

Orit Shamir-Balderman

November 2025

CURRICULUM VITAE

1. PERSONAL DETAILS

Name: Orit Shamir-Balderman

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2. HIGHER EDUCATION

A. Undergraduate and Graduate Studies

Dates	Institution	Degree	Year of Approval
2013–2018	Faculty of Management, University of Haifa	PhD	2018
2000–2003	Sociology and Anthropology, University of Haifa	MA	2003
1999–2002	Sociology and Anthropology, Max Stern Yezreel Valley College (Summa cum Laude)	BA	2000

3. ACADEMIC RANK AND TENURE

Dates	Institution	Rank or Position
11.25	Max Stern Yezreel Valley College	senior lecturer
1.2021	Max Stern Yezreel Valley College	Lecturer
10.2014	Max Stern Yezreel Valley College	Teacher (Proposed)
10.2000–10.2014	Max Stern Yezreel Valley College	External Adjunct

4. ACADEMIC ADMINISTRATION

A. Max Stern Yezreel Valley College

Dates	Institution	Position
10.25-	Department of Sociology & Anthropology	Head
2023–Present	Follow-Up Committee, Strategic Plan	Member
2021–Present	Teaching Committee, Department of Behavioral Sciences	Member
2020–Present	Teaching Committee, Department of Sociology & Anthropology	Member
2020–Present	Department of Sociology & Anthropology	Pedagogical Trustee
2019–2024	Department of Sociology & Anthropology	Student Counselor

2016–2022	Center for Advancement of Teaching	Head of Technology Integration in Teaching
2016–Present	Center for Advancement of Teaching	Counselor
2010–2015	Admission Committee, Organizational Counseling Master’s Program	Member
2006– 2024	Steering Committee, Annual Research Fair	Member
2006–2010	Establishing Forum, Action Research Center for Social Justice	Member
2000–2004	Steering Committee, Action Research Center for Social Justice	Member

B. Other Institutions

Dates	Institution	Position
2002–2003	Rothschild Ambassadors, Cesarea Fund, Oranim College	Academic and Research Mentor

5. SCHOLARLY POSITIONS AND ACTIVITIES

A. Scientific Journal Reviewer

Dates	Journal
2025–Present	<i>Social and Health Sciences</i>
2023–Present	<i>Conflict Resolution Quarterly</i>
2022–Present	<i>Humanities & Social Sciences Communications</i>
2018–2019	<i>Humanistic Values from Academic Community Perspective</i>
2017–2018	<i>Journal of Trust Research</i>

B. Editorial Board of Scientific Journal

Dates	Journal
7.2025	<i>Journal of management spirituality religion</i>

6. SCHOLARLY CONFERENCES

A. International Conferences

Dates	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
9.25	41 st Annual Conference of the Association for Israel Studies Israel and the	University of Haifa, Israel	Social Support, Happiness, State Anxiety, and Passion at Work Among	Oral Co-Presenter

	International Community: Challenges and Prospects		Medical Staff During Times of Armed Conflicts in Israel	
6.25	EURAM 2025	University of Florence, School of Economics and Management, Firenze, Italy	Happiness, Organizational Support, Trust, and Passion at Work among Physicians in Public Service	Oral Co-Presenter
7.2024	40th Annual Conference of the Association for Israel Studies and 12th Annual Conference of the European Association of Israel Studies	Prague, Czech Republic	Learn with People You Can Learn From: Trust, Need for Achievement, and Sharing of Information and Knowledge among Remote Learning Students	Oral Co-Presenter
6.2024	International Society for the Study of Work & Organizational Values Conference 2024	Virtual	When Happiness is the Quietness of Working from Home: Findings from Home-Based Workers	Oral Presenter
7.2022	38th European Group for Organizational Studies Colloquium	Vienna, Austria	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Oral Co-Presenter
6.2022	Work and Family Researchers Network 6th Biennial Conference	New York, United States	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Oral Co-Presenter
6.2021	11th Biennial International	Kent, England	No Room of Her Own: A	Oral Presenter

