

CURRICULUM VITAE**1. Personal Details**

Ruppin Academic Center, Emek Hefer 4025000, Mobile Telephone Number: 054-4711335

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**2. Higher Education****A. Undergraduate and Graduate Studies**

Period of Study	Name of Institution and Department	Degree	Year at Approval of Degree
2014-2018	Ben-Gurion University of the Negev – Department of Economics	Ph.D.	2018
2012-2014	Ben-Gurion University of the Negev – Department of Economics	M.A.	2014
2001-2003	Tel Aviv University- Recanati Graduate School of Business Administration	M.B.A.	2003
1996-1999	Ben-Gurion University of the Negev – Department of Economics	B.A.	1999

**B. Post-Doctoral Studies**

Period of Study	Name of Institution and Host	Degree	Year at Approval of Degree
2018	Mimshak- government Environmental Science and Policy Fellowship	Post-Doc	2018

**3. Academic Ranks and Tenure in Institutions of Higher Education**

Dates	Name of Institution and Department	Rank/Position
2018-present	Ruppin Academic Center- Department of Business Administration	Lecturer
2006-present	The Open University	Lecturer
2013-2018	Ben-Gurion University of the Negev	PhD student & Lecturer
2013-2016	Achva Academic College	Lecturer
2013-2016	Peres Academic Center	Lecturer

**4. Offices in Academic Administration**

Date	Role	Academic Unit
2022-present	Academic disciplinary committee prosecutor	Ruppin Academic Center
2021-present	Member	The Multidisciplinary Research Center in Decision Making, Ruppin Academic Center
2021-present	Member	Research Group in Environmental and Social Sustainability, Ruppin Academic Center

2019-present	Member	Academic Admissions Committee, Ruppin Academic Center
2019-present	Member	Academic Teaching Committee, Ruppin Academic Center

## 5. Participation in Scholarly Conference

### a. Active participation

#### Active participation in international conferences

Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
June 2023	IAREP-SABE 47th Conference	Nice, France	The impact of belongingness on truth-telling	Lecturer/presenter
November 2022	ESA North America Meeting	Santa Barbara	Does feeling of belonging induce truth-telling	Lecturer/presenter
June 2022	ESA World Meeting	MIT, Boston	The determinants of countercyclical job satisfaction in the public sector	Lecturer/presenter
June 2017	ESA World Meeting	University of California, San Diego	The public sector mission and the productivity gap	Lecturer/presenter
June 2015	ESA European Meeting	Heidelberg University, Germany	The effect of economic cycles on job satisfaction in a two-sector economy	Lecturer/presenter
July 2014	ESA European Meeting	Prague University, Czech Republic	The effect of economic cycles on job satisfaction in a two-sector economy	Lecturer/presenter

### b. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of conference	Role
July 2016	ESA World Meeting	The Hebrew University of Jerusalem, Israel	Behavioral Economics	Organizing committee

## 6. Research Grants

### a. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
PI- Principal investigator	Miki Malul Ro'I Zultan	The public sector in the lab: The role of incentives	Planning and budgeting committee, and Israel Ministry of Finance – 100,000 NIS	2015 (3 years project)

### b. Soumission of Research Proposal - Not Funded

Role in Research	Co-Researchers	Topic	Funded by	Year
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PI- Principal Investigator	Prof. Ro'I Zultan	Satisfaction and Productivity in the Public Sector: Experimental Evidence	The Israel Science Foundation	2017
PI- Principal Investigator	Prof. Ro'I Zultan	The role of incentives	The Maurice Falk Institute for Economic Research in Israel	2016

## 9. Scholarship, Awards and Prize

2019- Ruppin Academic Center, excellence for teaching and research activity in 2019

2015 - Outstanding PhD Student in the field of the Israel Economy, The Ministry of Finance, Israel.

