

# CV Edna Rabenu

Date: 22<sup>th</sup> December 2023

## A. Personal Details

- Work: Tel-Hai Academic College (adjunct associate professor- Bar-Ilan University).
- E-mail address [edna.rabenu@gmail.com](mailto:edna.rabenu@gmail.com)  
[rabenedn@telhai.ac.il](mailto:rabenedn@telhai.ac.il)
- ORCID number <https://orcid.org/0000-0002-3497-3252>

## B. Higher Education

<b>Period of Study</b>	<b>Name of Institution and Department</b>	<b>Degree</b>	<b>Year of Approval of Degree</b>
1994-1997	Psychology and Management, Hebrew University	B.A. ( <b>Cum Laude</b> )	1997
1997-2001	Business Administration (MBA) Management and Organizational Behavior, Bar-Ilan University	M.A. ( <b>Magna cum Laude</b> )	2001
2008-2012	Business Administration Management and Organizational Behavior, Bar-Ilan University	Ph.D. <b>Supervisors:</b> Prof. Dov Elizur and Dr. Eyal Yaniv	2012

## C. Academic Appointments and Academic Administrative Positions in Institutions of Higher Education

<b>Dates</b>	<b>Name of Institution and Department</b>	<b>Rank/Position</b>
2008-2013	Netanya Academic College, Schools of Behavioral Sciences and Business Administration	Teaching Fellow

2011-2015	Academic College of Tel Aviv-Yafo, School of Behavioral Sciences	Teaching Fellow
2013-2014	Netanya Academic College, School of Behavioral Sciences	Doctoral Instructor
2014- 2017	Netanya Academic College, School of Behavioral Sciences	Lecturer
2016-2019	Netanya Academic College	Member of the center for Teaching and Learning
2017- 2021	Netanya Academic College, School of Behavioral Sciences	Senior Lecturer
2020- 2021	Netanya Academic College	Director of the center for Teaching and Learning
2022- 2022	Netanya Academic College, School of Behavioral Sciences	Adjunct Senior Lecturer
2017- 2023	School of Business Administration, Bar-Ilan University	Adjunct Senior Lecturer
2021- 2023	Tel-Hai Academic College, Faculty of Social Sciences and Humanities	Senior Lecturer
2023 (March)-present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Associate professor
2023 (August)-present	School of Business Administration, Bar-Ilan University	Adjunct Associate professor
2023 (October)-present	Tel-Hai Academic College, Faculty of Social Sciences and	Head of the department of human services

	Humanities.	
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D. Teaching

**Netanya Academic College**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>
2008-2021	Job evaluation and performance appraisal	Lecture	Undergraduate (BA)
2010-2021	Job analysis and staffing organizations	Introduction Course	Undergraduate (BA)
2012-2020	Human resource management workshop	Workshop	Undergraduate (BA)
2014-2021	Training and organizational development	Lecture	Undergraduate (BA)
2020-2021	Issues and challenges in organizational behavior and human resource management	Seminar	Undergraduate (BA)
2013-2021	Motivation and compensation	Lecture	Graduate (MA)
2012- 2022	Management skills	Lecture	Graduate (MA)
2014-2021	Concepts in behavioral sciences	Complementary course	Graduate (MA)
2017-2021	Development and management of teams	Lecture	Graduate (MA)
2020-2021	Challenges in the world of work	Lecture	Undergraduate (BA)

**Academic College of Tel Aviv-Yafo**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>

2011-2015	Selection, Training and Performance Appraisal (module of performance appraisal).	Lecture	Undergraduate (BA)
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### **Bar-Ilan University**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>
2017-present	Management skills in the new era	Lecture	Graduate (MA)

### **Tel-Hai Academic College**

<b>Year</b>	<b>Name of Course</b>	<b>Type of Course</b>	<b>Degree</b>
2021-present	Mentoring and training workshop for a research seminar.	Workshop (Supervision)	Graduate (M.Ed)
2021- 2023	Management skills with an emphasis on management in the educational organization.	Lecture	Graduate (MA)
2021- 2023	Introduction to organizational behavior - B*	Lecture	Graduate (MA)
2021-present	Introduction to management	Lecture	Undergraduate (BA)
2021-present	Introduction to Human Resource Management in Organization - B	Lecture	Graduate (MA)
2021-2022	Social psychology	Lecture	Undergraduate (BA)
2022-present	Challenges in the world of work in the 21st century	Lecture	Graduate (MA)

2022-present	Interpersonal management skills	Lecture	Graduate (MA)
2022-present	Stress and burnout at work	Lecture	Graduate (MA)
2023-present	Motivation and compensation	Lecture	Graduate (MA)

\*Co-Teaching

#### E. Research Grants

A joint research fund for the Tel Hai Academic College, the Miguel Research Institute, and the Brauda Academic College of Engineering, in the domain of Heavy-Work Investment (HWI) across countries: a national culture analysis. (approved 1.7.2023), together with Dr. Hilla Peretz.

Research grant in Tel-Hai (June 2022) for international research on freelancers. After winning the grant the research team (five researchers from Tel-Hai college and one from Peres academic center) intend to apply for an external to Tel-Hai fund - Horizons.

#### F. Awards and Fellowships

Bar Ilan University: Scholarship for high achievements in graduate studies (in memory of Yaron and Effi Unger), June 2000.