	Interdisciplinary Virtual Conference of Gender, Work and Organization		Gendered-Spatial Analysis of Home-Working among Dual-Earner Couples during COVID-19	
7.2021	9th International Conference of Work and Family	Barcelona, Spain	The Relationship between Work-Family Conflict, Social Support, Happiness, and State-Trait Anxiety among Single-Mothers by Choice at Time of Corona	Oral Presenter
7.2021	81st Annual Meeting of the Academy of Management	Virtual	No Room of Her Own: Gendered-Spatial Analysis of Work-Family Conflict during COVID-19	Oral Co-Presenter
7.2018	International Society for the Study of Work & Organizational Values Conference 2018	Trieste, Italy	Using Organizational Conflict to Promote the "Business Case" and/or Foster Social Justice: The Case of Managers' Voices	Oral Co-Presenter
6.2016	29th Annual Conference of the International Association for Conflict Management	New York, United States	Managers' Voices in Organizational Conflict: Playing Meaningful Roles in Political Gambits	Oral Co-Presenter
7.2013	Annual International Conference on Advances in Management	London, England	Nurses-Managers' Coping with Organizational Discords:	Oral Presenter

			Conflict Engagement Perspective
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B. Local Conferences

Dates	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
3.25	Conference of the Department of Sociology and Anthropology	Max Stern Yezreel Valley College	Tango with Claude - Employment in the Sociological-Anthropological-Technological Era	Conference Organizer and Conference Chair
7.2024	Annual Research Fair	Max Stern Yezreel Valley College	<ol style="list-style-type: none"> 1. Don't Look in the Jar 2. The Relationship among Optimism, Self-Efficacy, Occupational Compromise, and Happiness among Young People in the Post-Covid-19 Period 3. Happiness, Organizational Support, Trust, and Passion at Work among Physicians in Public Service 	<p>Oral Co-Presenter</p> <p>Poster Presenter</p> <p>Poster Presenter</p>
6.2023	Annual Research Fair	Max Stern Yezreel Valley College	Learn with People You Can Learn From: Trust, Need for Achievement, and Sharing of	Poster Presenter

			Information and Knowledge among Remote Learning Students	
6.2022	Annual Research Fair	Max Stern Yezreel Valley College	Being Alone in Isolation: Attitudes of Mothers in Israel During the Covid-19	Poster Presenter
9.2021	52nd Annual Conference of the Israeli Sociological Association	Sapir College	The Relationship between Work-Family Conflict, Social Support, Happiness, and State-Trait Anxiety among Single-Mothers by Choice at Time of Corona	Oral Presenter
2.2021	52nd Annual Conference of the Israeli Sociological Association	Sapir College (Online)	And Then They Were Two: Work Experiences of Spouses Who Worked from Home during the Corona Crisis	Oral Presenter
6.2019	Annual Research Fair	Max Stern Yezreel Valley College	Happiness, Passion at Work, and Work-Life Balance	Oral Presenter
5.2018	44th Annual Conference Israeli Industrial Relations Research	Tel-Aviv University	The Path to Happiness: From Home to Work (with Passion) and Back	Oral Presenter
6.2018	2nd Annual Conference of the Center for Advancement of Teaching	Max Stern Yezreel Valley College	Frontal Learning or Online Courses? Student Attitudes Survey	Oral Presenter
2.2006	37th Annual Conference of the Israeli Sociological Association	Bar Ilan University	Organizational Learning Relationships between Structural Characteristics and Cultural Knowledge-Intensive Organizations: A	Oral Presenter

			Hospital Case Study	
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C. Conference or Session Organizer

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
3.25	Conference of the Department of Sociology and Anthropology	Max Stern Yezreel Valley College	Tango with Claude - Employment in the Sociological-Anthropological-Technological Era	Conference Organizer and Conference Chair
2019–2024	Annual Research Fair	Max Stern Yezreel Valley College		Member, Organizing Committee
2016–2018	Annual Conference, Center for Advancement of Teaching	Max Stern Yezreel Valley College		Member, Organizing Committee
2016–2017	Annual Research Fair	Max Stern Yezreel Valley College		Member, Organizing Committee
2007–2013	Annual Research Fair	Max Stern Yezreel Valley College		Member, Organizing Committee

