

# CURRICULUM VITAE

**Hilla Peretz**

**January, 2018**

**Work address:** ORT Braude College  
Department of Industrial Engineering and Management  
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## ACADEMIC EDUCATION

Post-doctoral Fellow. 2007- 2008, Management

Whitman School of Management, Syracuse University, NY, USA

Ph.D. 2002- 2007. (Direct Ph.D. Program), *Summa cum laude*

Department of Management in Education, University of Haifa, Israel.

*Dissertation:* "Training in Organizations: a Multi Dimensions and Multi-Cultural Approach"

*Supervisor:* Prof. Zehava Rosenblatt

B.A. 1998- 2001. Department of Psychology, University of Haifa, Israel.

## ACADEMIC EMPLOYMENT

2011 - Present: Senior Lecturer, Department of Industrial Engineering and Management, ORT Braude College, Israel

2011: Visiting scholar, Beedie School of Business, Simon Fraser University, Vancouver, Canada

2008 - 2011: Lecturer, Department of Industrial Engineering and Management, ORT Braude College, Israel

2009 – 2010: Adjunct Lecturer, Department of Management in Education, University of Haifa, Israel.

- 2007 - 2008: Postdoctoral and visiting scholar, Whitman School of Management, Syracuse University, NY, USA
- 2004 – 2007: Adjunct Lecturer, Department of Management in Education and Department of External Studies, University of Haifa, Israel.
- 2002 – 2004: Teaching Assistant, Department of Management in Education, University of Haifa, Israel.
- 2002 – 2006: Research Assistant, Department of Management in Education, University of Haifa, Israel.

## **INDUSTRIAL EXPERIENCE**

- 2002 - 2008: Consultant to Academic Research, Research Unit, Oranim- the College of the Kibbutz movement, Israel
- 2000 – 2002: Employees' Recruitment Manager, Rafael LTD, Israel

## **TEACHING EXPERIENCE**

### **Graduate Course:**

Quantitative Research Methods

Leadership

Global Management

Human Resource Management

### **Undergraduate Courses:**

Organizational Behavior

Human Resource Management

Cross Culture Management

Research Methods

Introduction to Behavioral Science

Introduction to Psychology

## **GRADUATE SUPERVISION**

**Department of Industrial Engineering and Management, ORT Braude College**

**M.Sc. Final Project Supervision**

- "The impact of culture on the work relationship between Israeli R&D Company and India suppliers" (with Stolovitsky, S.)

- "Impact of cultural aspects on LEAN implementation at Kimberly-Clark" (with Nagar, A.)

## **ACADEMIC AND PROFESSIONAL AWARDS and GRANTS**

### **International Research Grants**

- 2015-2017: Society of Human Resource Management (SHRM Foundation) with E. Parry and Y. Fried) - 48,000\$
- 2010-2013: Society of Human Resource Management (SHRM Foundation) with Y. Fried and S. Kaminka) - 100,000\$
- 2008-2010: Society of Human Resource Management (SHRM Foundation) with Y. Fried) - 57,500\$
- 2007-2008: Society of Human Resource Management (SHRM Foundation) (with Y. Fried) - 35,000\$

### **International Research Awards**

- 2013: Academy of Management, Human Resources Division, International HRM Scholarly Research Award finalist.
- 2011: Highly Commended Award Winner at the Emerald Literati Network Awards.
- 2011: Best Manuscript by young scholar award, International Academy of Management and Business.
- 2008: International all Academy Dexter award nominee, Academy of Management.

### **Faculty Evaluation**

- 2016: Faculty Excellence Certificate and Award for the year 2015/2016, ORT Braude College, Karmiel, Israel
- 2016: Faculty Excellence Certificate and Award for the year 2014/2015, ORT Braude College, Karmiel, Israel
- 2014: Faculty Excellence Certificate and Award for the year 2012/2013, ORT Braude College, Karmiel, Israel
- 2013: Faculty Excellence Certificate and Award for the year 2011/2012, ORT Braude College, Karmiel, Israel

2012: Faculty Excellence Certificate and Award for the year 2010/2011, ORT Braude College, Karmiel, Israel

2011: Faculty Excellence Certificate and Award for the year 2009/2010, ORT Braude College, Karmiel, Israel

### **Post-doctoral Scholarship**

2007-2008: Post-doctoral Scholarship for summa cum laude gradulators, University of Haifa, Haifa, Israel

### **Honors and Awards during Ph.D. Studies**

2004-2007: PhD. Scholarship for excellence (3 years consecutively), University of Haifa, Haifa, Israel

2006: Academy of Management, International Management Division Best Paper award finalist.