Bar Ilan University: Scholarship from the Wolfson Foundation, June 2012.

**Rabenu, E.**, Shkoler, O., & Tziner, A. (2016, May). *Workaholism - An interaction between internal and external factors*. Eastern Academy of Management (EAM), New Haven, Connecticut USA. **Won the Outstanding Paper Award**

Netanya Academic College- Excellence in teaching (2012-2013; 2013-2014)

Outstanding faculty member (2014-2015)

Tel-Hai Academic College- Merit award to a faculty member for the academic year (2021-2022; 2022-2023).

G. Active Participation in Conferences

	<b>Date</b>	<b>Name of Conference</b>	<b>Place of Conference</b>	<b>Subject of Lecture/Discussion</b>	<b>Role</b>
	2014 June- July	The 14 <sup>th</sup> ISSWOV Conference. Values in shock: The role of contrasting management, economic, and religious paradigms in the workplace	Riga, Latvia	Comparing SSA and Factor Analysis - The case of coping with stress  <b>Rabenu, E<sup>1</sup>.</b> , Elizur, D., <sup>2</sup> & Yaniv, E <sup>2</sup> .  1. Netanya Academic College 2. Bar-Ilan university	Lecturer
	2015 June- July	The 36 <sup>th</sup> Annual Conference of the Stress and Anxiety Research Society	Tel Aviv, Israel	The relationship between psychological capital capacities and coping strategies with stress at work.	Lecturer

		(STAR)		<b>Rabenu, E.</b>	
2016 May	The 53 <sup>rd</sup> annual meeting of the Eastern Academy of Management (EAM) Theme: Collaboration	New Haven, CT, USA	Workaholism - An interaction between internal and external factors  <b>Rabenu, E.</b> , Shkoler, O., & Tziner, A., Netanya Academic College	Facilitator (session chair) and lecturer	
2017 February	The Joint Conference for the Development of Individuals, Teams and Organizations	Kibbutz Shefayim, Israel	Management in the age of positive psychology.  <b>Rabenu, E.</b>	Lecturer	
2017, August	The 125 <sup>th</sup> Annual Convention of the American Psychological Association (APA)	Washington, D.C., USA	Psycho-Tribology: An interdisciplinary view on employees' burnout processes [Presentation]  <b>Rabenu, E.</b> <sup>1</sup> , Etsion, I. <sup>2</sup> , Tziner, A <sup>1</sup> , Laor, N. <sup>3</sup> , & Oren, L. <sup>4</sup>  1.School of Behavioral Sciences Netanya Academic College, Israel.  2.Mechanical engineering faculty Technion, Israel.  3. Department of medical education Tel-Aviv university, Israel.  4. Department of Behavioral Sciences Ariel university,	Lecturer and poster presenter	

				<p>Israel.</p> <p>Retrospective on Work Relationships: Implications for the New Era Workplace [Poster]</p> <p>Chernyak-Hai L. &amp; <b>Rabenu E*</b>.</p> <p>Netanya academic college, Israel</p>	
	2018 February	The Joint Conference for the Development of Individuals, Teams and Organizations	Ruppin Academic Center	<p>Where are our relationships headed? Changes in Labor Relations in the New Era.</p> <p><b>Rabenu, E.</b></p>	Lecturer
	2018 July	The 16th ISSWOV Conference. Organization 4.1: the role of values in the organizations of the 21th century.	Trieste, Italy.	<p>Symposium: Heavy work investment in the 21<sup>th</sup> century: New perspectives and cultural differences.</p> <p>Understanding the relationship between antecedents of heavy work investment (HWI) and burnout. [Presentation]</p> <p>Tziner, A<sup>1</sup>, Buzea, C.,<sup>2</sup> <b>Rabenu, E.</b><sup>1</sup>, Truta, C.,<sup>2</sup> &amp; Shkoler, O.<sup>3</sup></p> <p>1. Netanya Academic College, Israel.</p> <p>2. Transilvania University of Brasov, Romania.</p> <p>3. Perez Academic</p>	Session chair and lecturer



				<p>College, Israel.</p> <p>“Until death do us part”: An explorative investigation of abandon-resistance among (very) old Entrepreneurs. [Presentation]</p> <p>Ferrari, F.<sup>1</sup> &amp; <b>Rabenu, E<sup>2</sup></b>.</p> <p>1. School of Economics, Management and Statistics, University of Bologna, Italy</p> <p>2. Netanya Academic College, Israel.</p>	
	2019 June 17	Academic freedom round table	Netanya Academic College, Netanya, Israel	The subject of the round table- Finding terminology that can replace the term academic boycott (as it is not accurate)	A mediator
	2021 29 July - 4 August	2021 AOM  The 81 <sup>th</sup> Annual Meeting of the Academy of Management	A Virtual Experience	<p>Back to routine after the Coronavirus pandemic lockdown- A proposal from a psychological perspective</p> <p>Rabenu, E1. &amp; Tziner, A.2</p> <p>1. Netanya Academic College &amp; Tel-Hai Academic College</p> <p>2. Peres</p>	Session chair and lecturer