7. INVITED LECTURES AND COLLOQUIUM TALKS

Presentation/Comments	Name of Forum	Place of Lecture	Date
28.10.2024	Max Stern Academic College of Emek Yezreel	Center for Advancement of Teaching	Use of Courses Platform
11.10.2023	Max Stern Yezreel Valley College	Center for Advancement of Teaching	Use of Courses Platform

8. RESEARCH GRANTS

A. Submitted Research Proposals (Not Funded)

Role in Research	Co-Researchers	Title	Funded by	Year	Score

			(C=Competitive Fund)		
PI	Dr. M. Shamir	Physicians in a Regime Crisis: Happiness, Passion, State Anxiety, and Employee Turnover Tendency	National Institute for Health Services and Health Policy Research; 51,843 NIS	2024	
Co-PI	Dr. R. Lifshitz, Dr. M. Shamir	The Role of Intergenerational Knowledge Transfer Processes in Family Firms' Organizational Learning in Israel in Time of a National-Security Crisis	Raya Strauss Center for Family Business Research and Coller School of Management; 30,000 NIS	2024	
Co-PI	Dr. R. Lifshitz, Dr. M. Shamir	The Role of Intergenerational Knowledge Transfer Processes in Family Firms' Organizational Learning in Israel	Raya Strauss Center for Family Business Research and Coller School of Management; 30,000 NIS	2023	

9. SCHOLARSHIPS, AWARDS, AND PRIZES

Dates	Source	Topic	Amount
2024	Max Stern Yezreel Valley College	Excellence Award for Research, Teaching, and Organization/Community Contribution	21,000 NIS
2023	Max Stern Yezreel Valley College	Excellence Award for Research, Teaching, and Organization/Community Contribution	20,300 NIS
2022	Max Stern Yezreel Valley College	Excellence Award for Research, Teaching, and	9,732 NIS

		Organization/Community Contribution	
2021	Max Stern Yezreel Valley College	Excellence Award for Research, Teaching, and Organization/Community Contribution	8,112 NIS
2020	Max Stern Yezreel Valley College	Excellence Award for Research, Teaching, and Organization/Community Contribution	4,380 NIS
2003	Haifa University	MA, Excellence in Academic Achievement Award	1,500 NIS
2002	Council for Higher Education	Hammer Scholarship	40,000 NIS
2001	Max Stern Yezreel Valley College	BA, Outstanding Students Program, Summa cum Laude	--
2000	Max Stern Yezreel Valley College	BA, Honors and Excellence in Scholarship Program Award	3,500 NIS
1999	Max Stern Yezreel Valley College	Excellence in Academic Achievement Award	3,500 NIS

10. TEACHING

A. Courses Taught in the Recent Years

Dates	Course	Type	Degree	Students
2025	Talent Management	Lecture	MBA- The School of Business Administration, University of Haifa	25
2024-Present	Agents of Change: Social Leadership in a Changing Age	Workshop	BA	26
2021-Present	Current Issues in Strategic Human Resource Management	Lecture	MA, Faculty of Management, Open University	40-50
2022-Present	Qualitative Empirical Seminar	Empirical Seminar	BA	40
2022-Present	Quantitative Empirical Seminar	Empirical Seminar	BA	30
2018-Present	Management of Human Resources: Theory and Practice	Lecture	BA	40-50
2010-2022	Qualitative Research Methods	Introduction Course (Mandatory)	MA Candidate, BA	40

2010–2022	Introduction to Organizational Behavior	Introduction Course (Mandatory)	MA Candidate, BA	50
2010–2022	Academic Writing	Introduction Course (Mandatory)	BA	60
2006–2022	Research Methods	Lecturer, Introduction Course (Mandatory)	BA	25
2006–Present	Organization Management through the Political Lens	Lecture	BA	50
2006–Present	From the Industrial Revolution to Telecommuting	Lecture	BA	40
2005–2022	Organizational Studies	Lecture	MA Candidate, BA	30

B. Supervision of Undergraduate Students

The number of the article (from the list of PUBLICATIONS) that appears in the column "Students' Achievements" was written as part of students' thesis work.