2005: The Israeli Association for Research on Work Relations, Best paper Award Finalist.

## **MEMBERSHIP IN PROFESSIONAL SOCIETIES**

AOM- Academy of Management

IAMB- International Academy of Management and Business

## **PROFESSIONAL AND SERVICE ACTIVITIES**

### **ORT Braude College:**

2014-Present	Academic Adviser (3 <sup>rd</sup> year students), Department of Industrial Engineering and Management
2009 – Present	Quality Management Committee, Member
2014-2015	Steering Committee for administrative employees' evaluation, Head
2012- 2014	Academic affairs Committee, Member
2008-2012	College Scholarship Committee, Member
2008 – 2010	Departmental Seminar, Department of Industrial Engineering and

## Management, Organizer

### **International Conferences Committee:**

- 2015: 8th Equality, Diversity and Inclusion International Conference, Israel, Stream chair.
- 2012: World Congress of the International Federation of Scholarly Associations of Management, Ireland, Conference Committee member.
- 2011: Global Human Resource Management Conference, Israel, Conference Committee Chair.

### **National Conference Committee:**

- 2017: 7<sup>th</sup> Academic-industry conference, ORT Braude College, Conference Committee member.
- 2016: 12<sup>th</sup> interdisciplinary ORT Braude Academic conference, Hagoshrim, Israel, Conference Committee Chair.
- 2010: Human Resource Management- Challenges and Dilemmas, Israel, Chair.

### **Other International-Level Professional Activities:**

- 2008-Present: CRANET (Cranfield Network for HRM research) official member - Israel Representative.  
[http://www.braude.ac.il/research\\_and\\_development/cranet/](http://www.braude.ac.il/research_and_development/cranet/)
- 2016-present: 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"
- 2016-present: Israeli ambassador of the Academy of Management HR Division Ambassadors Program (with M. Biron).
- 2010-Present: Board Member, International Academy of Management and Business.
- 2012-2016: COST (European Corporation of Science and Technology) management committee member of the European COST Action IS1202 "Dynamics of Virtual Work"

### **Other National-Level Professional Activities:**

- 2011-Present: Evaluator at the Israeli competition of Excellency in Human Resource Management
- 2006-2007: Coordinator, Haifa University PhD Forum on Research Method.

### **Journal editorial board**

- German Journal of Human Resource Management

## Manuscript Reviewer

- International Journal of Human Resource Management
- Human Resource Management Journal
- Journal of Organizational Behavior
- European Journal of Work and Organizational Psychology
- International Organizational Performance
- Leadership Quarterly
- Academy of Management
- European Academy of Management

## LIST OF PUBLICATIONS

### Ph.D. Dissertation

- H. Peretz, *Training in Organizations: A Multi-Dimensional and Multi-Cultural Approach*. University of Haifa, Haifa, Israel, 2007.

### A. Refereed Papers

1. 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.
2. Lazarova, M., Peretz, H. & Fried, Y. (2017). Locals know best? Subsidiary HR autonomy and subsidiary performance. *Journal of International Business*, 52, 83-96.
3. 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.
4. Peretz, H. & Fried, Y. (2012). HR Outsourcing, National culture and Absenteeism: A study across 21 countries. *Academy of Management Best Paper Proceedings*
5. Peretz, H. & Fried, Y. (2012). A cross culture examination of performance appraisal and organizational performance. *Journal of Applied Psychology*, 97(2), 448-459.
  - Finalists for the 2013 International Human Resource Management Scholarly Research Award, Human Resources Division of the Academy of Management
6. Peretz, H. & Rosenblatt, Z. (2011). National culture effect on organizational training: a comparative study in 21 countries. *Journal of Cross-Culture Psychology*, 42(5), 819-833.
7. 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.