				Academic Center & Netanya Academic College	
	2021 23-24 August	The 17 <sup>th</sup> Facet Theory Association (FTA) Conference	Online Conference, Prague, Czech Republic.	Reasons for international student mobility: An updated mapping sentence. <b>Rabenu, E.</b> <sup>1</sup> & Shkoler, O. <sup>2</sup>  1. Tel-Hai Academic college & Netanya Academic College  2. HEC Montréal, Canada	Session chair and lecturer
	2022 May 13	The Annual Conference of the Department of Organizational Development and Consulting.  Identity nomads in a world of changing reality.	The Max Stern Yezreel Valley College (YVC)	Key changes in the world of work in the 21st century. <b>Rabenu, E.</b>  Challenges in assessing employee performance in the changing world of work: Consultative emphases.  <b>Rabenu, E.</b>	Lecturer
	2022 7-10 June	19 <sup>th</sup> Biennial Conference Eastern Academy of Management-international (EAM-I)	Lyon, France	A contemporary review of the complex relationships between the dimensions of heavy-work investment and organizational	Lecturer

				<p>outcomes</p> <p><b>Rabenu, E.<sup>1</sup> &amp; Shkoler, O.<sup>2</sup></b></p> <ol style="list-style-type: none"> <li>1. Tel-Hai Academic college</li> <li>2. HEC Montréal, Canada</li> </ol> <p>Changes in Online Education for International Students: Opportunities and Challenges</p> <p><b>Rabenu, E. &amp; Tamir, E.</b></p> <p>Tel-Hai Academic college</p> <p>What are the motivations and their boundary conditions that drive students to seek higher education in a foreign country?</p> <p>Shkoler, O<sup>1</sup> &amp; <b>Rabenu, E.<sup>2</sup></b></p> <ol style="list-style-type: none"> <li>1. HEC Montréal, Canada</li> <li>2. Tel-Hai Academic college</li> </ol>	
	2022 11-14 <sup>th</sup>	The 17 <sup>th</sup> ISSWOV Conference.	Brasov (Romania)	Non-traditional work arrangements: challenges for organizations and	Session chair and lecturer

	September			workers (presentation) <b>Rabenu, E.</b>	
*	2023 15 <sup>th</sup> February	“Proximity and distance in qualitative research.”  The ninth conference of the Israeli Center for Qualitative Research of People and Societies	Ben-Gurion University of the Negev (Israel)	Session 113- Between closeness and distance in qualitative research based on data that is public.	Session chair (co with Daphna Shwartz Asher)
*	2023 30.7-1.8	18th Facet Theory conference.	Hebrew University, Jerusalem, Israel	Marketing of higher education: A facet analytical approach. <b>Rabenu, E.</b> <sup>1</sup> & Shkoler, O. <sup>2</sup>  1. Tel-Hai Academic college  2. HEC Montréal, Canada	Lecturer and Discussant

H. Non-Academic Activity & Positions

1997-1999: Employed at the "Mifne" Institute for Career Development, Organizational Consultation, and Occupational Guidance.

1999-2000: Social coordinator for a class of youth at risk in Hadera.

2019-present: Freelancer (self-employed): Professional expert for organizational and personal development. The work includes, inter alia, guidance of senior management.

2022-present: Public representative of employees in the Nazareth Regional Labor Court.

I. Attached Documents (in separate files)

J. Publications

1. M.A. Thesis

**Rabenu, E.** (2001). Personality dimensions of employees as predictors of differential processes of voluntary turnover. Bar-Ilan University. Supervisors: Prof. Abraham Sagie and Prof. Moshe Krausz. [Hebrew]

2. Ph.D. Dissertation

**Rabenu, E.** (2012). The relationship between psychological capital, strategies of coping with stress at work, well-being and performance. Bar-Ilan University. Supervisors: Prof. Dov Elizur and Dr. Eyal Yaniv. [Hebrew]

Note: See also items number 7,10 in the section: Articles in refereed journals, and items number 1,2 in the section: Articles or chapters in refereed books.

3. Books (Refereed)

Published

1. Tziner, A., & **Rabenu, E.** (2011). *Performance appraisal at work: Evolution and change*. Ra'anana, Israel: Open University [Hebrew].

Cited by=5

2. Tziner, A., & **Rabenu, E.** (2018). *Improving Performance Appraisal at Work: Evolution and Change*. Cheltenham, UK: Edward Elgar Publishing Limited.

Cited by=11

3. **Rabenu, E.** (2021). *21st-Century Workplace Challenges: Perspectives and Implications for Relationships in New Era Organizations*. Lexington books.

Cited by=22

#### 4. Articles in Refereed Journals

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

1. Tziner, A., & **Rabenu, E.** (2007). Contextual and individual factors affecting rating behavior. *Man and Work*, 15, 7-22 [Hebrew].

2. **Rabenu, E.** (2014). Amendment of the work and rest hours law for managers and workers in trusted jobs (Amendment 14): Will limiting working hours reduce burnout? *Netanya Law Review*, 9, 341-364 [Hebrew].

3. Tziner, A., **Rabenu, E.**, Radomski, R., & Belkin, A. (2015). Work stress and turnover intentions among hospital physicians: The mediating role of burnout and work satisfaction. *Journal of Work and Organizational Psychology*, 31(3), 207-103.

