effects of national culture. *Human Resource Management in Israel*, 2, 99-106. V. (Hebrew).

### **Manuscripts under R&R**

25. \***Peretz, H.**, Horak, S. Arya, B., Park, JG, Worm V, & Jakobsen M (2R&R). Fostering Team Innovation in a Cross-Cultural Context: The Role of Inclusive Leadership. *Group and Organization Management*, IF:4.80. Q1. (q1). (See also conference proceedings #1).
26. \***Peretz, H.**, Fried, Y. (R&R). The influence of joint congruence between national, organizational and professional culture on MNCs' outcomes. *Cross Cultural & Strategic Management*, IF: 3.00. Q2. (q1). (See also conference proceedings #3).
27. \***Peretz, H.** & Rabenu, E. (alphabetic order-equal contribution). Heavy-Work Investment (HWI) across countries: a national culture analysis. (R&R). *Work & Stress*, IF: 6.00. Q1. (q1).

### **Manuscripts under Review**

28. **Peretz, H.** & Kaminka, S. (Under Review). "That which doesn't kill me makes me stronger": A Study of Organizational Resilience after the October 07 Terror Attack in Israel. *Human Resource Management Journal*. IF: 9.00. Q1. (q1).
29. \***Peretz, H.** Horak S. & Kakabadse, N. (Under Review). When Believing Is Not Enough: Moral Attentiveness and Moral Potency as Sequential Mechanisms Linking Ethical Approaches to Ethical Behavior. *Journal of Business Ethics*. IF: 6.30. Q1. (q1).
30. \*Rabenu, E., \***Peretz, H.**, Shertzer, Y., Radosher, A. & Shkoler, O. (Under Review). When Work Happens in a Chair: How Sedentary Work Shapes Performance and Burnout Under Key Boundary Conditions. *European Journal of Work and Organizational Psychology*. IF: 4.40. Q1. (q1).

\*An item of information relating to the period following the last rank promotion

**E. Articles in AOM Best Paper Proceedings (Acceptance rate: 2% of submitted papers)**

1. \*Olivas-Luján, M.R., Bévort, F., Buchelt, B., Madero, S., Pocztowski, A., Sandvik, A.M., Poór, J., Farndale, E., & **Peretz, H.** (2026). Teaching and Learning HR around the World: Challenges and Practices. *Academy of Management Proceedings*. Philadelphia, <https://journals.aom.org/doi/abs/10.5465/AMPROC.2026.11578symposium>.
2. \***Peretz, H.** & Fried, Y. (2012). HR Outsourcing, National culture and Absenteeism: A study across 21 countries. *Academy of Management Best Paper Proceedings*, 1, 196-202. <https://doi.org/10.5465/AMBPP.2012.196>
3. **Peretz H.** & Fried, Y. (2008) National values, performance appraisal and organizational performance: A study across 21 countries. *Academy of Management Best Paper Proceedings*, (1), 1-6. <https://doi.org/10.5465/ambpp.2008.33650213>
4. **Peretz, H.** & Rosenblatt, Z. (2006). The role of national values in organizational training: a comparative study in 16 counties. *Academy of Management Best Paper Proceedings*, (1), 1-6. <https://doi.org/10.5465/ambpp.2006.27166730>

**F. Articles in Conference Proceedings**

**Published**

1. \***Peretz, H.**, Horak, S., Arya, B., Park, J. G., Worm, V., & Jakobsen, M. (2025). Fostering Team Innovation in a Cross-Cultural Context: The Role of Inclusive Leadership. In *Academy of Management Proceedings* (Vol. 2025, No. 1, p. 17386). Valhalla, NY 10595: Academy of Management.
2. \***Peretz, H.**, & Vaiman, V. (2024). Talent Retention Effectiveness in the Era of Deglobalization: The Role of National Institutions. In *Academy of Management Proceedings* (Vol. 2024, No. 1, p. 10424). Valhalla, NY 10595: Academy of Management.
3. \***Peretz, H.**, Fried, Y., & Levi, A. (2022). Cultural Distance Effects on MNC Performance: A Macro and Meso Approach. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 16343). Briarcliff Manor, NY 10510: Academy of Management.
4. \***Peretz, H.** (2022). Where does working from home “work”? Effects of national environment. In *Academy of Management Proceedings* (Vol. 2022, No. 1, p. 10123). Briarcliff Manor, NY 10510: Academy of Management.
5. \***Peretz, H.**, Blake, A. B., Ganzach, Y., & Fried, Y. (2020). Does Pay Matter to Everyone? A National Culture Analysis of Pay, Sex, and Job Satisfaction. In *Academy*

\*An item of information relating to the period following the last rank promotion

of *Management Proceedings* (Vol. 2020, No. 1, p. 11633). Briarcliff Manor, NY 10510: Academy of Management.