Student	Name of Co-Supervisors	Thesis	Degree	Date of Completion	Achievements
Ori Shalmon		Social Integration of Employees with Visible Physical Disabilities	BA Honors Program	30.9.2023	Paper published in <i>The Study of Organizations and Human Resource Management Quarterly</i> (13)
Rom Givati	Prof. Yonathan Mizrahi	Influence of Personality Factors on Quality of Life and Satisfaction with Lifestyle among Family Members of People on the Autistic Continuum	BA Honors Program	30.9.2022	

C. Supervision of Graduate Students

Student	Name of Co-Supervisors	Thesis	Degree	Date of Completion
Loris Daoud	Dr. Galit Yanay Ventura	Women in Leadership Positions or Managers, Fertility Treatment, and Their Workplace	MA, Organizational Development and Consulting	In Progress
Noa Oren	Dr. Galit Yanay Ventura	The Perception of the Use of AI in the Modern World in General and the World of Work in Particular [Tentative]	MA, Organizational Development and Consulting	In Progress
Ori Shalmon	Dr. Galit Yanay Ventura	Narratives of Social Mobility among Senior Managers with Disabilities	MA, Organizational Development and Consulting	25.2.25

11. MISCELLANEOUS

- 2010–2013 MA Student Advisor, Practical Organizational Counseling Projects, Max Stern Yezreel Valley College
- 2010 Developer and Guide of “Organizational Counseling” Undergraduate Course, Department of Sociology & Anthropology, Max Stern Yezreel Valley College
- 2010 Research Project Editor, Needs Survey to Establish a Regional Library, Misgav Regional Council
- 2004–2010 Statistic Advisor to Seminars, Department of Sociology & Anthropology, Max Stern Yezreel Valley College
- 2004–2005 Guide, Partnership 2000 Project, Department of Sociology & Anthropology, Max Stern Yezreel Valley College
- 2004–2005 Guide, Reading and Writing Workshop for Arab Students
- 2004–2005 Group Instructor, Organizational Counseling Course, Max Stern Yezreel Valley College
- 2002–2004 Research Assistant, Department of Sociology & Anthropology, Haifa University

12. COMMUNITY LECTURES AND CONTRIBUTIONS

A. Lectures

Dates	Location	Type	Topic
10.10.2024	Israel Defense Forces, Ramat Gan	Seminar	Academy and Army: Seminar for Officers and Their Preparation for Academic Studies
2.3.2021	Haifa University	Seminar	The Journey on the Way to the Doctorate: The Life after the Doctorate Panel
9.12.2019	Proteantecs, Haifa	Lecture	Work–Life Balance

B. Contributions

Dates	Location	Type	Topic
3.2015–Present	Kiryat Tivon	School and Kindergarten Parent Committees	Developing Enrichment Activities and Informal Educational Support Programs

13. NONACADEMIC COMMUNITY SERVICE

Since 2015, I have contributed to educational and welfare initiatives, demonstrating a deep commitment to civic responsibility. As a dedicated volunteer, I play key roles in parent committees in schools and kindergartens, collaboratively developing enrichment activities and informal educational support programs that bridge institutional and community needs. My involvement extends beyond educational settings to supporting military personnel and their families through coordinated logistical efforts, organizing care packages, and implementing initiatives to boost morale during challenging times. These volunteer experiences reflect my core values of social responsibility, community support, and proactive citizenship and showcase my ability to mobilize resources, facilitate communication, and create meaningful impact across diverse community sectors.

14. PUBLICATIONS

A. Dissertation

Shamir-Balderman, O. (2018). *Remote workers and the relationship between organizational management and work-related attitudes and emotions* [Doctoral dissertation, University of Haifa]. Supervisors: Prof. Shay S. Tzafrir and Prof. Guy Enosh.