<https://doi.org/10.1016/j.rpto.2015.05.001>

IF = 4.089 (2021), Q2 Cited by=279

4. **Rabenu, E.**, & Tziner, A. (2016). Employee Resilience: A Faceted Analytical Approach. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(02), 480-485. <https://doi.org/10.1017/iop.2016.43>

IF = 9.375 (2021), Q1 Cited by=10

5. **Rabenu E.**, & Tziner, A. (2016). Performance Appraisal in a Constantly Changing Work World. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(2), 370-377. <http://dx.doi.org/10.1017/iop.2016.28>.

IF = 9.375 (2021), Q1 Cited by=13

6. **Rabenu, E.**, & Tziner, A. (2016). Selection of employees with disabilities – Has the burden on the employer become too heavy? *Amfiteatru Economic*, 18 (42), 423-431. <https://www.econstor.eu/handle/10419/169010>

IF = 2.304 (2021), Q2 Cited by=6

7. **Rabenu, E.**, Yaniv, E., & Elizur, D. (2017). The Relationship between Psychological Capital, Coping with Stress, Well-Being and Performance. *Current Psychology*, 36(4), 875-887. <https://doi.org/10.1007/s12144-016-9477-4>

IF =2.387 (2021), Q2 Cited by=164

8. **Rabenu, E.**, & Chernyak-Hai, L. (2017). Subtle discrimination as natural “Equal Reaction” to organizational actions, and practical ways to soften it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10(1), 111-118. <https://doi.org/10.1017/iop.2016.111>

IF = 9.375 (2021), Q1 Cited by=2

9. Shkoler, O., **Rabenu, E.**, Vasiliu, C., Sharoni, G., & Tziner, A. (2017). Organizing the Confusion Surrounding Workaholism: New Structure, Measure, and Validation. *Frontiers in Psychology*, 8, 1803. <https://doi.org/10.3389/fpsyg.2017.01803>

IF = 4.232 (2021), Q1 Cited by=28

10. **Rabenu, E.** & Yaniv, E. (2017). Psychological Resources and Strategies to Cope with Stress at Work. *International journal of psychological research*, 10(2), 8-15. <http://dx.doi.org/10.21500/20112084.2698>

IS = 1.08 (2021), Q3 Cited by=78

11. **Rabenu, E.**, Tziner, A., & Sharoni, G. (2017). The relationship between work-family conflict, stress, and work attitudes. *International Journal of Manpower*, 38 (8), 1143-1156. <https://doi.org/10.1108/IJM-01-2014-0014>  
IF=3.295 (2022), Q2 Cited by=72
12. **Rabenu, E.**, & Aharoni-Goldenberg, S. (2017). Understanding the relationship between overtime and burnout. *International Studies of Management and Organization (MIMO)*, 47(4), 324-335.  
<https://doi.org/10.1080/00208825.2017.1382269>  
IF=1.854 (2021-2022), Q2 Cited by=40
13. Shkoler, O., **Rabenu, E.**, & Tziner, A. (2017). The dimensionality of workaholism and its relations with internal and external factors. *Journal of Work and Organizational Psychology*, 33, 193-203. <http://dx.doi.org/10.1016/j.rpto.2017.09.002>  
IF = 4.089 (2021), Q2 Cited by=39
14. **Rabenu, E.**, Tziner, A., Oren, L., Sharoni, G., & Vasiliu, C. (2018). HR Strength as a Mediator or a Moderator in the Relationship between HR Practices and Organizational Innovation? The Romanian Study. *Journal of East European Management Studies*, 23(2), 203-233. <https://doi.org/10.5771/0949-6181-2018-2-203>  
IF=0.821 (2021), Q3 Cited by=7
15. **Rabenu, E.**, & Tziner, A. (2018). Adapting to the New Era: A necessary move for the advancement of robust science. *Amfiteatru Economic*, 20(48), 470-476.  
[10.24818/EA/2018/48/470](https://doi.org/10.24818/EA/2018/48/470)  
IF = 2.304 (2021), Q2 Cited by=5
16. Chernyak-Hai, L., & **Rabenu, E.** (2018). The new era workplace relationships: Is social exchange theory still relevant? *Industrial and Organizational Psychology:*



*Perspectives on Science and Practice*, 11(3), 456-481.

<https://doi.org/10.1017/iop.2018.5>

IF = 9.375 (2021), Q1 Cited by=218

**The authors contributed equally to this work.**

17. Tziner, A., Shkoler, O., **Rabenu, E.**, & Oren, L. (2018). Antecedents to Burnout Among Hospital Doctors: Can they cope? *Medical Research Archives*, 6(10), 1-19.

doi: <https://doi.org/10.18103/mra.v6i10.1859>

IF= A newer journal (the impact factor has not yet been calculated) Cited by=4

18. Lebron, M., Tabak, F., Shkoler, O., & **Rabenu, E.** (2018). Counterproductive Work Behaviors toward organization and Leader-Member Exchange: The Mediating Roles of Emotional Exhaustion and Work Engagement. *Organization Management Journal (OMJ)*. <https://doi.org/10.1080/15416518.2018.1528857>

Citescore = 1.8 (2021), Q3 Cited by=55

19. Tziner, A., Buzea, C., **Rabenu, E.**, Shkoler, O., & Truța, C. (2019).

Understanding the Relationship Between Antecedents of Heavy Work Investment (HWI) and Burnout. *Amfiteatru Economic*, 21(50), 153-176.