6. **\*Peretz, H.**, Levi, A., & Fried, Y. (2020). Generational Differences in Work Values: Moderating Effect of US States' Liberalism-Conservatism. In *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 17547). Briarcliff Manor, NY 10510: Academy of Management.
7. **\*Peretz, H.**, & Morley, M. J. (2019). Whither De-Globalization? The Moderating Effects of Context on MNCs Performance. In *Academy of Management Proceedings* (Vol. 2019, No. 1, p. 18503). Briarcliff Manor, NY 10510: Academy of Management.
8. **\*Fried, Y.**, **Peretz, H.**, & Levi, A. (2018). Employee Reactions to HPWS in Multinational Companies: Effects of Subsidiary and Parent Cultures. In *Academy of Management Proceedings* (Vol. 2018, No. 1, p. 11271). Briarcliff Manor, NY 10510: Academy of Management.
9. **\*Peretz, H.**, & Parry, E. (2016). Impact of National Culture on the Use and Outcomes of E-HRM. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 10891). Briarcliff Manor, NY 10510: Academy of Management.
10. **\*Peretz, H.**, Fried, Y., & Levi, A. (2016). Cultural Congruence and Organizational Outcomes: The Role of HR Fit and Social Tightness. In *Academy of Management Proceedings* (Vol. 2016, No. 1, p. 13617). Briarcliff Manor, NY 10510: Academy of Management.
11. **\*Peretz, H.**, Fried, Y., Kaminka, S., & Levi, A. (2014). Dual effects of subsidiary and parent organizations' human resource practices on employee responses. In *Academy of Management Proceedings* (Vol. 2014, No. 1, p. 16292). Briarcliff Manor, NY 10510: Academy of Management.
12. **\*Peretz, H.**, Lazarova, M. B., & Fried, Y. (2013). The Effectiveness of Subsidiary HR Autonomy within Multinational Companies. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 17073). Briarcliff Manor, NY 10510: Academy of Management.
13. **\*Peretz, H.**, Fried, Y., & Levi, A. (2013). HRM practices and organizational innovation: The moderating role of national culture. In *Academy of Management Proceedings* (Vol. 2013, No. 1, p. 14930). Briarcliff Manor, NY 10510: Academy of Management.
14. **\*Peretz, H.**, Fried, Y., & Levi, A. (2012). HR Outsourcing, National culture and Absenteeism: A study across 21 countries. In *Academy of Management*

\*An item of information relating to the period following the last rank promotion

*Proceedings* (Vol. 2012, No. 1, p. 16374). Briarcliff Manor, NY 10510: Academy of Management.

15. **Peretz, H., & Fried, Y.** (2008). National values, performance appraisal practices and organizational performance: A study across 21 countries. In *Academy of Management Proceedings* (Vol. 2008, No. 1, pp. 1-6). Briarcliff Manor, NY 10510: Academy of Management.
16. **Peretz, H., & Rosenblatt, Z.** (2006). The role of national values of organizational values in organizational training: A comparative study in 16 countries. In *Academy of Management Proceedings* (Vol. 2006, No. 1, pp. P1-P6). Briarcliff Manor, NY 10510: Academy of Management.

## **G. Other Scientific Publications**

### **Book Review**

1. **Peretz, H.** (2008). Review of the book "Women Principals in a Multicultural Society: New Insights into Feminist Educational Leadership". Oplatka, I. & Hertz-Lazarowitz, H. (Eds.), *Diaspora, Indigenous, and Minority Education: An International Journal*, 2, 80-86. <https://doi.org/10.1080/15595690701752898>

### **Professional Reports**

1. \*Rapp, M. & **Peretz, H.** (2023). *Cranet Executive Report on International Human Resource Management: Summary and Analysis of 2021-2022 Survey Data. Chapter 4: Remote Working*. <https://dx.doi.org/10.2139/ssrn.4647015>
2. \***Peretz, H., Parry, E. & Fried Y.** (2017). *Executive report- Generation Y and work values: are they really that different? A cross-cultural examination using data mining of social networks*. SHRM (Society of Human Resource Management) Foundation
3. \***Peretz, H., Fried Y. & Kaminaka, S.** (2012). *Executive report- Human resource management in multinational companies: Effects of national, organizational and professional culture on HR practices and organizational performance*. SHRM (Society of Human Resource Management) Foundation
4. **Peretz, H. & Caspi, A.** (2010). Human resource management in Israel 2009. Cranet international team website.
5. **Peretz, H. & Fried, Y.** (2009). *Executive report- National values, human resource practices and organizational performance: A study across 21 countries*. SHRM (Society of Human Resource Management) Foundation.
6. **Peretz, H. & Fried, Y.** (2008). *Executive report- performance appraisal practices, national values and organizational performance: A study across 21 countries*. Submitted to SHRM (Society of Human Resource Management) Foundation

