

Name: Orit Shamir Balderman

Date: 26/09/2024

CURRICULUM VITAE

1. Personal Details

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2. Higher Education

Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
2013-2018	University of Haifa, Haifa, Israel. Faculty of Management.	PhD	2018
2000-2003	Sociology and Anthropology, Sociology, University of Haifa, Haifa, Israel.	M.A	2003
1999- 2002	Sociology and Anthropology, The Max Stern Yezreel Valley College. (summa cum laude)	B.A	2000

3. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
1/2021	The Max Stern Yezreel Valley College	Lecture
10/2014	The Max Stern Yezreel Valley College	Teacher (Proposed rank)
10/2000-10/2014	The Max Stern Yezreel Valley College	External Adjunct.

4. Offices in Academic Administration

a. At the YVC

Dates	Name of Institution and Department	Rank/Position
2023-	Member of the follow-up committee of the college's strategic plan	
2021-	Member of the department's teaching committee. Department of Behavioral Sciences	
2020-	Member of the department's teaching committee. Department of Sociology & Anthropology	
2019-	Student Counselor, Department of Sociology & Anthropology.	
2016-2022	Head of technology integration in teaching, Center for advancement of teaching.	
2016-	Counselor -Center for advancement of teaching.	
2010-2015	The admission committee for organizational counseling MA program".	
2006-2010	Steering committee and partner in the establishment of "Action Research Center for Social Justice"	
2006-	Member of Steering committee, The annual Research Fairs, The Max Stern Yezreel Valley College	

b. Other Institutions

Dates	Name of Institution and Department	Rank/Position
2011-2013	Academic and research mentor on "Rothschild Ambassadors", Cesarea Fund, Oranim College, Israel	

5. Participation in Scholarly Conferences

a. Active Participation

<u>international Conferences</u>				
Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
1-4/7/2024	The 40th Annual Conference of the AIS/12th Annual Conference of the EAIS	Prague, Czech Republic	Learn with People You Can Learn From: Trust, Need for Achievement, and Sharing of Information and Knowledge among Remote Learning Students”	Presenter
23-26/6/24	Annual International Conference ON ISSWOV: Values, Attitudes, and Behaviors in the Aftermath of the Pandemic	Tiberias, Israel (On line)	When happiness is the quietness of working from home: Findings from home-based workers	Co-Presenter
7-9/7/2022	38th EGOS Colloquium- organization- the beauty of imperfection	Vienna	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Co-Presenter
23-25.6 2022	Work-Family Justice: Practices, Partnerships & Possibilities	USA	No Room of Her Own: Married Couples' Negotiation of Workspaces at Home during COVID-19	Co-Presenter

15.6.2021	The 11th Biennial International Interdisciplinary Virtual Conference of Gender, Work and Organization	Kent, UK.	No Room of Her Own: A Gendered-Spatial Analysis of Home-Working among Dual-Earner Couples during COVID-19	Presenter
6-7 July 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	Presenter
31.7.2021	The virtual 81st Annual Meeting of the Academy of Management	USA	No Room of Her Own: Gendered-Spatial Analysis of Work-Family Conflict during COVID-19	Presenter
2.7.2018	Annual International Conference ON ISSWOV: Organization 4.1: The role of values in the organizations of the 21st century.	Trieste, Italy	Using organizational conflict to promote the “business case” and/or foster social justice: The case of managers' voices	Presenter
-4.3.2018 8.3.2018	Teaching Enhancement Center	Brunel University, University of Northampton, and University of Greenwich, London, UK	Participated as a representative of the The YVC on behalf of the Center for Teaching Enhancement Center	Presenter
6.2016	29 th Annual Conference of the International Association for Conflict Management	Columbia University, NYC, NY, USA.	Managers' Voices in Organizational Conflict: Playing Meaningful Roles in Political Gambits.	Presenter