8. 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.
  - Recipient of the 2011 Highly Commended Award at the Emeald Literati Network Awards.
9. Hertz-Lazarowitz, R., Azaiza, F., Farah, A., Peretz, H. & Zelniker T. (2010). Perceptions and attitudes of Arabs and Jewish student toward the University of Haifa as a binational institute: Comparative analyses before and after the second Lebanon war. *Studies in Educational Administration and Organization*, 31, 135- 171.
10. Peretz H. & Fried, Y. (2008) National values, performance appraisal and organizational performance: A study across 21 countries. *Academy of Management Best Paper Proceedings*, CD ISSN 1035-7359.
  - Finalists for the 2008 International all Academy Dexter award nominee, Academy of Management
11. Peretz, H. & Rosenblatt, Z. (2006). The role of national values in organizational training: a comparative study in 16 counties. Mark Weaver (Ed). *Academy of Management Best Paper Proceedings*, CD ISSN 1543-8643.
12. 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.

#### ***Submitted papers and work in preparation***

1. Peretz, H., Fried, Y., Levi, A. & Kaminka, S. Dual effects of subsidiary and parent organizations' human resource practices on employee job satisfaction and organizational commitment: a study of eight private-sector multinational companies. To be submitted to *Journal of Applied Psychology*.
2. Peretz, H. & Parry, E. The impact of national culture on the use and outcomes of E-HRM. To be submitted to *the International Journal of Human Resource Management*
3. Peretz, H. Parry, E & Fried, Y. Generation Y and work values: are they really that different? A cross-cultural examination using data mining of social networks. To be submitted to *Journal of Applied Psychology*.

#### **B. Book**

1. Peretz, H. (2009). Organizational training: A multi-dimensional and multi-cultural approach. VDM publishing. ISBN 978-3-639-14306-5.

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

1. 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, *'Teachers' involvement in change: A comparative view'*. Pp. 149-166. Sense: Rotterdam, the Netherlands.
2. Peretz, H. (2013). Information Technology Systems in the HR Area. In: E. Parry, E. Stavrou-Costea & M. Lazarova. (Eds). *Global Trends in Human Resource Management*. Pp. 214-236. Palgrave Macmillan.
3. 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*. Pp. 198-216. Palgrave Macmillan.
4. 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*. Pp. 159-176. University of Tel Aviv: Tel Aviv.

#### **D. 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.

#### **E. Newspaper articles**

1. "Y generation around the worlds". (2016). Ynet. (In Hebrew).
2. "40 is the new 60". (2014). The Marker. (In Hebrew).
3. "Generation Y in Israel- are they so different from Americans". (2013). Haaretz. (In Hebrew).
4. "The Z generation will do the job". (2013). Status. (In Hebrew).
5. "When in Rome (manage accordingly)". (2012). Globes. (In Hebrew).
6. "The Path to global success" (2011). The Marker. (In Hebrew).

#### **F. Professional Reports**

1. 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*. Submitted to SHRM (Society of Human Resource Management) Foundation



2. 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*. Submitted to SHRM (Society of Human Resource Management) Foundation
3. Peretz, H. & Caspi, A. (2010). Human resource management in Israel 2009. Cranet international team website.
4. Peretz, H. & Fried, Y. (2009). *Executive report- National values, human resource practices and organizational performance: A study across 21 countries*. Submitted to SHRM (Society of Human Resource Management) Foundation.
5. 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