\*An item of information relating to the period following the last rank promotion

## **H. Other Publications**

### **Newspaper articles**

1. \* "Sophisticated questions, tests and homework: AI has killed the resume" (2026). Clacalist. (In Hebrew)
2. \* "Want loyal employees? Money buys peace of mind but only in the short term": (2026). The Marker. (In Hebrew).
3. \* "Hiring trends in Israel" (2025). Israel Hayom (In Hebrew).
4. \* "When employees lose hope: The great danger lurking for employers" (2025). Walla Finance. (In Hebrew)
5. \* "Employees' mental cost of the workers from the outbreak of the war" (2024). Israel Today. (In Hebrew)
6. \* "Flexible work arrangement around the world: (2024). The Marker. (In Hebrew).
7. \* "HR during war" (2024). Globes. (In Hebrew).
8. \* "Quiet Quitting" (2023). Globes. (In Hebrew).
9. \* "Work at home during Covid-19" (2021). The Marker. (In Hebrew).
10. \* "Y generation around the worlds". (2016). Ynet. (In Hebrew).
11. \* "40 is the new 60". (2014). The Marker. (In Hebrew).
12. \* "Generation Y in Israel- are they so different from Americans". (2013). Haaretz. (In Hebrew).
13. \* "The Z generation will do the job". (2013). Status. (In Hebrew).
14. \* "When in Rome (manage accordingly)". (2012). Globes. (In Hebrew).
15. "The Path to global success" (2011). The Marker. (In Hebrew).

## **I. Publications in Preparation**

1. \* **Peretz, H.** Cultural legitimacy of AI authority at work.
2. \* **Peretz, H., Kakabadse, N. & Horak, S.** Global ethical leadership
3. \* **Peretz, H. & Morely, M.** National and organizational resilience effects on organizational outcomes in a VUCA world
4. \* **Horak, S & Peretz, H.** Networking Styles as Microfoundations of Social Capital Development and Validation of the Networking Types Inventory

\*An item of information relating to the period following the last rank promotion

## **Summary of my Activities and Future Plans**

My academic work is driven by a central question: how do institutional and cultural contexts shape the way organizations manage people, and how, in turn, do these organizational systems and HR practices influence performance and well-being? From my PhD on multicultural training through large cross-national HRM projects to my recent work on AI and resilience, I have built an integrated research program in International Human Resource Management (IHRM) that connects macro-level context with micro-level experiences, using rigorous quantitative and multi-level methods.

Over the past two decades, I have specialized in cross-cultural HRM, examining how national culture and institutional arrangements shape the design and effectiveness of HR practices, including performance appraisal, compensation, flexible work arrangements, diversity initiatives, and retention systems. Through large-scale projects across more than 20 countries, often in collaboration with global networks such as CRANET and GLOBE, I have shown that the same HR practice can have very different consequences for absenteeism, turnover, engagement, and performance depending on the surrounding cultural and institutional context. This work, published in leading journals including *Journal of Applied Psychology*, *Human Resource Management Journal*, *European Management Journal*, *Management and Organization Review*, *Journal of World Business*, has been recognized with several international awards (e.g., EMJ Best Paper Award, GLOBE Best Research Paper Award, HRMJ Best Paper Award, IJHRM Best Paper Award and more) and supported by multiple international grants totaling about \$250,000.

A consistent feature of my research is its integrative, multi-level perspective. At the macro level, I draw on institutional and cultural theories to explain cross-national variation in HRM systems. At the meso and micro levels, I study how individuals experience and respond to these systems in terms of work intensity, flexibility, and well-being, illustrated in my work on heavy work investment (HWI), generational differences in work values, and flexible and remote work arrangements. Methodologically, I combine multi-level modelling (using HLM and Mplus), longitudinal and cross-sectional survey designs, and, increasingly, big data and machine-learning approaches to HR analytics. This integrated approach allows me to connect macro context, organizational practices, and individual outcomes in a coherent theoretical and empirical framework.

My research program is closely intertwined with my academic leadership roles and professional contributions. At Braude Academic College, I have served as a Senior Lecturer

\*An item of information relating to the period following the last rank promotion

since 2011 and am the incoming Head of the Department of Industrial Engineering and Management. Alongside this leadership role, I have held multiple institutional positions, including membership of the Academic Council, Research Committee, Institutional Review Board (IRB), quality management committees, and MSc admissions committees, as well as serving as a student advisor. Internationally, I serve as Area Editor for the European Management Review and as a member of the editorial boards of the International Journal of Human Resource Management and Organizational Dynamics, positions that enable me to contribute to shaping the international HRM and organizational behavior research agenda. I also represent Israel in major international research networks, including CRANET, GLOBE, and COST Actions. In parallel, I maintain a strong bridge between academia and practice through my role as a research consultant for the Israeli Association for Human Resource Management and as an invited contributor to national media on HRM, management, and work-related issues.