7.2013	Annual International Conference on Advances in Management	London, UK	Nurses-Managers' Coping with Organizational Discords: Conflict Engagement Perspective.	Presenter
<u>National Conferences</u>				
Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
7.24	The annual Research Fairs	The Max Stern Yezreel Valley College	Don't look in the jar	Co- Presenter
7.24	The annual Research Fairs	The Max Stern Yezreel Valley College	The relationship among optimism, self-efficacy, occupational compromise, and happiness among young people in the post-Covid-19 period	poster
7.24	The annual Research Fairs	The Max Stern Yezreel Valley College	Happiness, organizational support, trust, and passion at work among physicians in public service	poster
6.23	The annual Research Fairs	The Max Stern Yezreel Valley College	Learn with People You Can Learn From: Trust, Need for Achievement, and Sharing of Information and Knowledge among Remote Learning Students	poster
6.2022	The annual Research Fairs	The Max Stern Yezreel Valley College	Being Alone in Isolation: attitudes of mothers in Israel During the Covid-19	poster

9.2.2021	52 th Annual Conference of the Israeli Sociological Association.	Sapir College, Isreal	The relationship between work-family conflict, social support, happiness, and state-trait among single- anxiety mothers by choice at time of Corona	Presenter
9.2.2021	52 th Annual Conference of the Israeli Sociological Association.	Sapir College, Isreal	And then they were two -work experiences of spouses who worked from home during the Corona crisis	Presenter
17.6.2019	The annual Research Fairs	The Max Stern Yezreel Valley College	Happiness, passion at work and work life balance	Presenter
13.5.2018	44 th Annual Conference Israeli Industrial Relations Research	Tel-Aviv, University	The path to happiness: from home to work (with passion) and back	Presenter
20.6.2018	th Annual 2 conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College	Frontal learning or online course? Student Attitudes Survey	Presenter
2.2006	Sociology, Ethics and Politics, 37 th annual conference of the Israeli Sociological Association .	Bar Ilan University, Israel.	Organizational learning relationships between structural characteristics and cultural knowledge-intensive organizations: A hospital case study.	Presenter

b. Organization of Conferences or Sessions

Date	Name of Conference	Place of Conference	Subject of Conference/ Role at Conference/ Comments	Role
2019-	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		Member of the organizing committee
2016-	Steering Committee Annual Conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College		Member of the organizing committee
2016-2017	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		Member of the organizing committee
4.2016	Annual conference of the Center for advancement of teaching	The Max Stern Yezreel Valley College	Advancement of teaching	Member of the organizing committee
2007-2013	Steering committee in the organization of Research Fairs	The Max Stern Yezreel Valley College		Member of the organizing committee

6. Invited Lectures\ Colloquium Talks

Date	Place of Lecture	Name of Forum	Presentation/Comments
8.10.24	The Max Stern Academic College of Emek Yezreel	Center for advancement of teaching.	Use correctly in the course management system (Yedion)
11.10.23	The Max Stern Yezreel Valley College	Center for advancement of teaching.	Use correctly in the course management system (Yedion)
9.12.19	Sarona Space Haifa, Israel	Managerial Workshop	Work Life Balance

7. Scholarships, Awards and Prizes

Date	Source	Purpose	Sum
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 organization/ community contribution	9,732 NIS
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
2003	Haifa university	MA - Excellence in academic achievement award	NIS 1500
2002	The Council for Higher Education	"Hammer scholarship"	40,000 NIS
2001	The Max Stern Yezreel Valley College	BA. Outstanding students program, summa cum laude.	-
2000	The Max Stern Yezreel Valley College	B.A with honors and Excellence	3500 NIS

		Scholarship Program award	
1999	The Max Stern Yezreel Valley College	Excellence in academic achievement award	3500 NIS

8. Teaching

a. Courses Taught in Recent Years

Year	Name of Course	Type of Course Lecture/Seminar/ Workshop/High Learn Course/ Introduction Course (Mandatory)	Degree	Number of Students
2022-	Empirical seminar	Qualitative Empirical seminar	B.A	40
2022-	Empirical seminar	Quantitative Empirical seminar	B.A	30
2018-	Management of human resources - theory and practice	Lecture	B.A	40-50
2010-2022	Academic Writing	Introduction Course (Mandatory)	B.A	60
2010-present	Qualitative Research Methods	Introduction Course (Mandatory)	M.A candidate /B.A	40
2010-present	Introduction to Organizational Behavior	Introduction Course (Mandatory)	M.A candidate /B.A	50
2006-present	Research Methods	Lecturer, Introduction Course (Mandatory)	B.A	25

2006-present	Organization management through the political lens	Lecture	B.A	50
2006-present	From the industrial revolution to telecommuting	Lecture	B.A	40
2005-present	Organizational studies	Lecture	M.A candidate B.A	30