<http://hdl.handle.net/10419/196476>

IF = 2.304 (2021), Q2 Cited by=19

20. **Rabenu, E.**, & Tziner, A. (2018). What Curbs Frontiers Research? A reaction to Rotolo et al.'s Paper. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(2), 227-231. <https://doi.org/10.1017/iop.2018.9>

IF = 9.375 (2021), Q1 Cited by=0

21. Shkoler, O., **Rabenu, E.**, Tabak, F., & Lebron, M. J. (2019). Leader- and team-member exchanges and their relationships with organizational and interpersonal counterproductive work behaviors: Moderation by envy and group size in Israel and

USA. *Journal of Work and Organizational Psychology*, 35(3), 145-156.

<https://doi.org/10.5093/jwop2019a19>

IF = 4.089 (2021), Q2 Cited by=20

22. **Rabenu, E.**, & Tziner, A. (2020). Applying psychological capital to senior management development - a "must" and not "nice to have". *International Journal of Business and Management*, 15(2), 62-66. <https://doi.org/10.5539/ijbm.v15n2p62>

IS= 0.17 (2021) Cited by=4

23. **Rabenu, E.**, Shkoler, O., Lebron, M., Tabak, F. (2021). Heavy-Work Investment, Job Engagement, Managerial Role, Person-Organization Value Congruence, and Burnout: A Moderated-Mediation Analysis in USA and Israel. *Current Psychology*, 40(10), 4825-4842. <https://doi.org/10.1007/s12144-019-00423-6>

IF =2.387 (2021), Q2 Cited by=21

24. **Rabenu, E.**, & Tziner, A. (2021). Back to Routine after the Coronavirus Pandemic Lockdown– A Proposal from a Psychological Perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 178-183. <https://doi.org/10.1017/iop.2021.23>

IF = 9.375 (2021), Q1 Cited by=2

25. Tziner, A. & **Rabenu, E.** (2021). The Corona Pandemic: A challenge to performance appraisal. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 173-177. <https://doi.org/10.1017/iop.2021.24>

IF = 9.375 (2021), Q1 Cited by=1

26. Shkoler, O., **Rabenu, E.**, Zahid Iqbal, M., Ferrari, F., Hatipoglu, B., Roazzi, A., Kimura, T., Tabak, F., Moasa, H., Vasiliu, C., Tziner, A., & Lebron, M. J. (2021). Heavy work investment: Its dimensionality, invariance across 9 countries and levels

before and during the COVID-19's pandemic. *Journal of Work and Organizational Psychology*, 37(2), 67-83. <https://doi.org/10.5093/jwop2021a8>

IF = 4.089 (2021), Q2 Cited by=4

27. Tabak, F., Tziner, A., Shkoler, O., & **Rabenu, E.** (2021). The complexity of Heavy Work Investment (HWI): A conceptual integration and review of antecedents, dimensions, and outcomes. *Sustainability*, 13, 7803-7818.

<https://doi.org/10.3390/su13147803>

IF= 3.889 (2021), Cite Score Q1 Cited by=4

28. Shkoler, O., & **Rabenu, E.** (2022). The motivations and conditions that drive students to pursue higher education abroad. *Current Psychology*,

<https://doi.org/10.1007/s12144-022-03619-5>

IF =2.387 (2021), Q2

29. **Rabenu, E.**, & Shkoler, O. (2022). A systematic and theoretical approach to the marketing of higher education. *Frontiers in psychology*.

<https://doi.org/10.3389/fpsyg.2022.982347>

IF = 4.232 (2021), Q1

30. **Rabenu, E.**, & Shkoler, O. (2022). Heavy-work investment, its organizational outcomes and conditional factors: A contemporary perspective over a decade of literature. *Sustainability*, 14(24), 16362. <https://doi.org/10.3390/su142416362>

IF= 3.889 (2021), Cite Score Q1

\*31. **Rabenu, E.**, Shwartz Asher, D. & Kurlander, Y. (2023). The dual role of faculty and motherhood: Enabling resources for successful coping. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(2), 252-

256. <https://doi.org/10.1017/iop.2023.1>

IF = 9.375 (2021), Q1

**The authors contributed equally to this work.**

\*32. Tabak, F., Shkoler, O., Lebron, M. J., & **Rabenu, E.** (2023). Team-Member and Leader-Member Exchange, Engagement, and Turnover Intentions: Implications for Human Resource Development. *Human Resource Development International*. <https://doi.org/10.1080/13678868.2023.2217731>

IF=3.8 (2021) CiteScore (Scopus), Q2.

\*33. Kurlander, Y., Erlich, S., & **Rabenu, E.** (2023). The Bright and Dark Side of I-O Psychologists and Volunteer Work. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 443-449. <https://doi.org/10.1017/iop.2023.56>

IF = 9.375 (2021), Q1

**The authors contributed equally to this work.**

## 5. **Articles or Chapters in Refereed Books**

1. **Rabenu, E.**, Elizur, D., & Yaniv, E. (2015). Comparing SSA and Factor Analysis - The case of coping with stress. In: A. Roazzi, B.C. Souza & W. Bilsky (Eds.). *Facet Theory: Searching for Structure in Complex Social, Cultural & Psychological Phenomena* (pp. 139-152). Recife, Brazil: Editora Universitária/UFPE. <http://dx.doi.org/10.17879/87219503184>