#### **G. Conference Proceedings and Abstracts**

1. Peretz, H., Parry, E. & Fried, Y. (2017). Generation Y and work values: are they really that different? A cross-cultural examination using Twitter. Presented at the *Israeli Conference of Organizational Behavior*, January, Tel Aviv, Israel.
2. Peretz, H. (2017). Addressing the Challenges of Large Scale, Cross-national Survey Data Collection. Presented at the *Academy of Management*, August, Atlanta, GA, U.S.A.
3. Peretz, H., Parry, E. & Fried, Y. (2017). Generation Y and work values: are they really that different? A cross-cultural examination using data mining of social networks. Presented at the *Global Conference of International HRM*, May, New York City, U.S.A.
4. Peretz, H. & Parry, E. (2016). The impact of national culture on the use and outcomes of E-HRM. Presented at the *Academy of Business*, August, Anaheim, CA., U.S.A
5. Peretz, H., Levi, A. & Fried, Y (2016). Dual effects of subsidiary and parent organizations' human resource practices on employee responses. Presented at the *Academy of Management*, August, Anaheim, CA., U.S.A
6. Peretz, H. & Parry, E. (2015). The impact of national culture on the use and outcomes of E-HRM. Presented at the *Academy of Business*, May, Paris, France.
7. Peretz, H., Fried, Y. & Levi, A. (2014). Dual effects of subsidiary and parent organizations' human resource practices on employee responses. *Academy of Management*, August, Philadelphia, PA., U.S.A

8. Peretz, H. (2014). Undertaking cross-cultural research using international networks. *Academy of Management*, August, Philadelphia, PA., U.S.A
9. Lazarova, M, Peretz, H. & Fried, Y. (2014). Subsidiary HR Autonomy and Subsidiary Performance. Academy of International Business Annual Meeting, June, Vancouver, Canada.
10. Peretz, H., Fried, Y. & Levi, A. (2013). Human resource management practices and organizational innovation: The moderating role of national culture. Presented at the *Academy of Management*, August, Orlando, U.S.A.
11. Peretz, H, Lazarova, M. & Fried, Y. (2013). The effectiveness of subsidiary HR autonomy within multinational companies: The moderating role of cultural and institutional distance. Presented at the *Academy of Management*, August, Orlando, U.S.A.
12. Peretz, H, Lazarova, M. & Fried, Y. (2012). Contingent approach to the effectiveness of centralized versus decentralized HR decision making in multinational companies. Presented at the *6<sup>th</sup> Interdisciplinary conference of ORT Braude College*, October, Akko, Israel.
13. Peretz, H. & Fried, Y. (2012). National values, outsourcing, and organizational performance. Presented at the *Academy of Management*, August, Boston U.S.A.
14. Peretz, H. (2012). HRM: the importance of (national) context. Presented at the *Academy of Management*, August, Boston U.S.A.
15. Peretz, H, Lazarova, M. & Fried, Y. (2012). Contingent approach to the effectiveness of centralized versus decentralized HR decision making in multinational companies: The moderating role of cultural and institutional distance. Presented at the *World Congress of the International Federation of Scholarly Associations of Management*, June, Limerick, Ireland.
16. Peretz, H. & Fried Y. (2011). Flextime work arrangement, national culture and organizational absenteeism and turnover: a longitudinal study across 21 countries. Presented at the *Academy of Management*, August, San Antonio, TX, U.S.A.
17. Peretz, H., Fried Y. (2011). Information Technology Systems in the Human Resource Area: A Cross Culture Approach. Presented at the *International Academy of Management and Business*, January, Orlando, FL, U.S.A.
18. Peretz, H. (2010). Challenges and opportunities in cross cultural research using international networks. Presented at the *Academy of Management*, August, Montreal, Canada.