B. Supervision of Undergraduate Students

Name of Student	Title of Thesis	Degree	Date	Students' Achievements
Ori Shalmon	Social integration of employees with visible physical disabilities	B.A. (Max Stern Yezreel Valley College, Honors B.A. Program).	2023	100

C. Supervision of Graduate Students

Name of Student	Title of Thesis	Degree	Date	Students' Achievements
Loris Daoud	Women in leadership position or managers, fertility treatment and		2022	Analysis of findings

	their workplace	M.A. (Stern Yezreel Valley College, Organizational Development and Consulting)		
Ori Shalmon	Narratives of social mobility among senior managers with disabilities	M.A. (Stern Yezreel Valley College, Organizational Development and Consulting)	2023	Data collection
Noa Oren	The perception of the use of AI in the modern world in general and the world of work in particular (tentative name)	M.A. (Stern Yezreel Valley College, Organizational Development and Consulting)	2024	A letter of intent has been submitted

9. Miscellaneous

2010-2013- Guiding MA student in practical organizational counseling projects.
The Max Stern Yezreel Valley College.

2010-2010- Developing and guidance course "Organizational Counseling.
Undergraduate in the Department of Sociology and Anthropology, The
Max Stern Yezreel Valley College.

Editing research project in cooperation with Misgav Regional Council: "Needs
Survey to establish a regional library"

- 2004 - present - Statistic Advisor to seminars, The Department of Sociology & Anthropology; The Max Stern Yezreel Valley College.
- 2004-2005- Guiding in "Partnership 2000" project, Department of Sociology and Anthropology, The Max Stern Yezreel Valley College.
- 2004-2005 - Guided reading and writing workshop for Arab students.
- 2004-2006 The Max Stern Academic College of Emek Yezreel- Group instructor in Organizational Counseling course. The Max Stern Yezreel Valley College.
- 2002-2004 - Research Assistant, The Department of Sociology & Anthropology, Haifa University

10. Research areas

1. Organizational learning in knowledge-based organization
2. Action Research
3. Remote workers
4. Organizational politics and Conflicts
5. Passion-at-work
6. Happiness

11. Contribution to the community/voluntary lectures

Date	Place of Lecture	Name of Forum	Presentation/Comments
10.10.24	IDF- Ramat Gan	One-day Seminar	Academy and army - seminar for officers and their preparation for academic studies
2.3.21	Haifa University Israel	One-day Seminar	The journey on the way to the doctorate - the life after the doctorate panel

PUBLICATIONS

A. Dissertation

1. Ph.D. Dissertation

1. Shamir Balderman, O. (2018). *Remote Workers and the Relationship between Organizational Management and Work-Related Attitudes and Emotions*. University of Haifa, Faculty of Management, Department of Business Administration. Supervisors: Prof. Shay S. Tzafir Prof. Guy Enosh. Number of pages: 256

2. M.A. Dissertation

Shamir, O. (2003 in Hebrew). *Factors Affecting Organizational Learning in Knowledge-Based Organization: The Case of a Hospital*. Haifa University, Haifa, Israel. Supervisor: Prof. Yitzhak Samuel. Number of pages: 120

B. Articles in Refereed Journals Published

- 1. Shamir-Balderman, O.** (2021). Factors Affecting Organisational Learning: The Case of a Medical Centre. *Journal of Health Management*, 23(3) 425–440, 09720634211035247. <https://doi.org/10.1177/09720634211035247> [Cited 2 time, [(Public Health Policy,) IF=2. 3, Q3]
- 2. Shamir-Balderman, O.*** and Shamir, M. (2022). The factors related to state trait anxiety among single-mothers in Israel at time of Corona. *Social Issues in Israel*, 31(1), 38-70. (In Hebrew). *Equal contribution to the writing of the article
- 3. Waismel-Manor, R., Wasserman, V., and Shamir-Balderman, O*.** (2021). No Room of Her Own. A Gendered-Spatial Analysis of Work-Family Conflict during COVID-19. *Sex Roles*. doi: [10.1007/s11199-021-01246-1](https://doi.org/10.1007/s11199-021-01246-1). [Cited 48 times, (Gender Studies, Social Psychology). IF=4.6, Q1]. *Equal contribution to the writing of the article
- 4. Shamir, M. and Shamir-Balderman, O*.** (2023). Being Alone in Isolation: attitudes of mothers in Israel During the Covid-19. *Social Security Journal*. *Approximate number of pages: 25* (In Hebrew). *Equal contribution to the writing of the article
- 5. Shamir Balderman, O.** (2023). Organizational learning in a hospital. *The Study of Organizations and Human Resource Management Quarterly*, 7(2),46-66 (In Hebrew)
- 6. Shamir M. and Shamir-Balderman, O*.** (2023). Attitudes and Feelings among Married Mothers and Single Mothers by Choice during the Covid-19 Crisis *Journal of Family Issues*, 0(0), 1-24. <https://doi.org/10.1177/0192513X231155661>