2. **Rabenu, E.**, Elizur, D., & Yaniv, E. (2015). The structure of coping with stress. In: A. Roazzi, B.C. Souza & W. Bilsky (Eds.). *Facet Theory: Searching for Structure in Complex Social, Cultural & Psychological Phenomena* (pp. 167-182). Recife, Brazil: Editora Universitária/UFPE. <http://dx.doi.org/10.17879/87219503184>

3. **Rabenu, E.** (2017). Positive psychological capital: From strengths to power. In: V. Muhlbauer & W. Harry (Eds.). *Redefining management: Smart power perspectives* (pp. 81-106). Switzerland, Cham: Springer Inc. doi: [https://doi.org/10.1007/978-3-319-69209-8\\_6](https://doi.org/10.1007/978-3-319-69209-8_6)
4. Shkoler, O., & **Rabenu, E.** (2020). Defining International Student Mobility and Higher Education. In: *International Student Mobility and Access to Higher Education. Marketing and Communication in Higher Education* (pp. 1-27). Switzerland, Cham: Palgrave Macmillan. [https://doi.org/10.1007/978-3-030-44139-5\\_1](https://doi.org/10.1007/978-3-030-44139-5_1)
5. **Rabenu, E.**, & Shkoler, O. (2020). The Reasons for International Student Mobility. In: *International Student Mobility and Access to Higher Education. Marketing and Communication in Higher Education* (pp. 61-125). Switzerland, Cham: Palgrave Macmillan. [https://doi.org/10.1007/978-3-030-44139-5\\_3](https://doi.org/10.1007/978-3-030-44139-5_3)
6. Shkoler, O., & **Rabenu, E.** (2020). Marketing Standpoints of International Students. In: *International Student Mobility and Access to Higher Education. Marketing and Communication in Higher Education* (pp. 127-191). Switzerland, Cham: Palgrave Macmillan. doi: [https://doi.org/10.1007/978-3-030-44139-5\\_4](https://doi.org/10.1007/978-3-030-44139-5_4)
7. **Rabenu, E.**, & Shkoler, O. (2020). Recommendations and Remedies. In: *International Student Mobility and Access to Higher Education. Marketing and Communication in Higher Education* (pp. 193-220). Switzerland, Cham: Palgrave Macmillan. [https://doi.org/10.1007/978-3-030-44139-5\\_5](https://doi.org/10.1007/978-3-030-44139-5_5)
8. **Rabenu, E.** (Accepted). *Employee Burnout*. In D. Simchai, O. Blumen & Z. Barents (Eds.) *Lexicon of Human Services*. Pardes.

## 6. **Refereed conference proceedings**

1. **Rabenu, E.**, Shkoler, O., & Tziner, A. (2016). Workaholism - An interaction between internal and external factors. *Eastern Academy of Management (EAM), New Haven, Connecticut USA*. <https://doi.org/10.5465/ambpp.2016.10112abstract>

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## 7. Miscellaneous

- Public or other positions in professional fields.

## **Membership in Professional Societies**

APA- American Psychological Association, 2017-present (member ID is 00149347)

SIOP- Society for Industrial and Organizational Psychology, 2019-present (member ID is 140019)

AOM- Academy of Management, 2021-present

FTA- Facet Theory Association, 2017- present

ISSWOV- International Society for the Study of Work and Organizational Values, 2018-present

Israeli Society for Human Resource Management, 2013 – present

P.A.I- Israeli Association of Organizational Development, 2013- present

IFOR - International Freedom of Research, 2015-present

IIRRA- Israeli Industrial Relations Research Association, 2021-present

## **Professional activities**

### **Volunteering**

2014-present: Judge in the “Excellence in Human Resource” competition conducted by the Israeli Society for Human Resource Management.

- Special contribution to the college or the community.

## **Volunteering**

2017- present, founder and one of the leading team members of “Mothers with meaning” community in Hadera, Israel.

2019 (January)- Cooperation with Dr. Julita Haber, (Director, Full time MBA Program and Clinical Assistant Professor, Communications and Media Management) from Gabelli School of Business, Fordham University, New York. Assisting in organizing Israel global immersion: business management in Israel.

- Non-academic achievements.

## **IDF service**

1991-1993: Officer in the Israeli Defense Forces. Graduated the corps officers' course and instructors' course with distinction.

- Membership in editorial boards of journals.

## **Reviewing experience**

Editorial Board of Organizational Psychology - Review Editor for journals Frontiers in Psychology and Frontiers in Communication (since February 2021) – **Q1**

## **Reviewer of manuscripts in journals<sup>1</sup>**

Ad-hoc reviewer - International Journal of Manpower (2015)

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<sup>1</sup> See confirmation for these review verifications in web of science.  
<https://www.webofscience.com/wos/op/peer-reviews/summary>

Ad-hoc reviewer - International Journal of Stress Management (2016)

Ad-hoc reviewer - Palliative & Supportive Care (2017)

Ad-hoc reviewer – Frontiers in Psychology (2017; 2019; 2020; 2021)

Ad-hoc reviewer – Innovations in Management (Coller school of management, Tel Aviv University) (2018) [Hebrew]

Ad-hoc reviewer – International Journal of Organizational Analysis (2018)

Ad-hoc reviewer –Journal of Workplace Learning (2018)