My teaching portfolio: Cross-Cultural Management, Global Management, Organizational Behavior, HRM, HRM in Construction, and Introduction to Organizational Systems, directly reflects and feeds back into this research program. I use my empirical projects and international collaborations to expose my students to evidence-based, context-sensitive HRM, an approach recognized through repeated "Best Faculty Member" awards.

Looking ahead, I plan to deepen and extend my integrated program on contextualized, tech-enabled HRM and resilience through four closely connected research trajectories that grow directly out of my current projects: (1) cultural legitimacy of AI authority, (2) networking styles as micro-foundations of global careers, (3) resilience and adaptive performance in crisis-prone contexts., and (4) ethical decision-making, moral attentiveness, and voice across cultures.

#### *1 .Cultural Authority Legitimacy Theory (CALT): When the boss is an algorithm*

In this new research project, I plan to develop a comprehensive model of Cultural Authority Legitimacy Theory (CALT). CALT explains how cultural values (e.g., power distance, uncertainty avoidance) and institutional trust shape employees' acceptance, adaptation, and resistance to algorithmic authority in HR processes such as performance evaluation, scheduling, and promotion. The following steps involve multi-country survey and experimental studies that test CALT's propositions in real organizational settings. I plan to examine how different legitimacy pathways (cultural legitimacy congruence, institutional trust, and adaptive resistance dynamics) influence perceived fairness, compliance, and

\*An item of information relating to the period following the last rank promotion

voice under algorithmic management. This work will integrate my long-standing expertise in cross-cultural HRM with emerging debates on AI governance, offering both theoretical innovation and actionable guidance for organizations implementing AI in culturally diverse environments. It also opens opportunities for competitive external funding on AI and work in Israel and internationally.

*2 .Networking Types Inventory (NTI), culture, and personality: micro-foundations of global careers.*

A second major trajectory centers on the new development of the Networking Types Inventory (NTI) and its integration with national culture and personality theories. The project, "Culture or Personality? How and Why Individuals Network Differently Across Contexts," explore how networking styles, such as instrumental vs. affective, formal vs. informal, inclusive vs. particularistic, proactive vs. passive, internal vs. External, vary systematically across cultural regions and Big Five personality profiles. Methodologically, I am designing a multi-country survey (20 countries, ~3,000 employees) with multi-level models and latent profile analysis to identify culturally patterned "networker profiles." Theoretically, this work bridges social network theory, cross-cultural management, and personality psychology, clarifying how culture moderates the relationship between personality and networking behavior and how person–culture fit in networking styles relates to career success and expatriate adjustment. In practice, the project will develop tools for global talent management: diagnostics of networking styles to inform selection, coaching, expatriate preparation, and development. In a later phase, I plan to connect these human-level typologies with AI-supported network analytics, linking this project to my broader interests in AI-enabled IHRM.

*3 .Resilience, HRM, and employees' adaptive performance in a VUCA and crisis-prone world.*

The third trajectory continues and extends my work on resilience. Drawing on event system theory and preliminary conceptual work, I am developing a cross-level model linking organizational resilience to employees' adaptive performance (EAP), with national resilience (NR) as a key contextual moderator. Empirically, I plan multi-wave cross-national studies that integrate aggregated resilience indicators with employee survey data. This will allow me to examine how HRM systems that support during crises shape organizational resilience and, in turn, the organization's capacity to adapt, innovate, and function in highly volatile environments. The project connects directly to my existing work

\*An item of information relating to the period following the last rank promotion

and will produce theoretically grounded, context-sensitive recommendations for HRM in crisis-prone settings.

4. *Ethical decision-making, moral attentiveness, and ethical voice across cultures.*

The fourth research project builds on a new conceptual model that links employees' ethical approaches, moral potency, and moral mindfulness to ethical voice, ethical behavior, and unethical pro-organizational behavior (UPB), while considering the roles of ethical leadership and cultural orientations. I plan a series of cross-cultural studies at multiple levels that explore when employees notice moral issues, feel a sense of ownership and courage to act, and decide to speak up or remain silent regarding ethical concerns. Individualism–collectivism and related cultural dimensions will be modeled at both the individual and group level to understand how context shapes moral expression and UPB. Ultimately, this study aims to provide evidence-based guidance on how HR systems, leadership, and voice mechanisms can encourage ethical voice, reduce UPB, and support responsible, value-driven performance.

In sum, my past work and future projects, together with my teaching, editorial service, and international collaborations, form a coherent multi-level program of contextualized, evidence-based HRM that integrates institutions, culture, and well-being to help organizations design humane and effective people-management systems in an increasingly volatile world.

\*An item of information relating to the period following the last rank promotion