[Cited 3 time, (Social Sciences). IF=2.7, Q1]. *Equal contribution to the writing of the article.

7. **Shamir Balderman, O***. and Waismel-Manor, R. (2023) When the organization works from home - work-sharing strategies of couples working from home during the Corona virus. *Organizations and Human Resource Management Quarterly*, 8(1), 19-42. (In Hebrew). *The main researcher and leader in writing the article.
8. **Shamir Balderman, O***, Tzafirir S., and Enosh, G., (2023). *Happiness and passion-at-work: Finding the common thread in a tangle of definition. Journal of Management, Spirituality & Religion*, 1-31. <https://doi.org/10.51327/CZUA2616>. [Cited 0 time, (Religious Studies). IF=1.7, Q1] *The main researcher and leader in writing the article
9. **Shamir-Balderman, O***, Shmuel H., and Liatim, M. (forthcoming). The relationship among optimism, self-efficacy, occupational compromise, and happiness among young people in the post-Covid-19 period. *Humanities & Social Sciences Communications*. Approximate number of pages: 26 [IF=2.731, Q1]. *Supervision and full partner in writing the article
10. **Shamir-Balderman, O***, and 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*. DOI : 10.1057/s41599-024-03764-1 [IF=2.731 , Q1]

*Equal contribution to the writing of the article

C. Articles or Chapters in Scientific Books

Published

1. Abu Elhija. I., Desenillia Syna, H. Fridman V. J., Palgi, M., Shamir, M., Shamir, O, and 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, *Handbook of Collaborative Management Research*, Thousand Oaks, CA: Sage. (Mutual contribution. An alphabetical order)
2. Desivilya Syna, H., Shamir, M, and **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 and A. Maizza (eds.) *Innovative Management Perspectives on Confronting Contemporary Challenges*. (pp. 129-149). Newcastle upon Tyne, UK: Cambridge Scholars Publishing.
3. Desivilya Syna, H., **Balderman-Shamir, O.**, and Shamir, M. (2020). Using organizational conflict to promote, ignore or hinder humanistic values? The case of managers' voices. In A. Lewis and N. Stanusch (eds.) *Humanistic Values from Academic Community Perspective*. (167-188). Information Age Publishing.

D. Other Scientific Publications

Published

1. **Shamir- Balderman, O.** (2013). *Integration of a new teacher into the education system*. The research has been conducted through the "Rothschild ambassadors" project with funding from the "Cesarea-Rothchild Foundation".

E. Proceedings

Published

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. In *Academy of Management Proceedings* (Vol. 2021, No. 1, p. 13575). Briarcliff. <https://doi.org/10.5465/AMBPP.2021.13575abstract>

F. Submitted Publications

1. **Shamir-Balderman, O** Tzafrir, S., Enosh, G. and Altman, Y. (2024). When happiness is the quietness of working from home: Findings from home-based workers. *Journal of Business Ethics (JBE)*. Approximate number of pages: 37 [IF=6.964 , Q1] *The main researcher and leader in writing the article
2. Shamir. M. And **Shamir-Balderman, O***. (2024). Learn with People You Can Learn From: Trust, Need for Achievement, and Sharing of Information and Knowledge among Remote Learning Students. *International Journal of E-Learning & Distance Education*. Approximate number of pages: 26 [(Education, E-learning) IF=3.2, Q1] *Equal contribution to the writing of the article
3. **Shamir-Balderman, O***. and Shamir. M. (2024) Happiness, organizational support, trust, and passion at work among physicians in public service. *Journal of Health Management*. Approximate number of pages: 32 [(Public Health Policy,) [IF=2. 3, Q3]. *Equal contribution to the writing of the article
4. **Shamir Balderman, O***. and Shalmon, O. (R&R). Don't look in the jar" - social integration of employees with visible physical disabilities. *The Study of Organizations and Human Resource Management Quarterly*, Approximate number of pages: 17 (In Hebrew). *Supervision and full partner in writing the article
5. **Shamir Balderman, O***. and Shalmon, O. (2024). Don't clip my wings - perception of social integration in organizations among employees with visible physical disabilities. *Disability & society*. Approximate number of pages: 44