Ad-hoc reviewer -Applied Psychology: An International Review (2018)

Ad-hoc reviewer -Behavioral Sciences (2023)

Ad-hoc reviewer - Amfiteatru Economic: Special Issue on Heavy work investment (2020)

Ad-hoc reviewer - Group & Organization Management: Special issue on resilience (2020)

Ad-hoc reviewer - Women & Health (2021)

### **Reviewer of manuscripts in conferences**

Ad-hoc reviewer - Division 14 (SIOP) APA Reviews (2017, 2018)

Ad-hoc reviewer -Academy of management annual conference (2018)

Ad-hoc reviewer -Eastern Academy of management International (EAM-I) conference (2022)

Member of the Scientific committee - International Society for the Study of Work and Organizational Values (ISSWOV) conference (2022)

### **Reviewer of books**



Elsevier publication – proposal for a new book by Prof. Paul Hackett (tentative title: Qualitative and Philosophical Facet Theory) (2017)

- Organization of conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
2013 December 29 <sup>th</sup>	Work burnout	Netanya Academic College, Netanya, Israel	In memory of Prof. Ayala Malach-Pines	Organizing and hosting the conference
2014 March 26 <sup>th</sup>	Human risk management	Netanya Academic College, Netanya, Israel	In collaboration with the Israeli Society for Human Resource Management.	Organizing the conference and lecturing. Lecture title: The role of the human factor in the risk management theory
2014 December 24 <sup>th</sup>	Overwork: Multi-Disciplinary Analysis	Netanya Academic College, Netanya, Israel	In collaboration with Dr. Sharona Aharony–Goldenberg, Netanya Academic College and Prof. Lonnie Golden, Penn State Abington University	Organizing the conference and lecturing. Lecture title: Management, overwork and burnout
2015 March 13 <sup>th</sup>	Career decisions	Netanya Academic College, Netanya,	In memory of Prof. Elchanan Israel Meir	Organizing and hosting the conference

			Israel		
	2015 November 11 <sup>th</sup>	Work, parenthood and career	Netanya Academic College, Netanya, Israel	In collaboration with Dr. Ronit Waismel-Manor, Netanya Academic College, and with the Israeli Society for Human Resource Management, Research and Development	Organizing and hosting the conference
	2016 May 4 <sup>th</sup>	Consultants' knowledge of labor market	Netanya Academic College, Netanya, Israel	In collaboration with Dr. Lily Chernyak-Hai, and the Israeli Society for Employment consultancy (Ayellet)	Organizing the conference
	2016 December 19 <sup>th</sup>	The annual Excellence in Human Resources Conference	Netanya Academic College, Netanya, Israel	In collaboration with the Israeli Society for Human Resource Management.	Organizing the conference
	2017 February 6 <sup>th</sup>	The Israeli Law and Society Association annual conference (2017)	Netanya Academic College, Netanya, Israel	Law and Space - multidisciplinary aspects	Organizing and chair of the Conference Session: Antidiscrimination laws in the workplace: Do they achieve their goal? Workers

					with disabilities as a test case
2017 June 26-29	16 <sup>th</sup> International Facet Theory Conference	Netanya Academic College, Netanya, Israel	The philosophical and psychological status of facet theory's mapping sentence as illustrated in a case study of workplace discrimination.  <b>Rabenu, E.</b> , Netanya academic college, Israel, and Hackett, P.; Emerson College, USA. University of Gloucestershire University, UK. Of Cambridge, UK.  [Presentation]		
2018 July	The 16th ISSWOV Conference. Organization 4.1: the role of values in the organizations of the 21th century.	The University of Trieste, Italy	Heavy-Work Investment in the 21st century: New perspectives and cultural differences		Organizing the symposium
2019	Who writes my career	Netanya Academic	In collaboration		Organizing the conference

	January 8 <sup>th</sup>	script	College, Netanya, Israel	with the Israeli Society for Employment consultancy (Ayelet)	
	2023 March 30 <sup>th</sup>	The face of the future world of work	Tel-Hai academic college (Israel)	In collaboration with the P.A.I.-Israeli Association of Organizational Development	Organizing the conference, lecturing and participation in the panel – " What will the future world of work look like?"

### Scholarly Conventions

	Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion
	2013 August	The 14 <sup>th</sup> International Facet Theory Conference (FTA)	Recife, Brazil	The structure of coping with stress. [Presentation] <b>Rabenu, E<sup>1</sup>.</b> , Elizur, D., <sup>2</sup> & Yaniv, E <sup>2</sup> . 1.Netanya Academic College 2. Bar-Ilan university
	2016, August	The 124 <sup>th</sup> Annual Convention of the American Psychological Association (APA)	Denver CO, USA	HR Strength as a Mediator or a Moderator in the Relationship between HR Practices and Organizational Innovation? The Romanian Study [Poster] <b>Rabenu, E<sup>1</sup>.</b> , Tziner, A <sup>1</sup> ., Sharoni, G <sup>1</sup> ., Vasiliu, C <sup>2</sup> ., & Felea, M. <sup>2</sup> 1.School of Behavioral Sciences Netanya Academic College, Israel. 2. Bucharest Academy of Economics Studies, Bucharest, Romania.