B. Articles in Refereed Journals

H-index: Web of Science = 3; Google Scholar = 4

Citations: Web of Science (without self-citations) = 44; Google Scholar = 91

Journal ranking (Q) and the Impact Factor of each manuscript were taken from Web of Science Clarivate JCR Database

(<https://jcr.clarivate.com/jcr/home?Init=Yes&SrcApp=IC2LS>). The number of citations of each manuscript was taken from Google Scholar.

*Research was conducted after last promotion

#Equal contribution

Published

1. **Shamir-Balderman, O., & Shamir, M. (2025).** Happiness, organizational support, trust, and passion at work among physicians in public service. *Journal of Health Management*, 27(4), 523-532. <https://doi.org/10.1177/09720634251344729> (5-Year IF = 1.4, 3-Year IF = 1.2, Q3 in Public Health Policy)

(#,Equal contribution)

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

2. **Shamir-Balderman, O., & Shalmon, O. (2025).** “Don’t look in the jar”: Social integration of employees with visible physical disabilities [Hebrew]. *The Study of Organizations and Human Resource Management Quarterly*, 10(1), 21-44

Role: I supervised and was a full partner in writing the article, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

3. **Shamir-Balderman, O., and Shamir, M. (2025).** Social support, happiness, state anxiety, and passion at work among medical staff members during times of armed conflict in Israel. *International Journal of Health Planning and Management*. Advance online publication.

DOI: <https://doi.org/10.1002/hpm.3915>

(5-Year IF = 2.1, 3-Year IF = 1.9, Q3 in Public Health Policy, 1 citation)

(#,Equal contribution)

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

4. **Shamir-Balderman, O., Shmuel, H., & Liatim, M. (2024).** The relationship among optimism, self-efficacy, occupational compromise, and happiness among young people in the post-Covid-19 period. *Journal of Management & Organization*, 30(6), 2453–2473.

DOI: <https://doi.org/10.1017/jmo.2024.47>

(5-Year IF = 3.8, 3-Year IF = 3.1, Q2 in Organizational Behavior and Human Resources Management)

Role: I supervised and was a full partner in writing the article, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

5. **Shamir-Balderman, O., & Shamir, M. (2024).** Social support, happiness, work–family conflict, and state-trait anxiety among single mothers during the Covid-19 pandemic. *Humanities & Social Sciences Communications*, 11, Article 1451.

DOI: <https://doi.org/10.1057/s41599-024-03764-1>

(5-Year IF = 3.8, 3-Year IF = 3.7, Q1 in Social Sciences, Miscellaneous, 3 citation)

(#,Equal contribution)

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis and wrote several chapters of the manuscript (Data and

Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

6. #Shamir, M., & ***#Shamir-Balderman, O.** (2024). Attitudes and feelings among married mothers and single mothers by choice during the Covid-19 crisis. *Journal of Family Issues*, 45(3), 720–743.

DOI: <https://doi.org/10.1177/0192513X23115566161>

(5-Year IF = 2.1, 3-Year IF = 1.6, Q2 in Social Sciences, Miscellaneous, 6 citation)
(#, Equal contribution)

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript.

7. #Shamir, M., & ***#Shamir-Balderman, O.** (2023). Being alone in isolation: Attitudes of mothers in Israel during the Covid-19 [Hebrew]. *Social Security Journal*, 32, 95–128.

(#, Equal contribution)

Role: I contributed to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript.

8. ***Shamir-Balderman, O.** (2023). Organizational learning in a hospital [Hebrew]. *The Study of Organizations and Human Resource Management Quarterly*, 7(2), 46–66

9. ***Shamir-Balderman, O.**, & Waismel-Manor, R. (2023). When the organization works from home: Work-sharing strategies of couples working from home during the corona virus [Hebrew]. *Organizations and Human Resource Management Quarterly*, 8(1), 19–42.

Role: I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote all chapters of the manuscript (Introduction, Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

10. ***Shamir-Balderman, O.**, Tzafrir, S., & Enosh, G. (2023). Happiness and passion-at-work: Finding the common thread in a tangle of definition. *Journal of Management, Spirituality & Religion*, 21(2), 224–254.