[(Health, Social Sciences) [IF=2.7, Q1]. *Supervision and full partner in writing the article

7. Scholarly Positions and Activities outside the Institution

A. Reviewer of Scientific Journals

Date	Journal
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	Journal of Trust Research

8. Research Grants

A. Grants Awarded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year

B. Submission of Research Proposals – Pending

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year

C. Submission of Research Proposals – Not Funded

Role in Research	Co-Researchers	Topic	Funded by/Amount	Year
P.I.	Lifshitz, R., and Shamir, M.	The Role of Intergenerational Knowledge Transfer Processes	Raya Strauss Center for Family Business Research/ Coller School of	2023

		in Family Firms' Organizational Learning in Israel	Management	
C.I	Shamir, M.	Physicians in a regime crisis - happiness, passion, state anxiety, and employee turnover tendency	The National Institute for Health Services and Health Policy Research/51,843 NIS	
P.I.	Lifshitz, R., and Shamir, M.	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/ Coller School of Management/ 30,000 NIS	

E. Summary of my Activities and Future Plans

In the recent years, research cooperation has been established between Prof. Helena de Sevilla, Dr. I Shamir and myself. This collaboration resulted two chapters in Scientific Books (Refereed) (one chapter was published and the other is in press). In addition, the results of this cooperation resulted in the presentation of articles at international conferences. The subject of the research is conflict management in organizations. I intend to continue to collaborate with these partners in future studies and projects on this subject.

Additionally, I'm currently endeavoring on another papers based on my doctoral thesis. one is based on qualitative research while the other will focus on its quantitative part

(longitudinal research). The article is been written in collaboration with Prof. Enosh, Guy and Prof. Tzafirir Shay, with me as lead author of the article.

In addition, I am in contact with three researchers:

- A. One from Israel and one from abroad to create research collaborations on the subject of emotions in organizations (passion at work and perception of happiness among employees).
- B. Collaborations with researcher from the Open University for planning and conducting studies on the subject of work life balance: One article has already been accepted and published in a prestigious journal (Sex Roles) and was presented at a several international conferences, one of them is considered at the most important conferences in the field (Academy of Management). Another article is in the final stages of writing (me as lead author of the article)

In the course of my research work, I intend first to focus on writing articles based on my doctoral dissertation. I also intend to continue to develop studies on the subject of positive psychology in general and happiness in particular, passion at work, flexible and innovative work forms and a work-home conflict.

Finally, as a member of the Center for the Advancement of Teaching at the College, I intend to continue to take part in this role and to conduct research on the integration of online and digital technologies in teaching.

Article in writing process:

1. **Shamir Balderman, O.**, Shamir, M. (xxx). Management support, trust, knowledge sharing and passion for work among doctors in a hospital.
Approximate number of pages: 30. Fine tunings before submission.
2. **Shamir-Balderman, O.**, Tzafirir, S., Enosh, G. (XXX). Remote Workers and the Relationship between Organizational Management and Work-Related Attitudinal Emotions. *Approximate number of pages: 30. Fine tunings before submission.*
3. **Shamir Balderman, O.**, Shamir, M., Esterkin G. and Steinberg, B. (xxx). Differences between salaried employees and self-employed in the sense of situational anxiety, perception of job security and happiness level. *Approximate number of pages: 30. Data analysis phase*
4. **Shamir Balderman, O.**, Shamir, M., Yelovich, N. and Arieli, S. (xxx). The level of solidarity, the level of altruism and the level of belonging in a state of war and the level of happiness. *Approximate number of pages. Data analysis phase*
5. **Shamir Balderman, O.**, Shamir, M., (XXX). Turnover tendencies, regime crisis and "Iron Sword War". Data Collection Phase