	June 26-29, 2017	16 <sup>th</sup> International Facet Theory Conference	Netanya Academic College, Netanya, Israel	Organizing the confusion surrounding workaholism: New structure, measure and validation.  Shkoler, O <sup>1</sup> . <b>Rabenu, E<sup>1</sup></b> . Cristinel1, V <sup>2</sup> Sharoni, G <sup>1</sup> , Tziner, A <sup>1</sup> .  1.Netanya Academic College, Israel. 2. Bucharest Academy of Economics Studies, Bucharest, Romania. [Presentation]
	2018 May	The 55rd annual meeting of the Eastern Academy of Management (EAM) Theme: Impact: Making a difference through research, teaching & service	Providence, Rhode Island., USA	Explaining the Relationships between Leader-Member Exchange, Team-Member Exchange and Counterproductive Work Behavior: The Role of Work Engagement and Emotional Exhaustion.  [Presentation]  Lebron, M <sup>1</sup> ., Tabak, F <sup>1</sup> ., Shkoler, O., <sup>2</sup> & <b>Rabenu, E.<sup>3</sup></b> 1.Towson University, USA 2. Peres Academic Center, Israel 3. Netanya Academic College, Israel
	2018 July	The 16th ISSWOV Conference. Organization 4.1: the role of values in the organizations of the 21th century.	The University of Trieste, Italy	The comparison between factor analysis and smallest space analysis (SSA) Sharoni, G <sup>1</sup> ., Shkoler, O <sup>2</sup> ., <b>Rabenu, E<sup>1</sup></b> , Tziner, A. <sup>1</sup> , & Vasiliu, C <sup>3</sup> . [Presentation]  • Netanya Academic College, Israel • Peres Academic Center, Israel • Bucharest Academy of Economics Studies,

				Bucharest, Romania.
	2020 June	The 57 <sup>th</sup> annual meeting of the Eastern Academy of Management (EAM). Conference Theme: Being Human in the Digital World	Portland, Maine, US  (Virtual Conference)	A moderated mediation analysis of the dynamics between team-member exchange and turnover intentions: Impact of work engagement and leader-member exchange.  Tabak, F. <sup>1</sup> , Shkoler, Or <sup>2</sup> ., Lebron, M. <sup>1</sup> and <b>Rabenu, E.</b> <sup>3</sup> [Presentation]  1. Towson University, USA 2. Independent researcher, Israel 3. Netanya Academic College, Israel.
	2022 June	Administrative Sciences Association of Canada (ASAC)	Halifax, Canada	The marketing of higher education to international students: A systematic theory approach  <b>Rabenu, E.</b> <sup>1</sup> , & Shkoler, O. <sup>2</sup> 1. Tel-Hai Academic college 2. HEC Montréal, Canada  Effects of personality and sedentary work on Heavy-Work Investment burnout and performance appraisals.  Shkoler, O. <sup>1</sup> , <b>Rabenu, E.</b> <sup>2</sup> , Shertzer, Y. <sup>3</sup> & Radosher <sup>4</sup>  1. HEC Montréal, Canada 2. Tel-Hai Academic college, Israel 3. Peres Academic center, Israel 4. Independent researcher, Israel  <a href="https://asac.ca/wp-">https://asac.ca/wp-</a>

				content/uploads/2022/06/Final-Program-ASAC-2022-June-7.pdf
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### **Invited Lectures\ Colloquium Talks**

	Date	Place of Lecture	Name of Forum	Presentation/Comments
	2014 September 17 <sup>th</sup>	Rabin Medical Center - Beilinson Hospital	Occupational Physicians Association conference about work burnout	Coping with burnout
	2015 June 4 <sup>th</sup>	Academic College of Tel Aviv-Yafo, School of Behavioral Sciences	Keynote speaker before graduate students.	Performance appraisal
	2016 June 21 <sup>th</sup>	Bar-Ilan University	Departmental seminar at the Graduate School of Business Administration (in memory of Prof. Rami Sagi)	Workaholism – An interaction between internal and external factors
	2016 June 7 <sup>th</sup>	Academic College of Tel Aviv-Yafo, School of Behavioral Sciences	Keynote speaker before graduate students	Performance appraisal
	2016 December 20 <sup>th</sup>	Bar-Ilan University, School of Business Administration	Symposium in Memory of Prof. Dov Elizur	The Relationship between Psychological Capital, Coping with Stress, Well-Being and Performance
	2017	Faculty of Business at the	Invited lecture by Prof. Ram Herstein	A challenge in research processes -

	March 21 <sup>th</sup>	College of Law and Business, Ramat Gan	(Seminar for excellent students)	Psychological capital and coping with stress and burnout as case studies
	2019 January 4 <sup>th</sup>	Netanya Academic College	Invited lecture by Dr. Julita Haber from Gabelli School of Business, Fordham University, New York. As part of the Israel global immersion: business management in Israel	Power in management
	2019 September 15 <sup>th</sup>	Kfar hamacabiah	Invited lecture from HR'US	Workshop: Positive Psychology as the basis for creating personal and organizational leadership. Together with Ekroni Moshe, VP of Quality at Verint.
	2022 January 27 <sup>th</sup>	Online lecture	P.A.I- Israeli Association of Organizational Development	Webinar: The changing world of work
	2022 November 16 <sup>th</sup>	Tel-Hai college	The 5th Human Resources Conference in the Galilee	Career management in an organization - a journey in search of meaning?