1999 - President's Honor Roll, B.A., Ben Gurion University

1997 - Excellence Scholarship, Ben Gurion University

## 10. Teaching

### a. Courses Taught in Recent Years

Year	Name of Course	Type of Course	Degree	Number of students
2022-Present	Israel Economy: behavioral insights	Seminar	BA	24
2018-Present	Introduction to Econometrics	Introductory Course (Mandatory)	BA	260
2018-Present	Introduction to Microeconomics	Introductory Course (Mandatory)	BA	160
2019-Present	The Israel Economy	Lecture Course	BA	120
2018-Current	Introduction to Macroeconomics	Introductory Course (Mandatory)	BA	120
2018- Current	Non-competitive markets	High Learn Course	MA	60

## 11. Professional Experience

2019–present Ruppin Academic Center, Instructor and a researcher, courses in Econometrics, Introduction to economics and Israel Economy and behavioral insights seminar

2006–2023 The Open University, Instructor, courses in Micro-economics and Macro economics

2013-2018 Ben-Gurion University of the Negev, Instructor, Introduction to Economics

2013-2016 Achva Academic College, Instructor, Introduction to Economics

2003-2006 Entrepreneur

2001-2003. Israel Ministry of Finance, Budget Division, Section Head, Ministry of Transportation

1999-2001 Comverse Network Systems, Project Manager and Software Programmer

## **PUBLICATIONS**

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

Title: “The Public sector in the lab: The Role of Incentives”

Date: June 2018

No. of Pages: 85

Language: English

Institute: Ben-Gurion University of the Negev

Advisors: Ro’i Zultan and Miki Malul

Articles 1,2 and 3 in Referred journals are based on this work

No. of citations: 23

### **B. Articles in Refereed Journals- Published**

1. **Ravid, O.** The Determinants of Countercyclical Job Satisfaction in the Public Sector. *J Happiness Stud* **25**, 70 (2024). (IF 5.83, Q1). <https://doi.org/10.1007/s10902-024-00786-z>
2. **Ravid, O., Malul, M., & Zultan, R. I.** (2021). Incentives, mission and productivity. *Journal of Behavioral and Experimental Economics (formerly The Journal of Socio Economics)*, *91*(C). (IF=1.79, Q1, No. citations: 3) <https://doi.org/10.1016/j.socec.2021.101668>
3. **Ravid, O., & Malul, M.** (2017). The effect of economic cycles on job satisfaction in a two-sector economy. *Journal of Economic Behavior & Organization*, *138*, 1-9. (IF=2.23, Q1. No. citations: 21) <https://doi.org/10.1016/j.jebo.2017.03.028>

### **C. Articles in Refereed Journals- under review/ in preparation**

**Ravid, O, Barokas, G,** The impact of belongingness on truth-telling and the role of gender. Under Review in ESA

**Ravid, O, Galzor, A, Luria, A,** the willingness to pay of students in rural areas to DRT services – the case study of Emek Heffer. Working paper

**Ravid O., Barnett-Itzhaki et al.,** Green Campuses. Working paper

**Ravid, Guy Barokas.** Realizing potential in effort task – an experiment. Working paper

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

In my research I use experimental methods to improve our understanding of the effect of the low-power incentives prevalent in the public sector on workers’ performance and job satisfaction. I focus on one salient difference between public and private firms: private firms typically employ high-powered incentives, with remuneration strongly depending on the employee’s performance. Compensation in the public sector, in contrast, is typically set by long-term collective agreements, and job security is high.

Through a set of laboratory and field experiments, I have established a paradigm - simulating a two-sector economy - that allowed me to isolate and separately estimate different effects. In one study, I examined the effects of economic cycles on job satisfaction in a two-sector economy. In another, I investigated the incentivizing and sorting effects on the sectors productivity gap and how a sense of mission moderates the incentivizing and sorting effects.

The experimental paradigm opens the possibility of studying the effect of sectorial incentives structures on macroeconomic issues. I plan to build on this paradigm to test how other variables affect the interplay of the incentivizing and the sorting mechanisms as well as other questions related to the public sector. These questions might have implications for public policy designed to attract human capital and increase productivity in the public sector.

Specifically, I plan to examine how worker's comparisons to others affect their behavior in terms of productivity, effort, dismissal rates and sabotage (such as embezzlement). These questions may naturally lead to some new ones, for example, on fairness in the labor market and how wage discrimination may affect workers behavior. My experimental paradigm may serve has a good framework for that and I plan to tackle these questions using both lab and field experiments.

In a current study, I use the above paradigm to test, in a lab experiment, various bonus scheme to examine which one of them affect the most on the productivity and motivation of workers.

In another current study, I examine, through an online experiment, whether a sense of belonging can induce truth-telling in a die-roll task when people are asked to report the number rolled privately.