19. Peretz, H., Fried Y. (2010). National values' effect on affirmative action. Presented at the *International Academy of Management and Business*, January, Las Vegas, NV. U.S.A.
20. Peretz, H., Fried Y. (2009). A cross-cultural study of human resource information systems. Presented at the *5<sup>th</sup> Interdisciplinary conference of ORT Braude College*, October, Nahariya, Israel.
21. Peretz, H. & Rosenblatt, Z. (2009). A Model for Leadership in Training. *American Educational Research Association*. April, Chicago, IL. U.S.A.
22. Peretz, H. & Fried Y. (2008). Values, performance appraisal and organizational performance: A study across 21 countries. Presented at the *4<sup>th</sup> Interdisciplinary conference of ORT Braude College*, October, Nazareth, Israel.
23. Peretz, H. & Fried Y. (2008). Values, performance appraisal and organizational performance: A study across 21 countries. Presented at the *Academy of Management*, August, Anaheim, CA, U.S.A.  
*Nominated by the HR division for the Dexter International award.*
24. Peretz, H. & Rosenblatt, Z. (2008). The role of national values in organizational training: a comparative study in 21 counties. To be presented at the *International Society of Work and Organizational Values*. June, Singapore.
25. Kurland, H. Peretz, H. & Hertz-Lazarowitz, R. School Vision as Mediator between Principals' Leadership Style and School Organizational Learning. (2008). *American Educational Research Association*. March, New York, NY, U.S.A.
26. Peretz, H. & Rosenblatt, Z. (2007). The Role of Leadership in Training: Predicting Training Effectiveness by Leadership Style. *Academy of Management*, August, Philadelphia, PA, U.S.A.
27. Peretz, H. & Rosenblatt, Z. (2007). International Approach to Organizational Investment in Training: Country Cluster-Analysis. *Academy of Management*, Philadelphia, PA, U.S.A.
28. Hertz-Lazarowitz, Azaiza, F. Peretz, H, Zelniker, T, Sharabany, R (2007). Haifa University: Is it an Umwelt for dialogue between Religions and identities? *The World Council of Comparative Education Societies*, September, Sarajevo

29. Peretz, H. & Rosenblatt, Z. (2006).The role of national values in organizational training: a comparative study in 16 countries. *Academy of Management*, August, Atlanta, GA, U.S.A.  
*Nominated for the IM best paper award*
30. Hertz-Lazarowitz, Sharabany, R, Zelniker. T, Peretz, H, Azaiza, F. & Kupermintz, H. (2006). Friendships between Arabs and Jews and its relation to perception of campus. *International Association for Relationships Research*, July, Crete, Greece.
31. Peretz, H. & Rosenblatt, Z. (2005).The effect of organizational support and training style on organizational training effectiveness. *Academy of Management*, August, Hawaii, U.S.A.
32. Hertz-Lazarowitz, R.,Zelniker. T. Kupermintz, H. Azaiza, F. Sharabany, R & Peretz, H. (2005). The relationship between identity construction of Arab and Jewish students and their attitudes towards their experiences in relation to conflicts and violence on campus. *International Association of Cross Cultural Psychology*. July, San Sebastian, Basque Country, Spain
33. Peretz, H. & Rosenblatt, Z. (2004).Effectiveness of training at the Israel Police Academy. *The European Association for Research on Learning and Instruction*, July, Istanbul.
34. Peretz, H. & Rosenblatt, Z. (2004).An integrate model for training effectiveness evaluation. *The Israeli Association for Research on Education*, October, Beer - Sheva.

#### **H. Invited talk:**

1. Flexible Work Arrangements, National Culture and Organizational Outcomes: A Study across 22 Countries, ISM University of Management and Economics, Vilnius, Lithuania, 2016.
2. National values, performance appraisal and organizational performance: A study across 21 countries, Center of Global Workforce, Beedie School of Business, Simon Fraser University, Vancouver, Canada, 2011.
3. Organizational Training: A Multi-Dimensional and Multi-Cultural Approach, the Graduate School of Management, Haifa University, 2008.

4. The Unique Characteristics of Organizational Training in Public Non Profit Organizations, Fedrman School of Public Policy and Government, Hebrew University of Jerusalem, 2008.
5. Organizational Training: A Multi-Dimensional and Multi-Cultural Approach, Recanati Graduate School of Business Administration, Tel Aviv University, 2008.
6. Cross Culture Approach to Organizational Training, The Jerusalem School of Business Administration, Hebrew University of Jerusalem, 2008.
7. The Role of National Values in Organizational Training: A Comparative Study in 16 Counties, Arison School of Business, Interdisciplinary Center, Herzliya, 2008.
8. Leadership Style and Organizational Learning: The Mediate Effect of School Vision, Department of Education, Ben Gurion University of the Negev, 2007.
9. Training Effectiveness at the Israeli Police Force, School of Political Science, Haifa University, 2007.
10. Examine a Leadership Model of Organizational Training, Department of Sociology and Anthropology, Haifa University, 2007.