DOI: <https://doi.org/10.51327/CZUA2616>

(5-Year IF = 2.34, 3-Year IF = 1.09, Q1 in Religious Studies, 5 citations)

Role: I was the main researcher and leader in writing the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote all chapters of the manuscript (Introduction, Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

11. ***#Shamir-Balderman, O.**, & #Shamir, M. (2022). The factors related to state trait anxiety among single mothers in Israel at time of corona [Hebrew]. *Social Issues in Israel*, 31(1), 38–70.

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

12. Waismel-Manor, R., Wasserman, V., & ***Shamir-Balderman, O.** (2021). No room of her own. A gendered-spatial analysis of work-family conflict during COVID-19. *Sex Roles*, 85, 636–649.

DOI: <https://doi.org/10.1007/s11199-021-01246-1>

(5-Year IF = 4.2, 3-Year IF = 4.6, Q1 in Gender Studies, Social Psychology, 69 citations)

Role: I contributed equally to the writing of the article. I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript.

13. **Shamir-Balderman, O.** (2021). Factors affecting organizational learning: The case of a medical center. *Journal of Health Management*, 23(3), 425–440.

DOI: <https://doi.org/10.1177/09720634211035247>

(5-Year IF = 1.4, 3-Year IF = 1.2, Q3 in Public Health Policy, 3 citations)

Role: I initiated the study, formulated the research strategy, performed the empirical analysis, and wrote all chapters of the manuscript (Introduction, Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I was the corresponding author.

Accepted

14. ***Shamir-Balderman, O.**, Shamir, M., Esterkin G., & Steinberg, B. (in press). Differences between salaried employees and self-employed in the sense of situational anxiety, perception of job security and happiness level. [Hebrew]. *The Study of Organizations and Human Resource Management Quarterly*.

Role: I supervised and was a full partner in writing the article, performed the empirical analysis, and wrote several chapters of the manuscript (Data and Methods, Results, Discussion). I prepared the article for submission according to the journal guidelines. I read and approved the final manuscript. I am the corresponding author.

C. Book Chapters

1. Desivilya Syna, H., ***Shamir-Balderman, O.**, & Shamir, M. (2020). Using organizational conflict to promote, ignore or hinder humanistic values? The case of managers' voices. In A. Lewis & N. Stanusch (Eds.), *Humanistic values from academic community perspective* (167–188). Information Age.

Role: I contributed equally to the writing of the chapter. I contributed to the conceptualization, formulated the research strategy, performed the empirical analysis, and wrote several sections of the manuscript (Materials and Methods, Results, Discussion). I read and approved the final manuscript.

2. Desivilya Syna, H., Shamir, M., & **Shamir-Balderman, O.** (2015). Nurses-managers' acts in organizational conflict spectacles: The challenges of public sector management in the era of globalization. In D. Vrontis, E. Tsoukatos, & A. Maizza (Eds.), *Innovative management perspectives on confronting contemporary challenges* (pp. 129–149). Cambridge Scholars.

Role: I contributed equally to the writing of the chapter. I contributed to the conceptualization, formulated the research strategy, performed the empirical analysis, and wrote several sections of the manuscript (Materials and Methods, Results, Discussion). I read and approved the final manuscript.

3. Abu Elhija, I., Desivilya Syna, H., Friedman, V. J., Palgi, M., Shamir, M., **Shamir, O.**, & Sykes, I. (2007). Building partnerships: Critical reflections on the Action Research Center (ARC). In A. B. Shani, N. Adler, S. A. Mohrman, W. A. Pasmore, &

B. Stymne (Eds.), *Handbook of collaborative management research* (pp. 461–487). Sage.

Role: I contributed equally to the writing of the chapter.

D. Other Scientific Publications

1. **Shamir-Balderman, O.** (2013). *Integration of a new teacher into the education system*. Cesarea-Rothchild Foundation.

E. Proceedings

1. Waismel-Manor, R., Wasserman, V., & ***Shamir-Balderman, O.** (2021). No room of her own: Gendered-spatial analysis of work-family conflict during COVID-19. *Academy of Management Proceedings*, 2021(1), 13575.

DOI: <https://doi.org/10.5465/AMBPP.2021.13575abstract> (1 citation)