

LIAT ELDOR

ACADEMIC POSITIONS

Coller School of Management, Tel Aviv University
Assistant Professor (Tenure Track)– July 2021

The Wharton School, University of Pennsylvania
 Senior Research Fellow, The Center for Human Resources (2018-present)
 Director, The Center for Human Resources (2021-present)

EDUCATION

- Postdoctoral Researcher. The Wharton School, Management Department, University of Pennsylvania, Supervised by Prof. Peter Cappelli, 2018
- Postdoctoral Fellow. School of Psychology, Interdisciplinary Center (IDC). Supervised by Prof. Mario Mikulincer, Dr. Tal Ben-Shahar, & Prof. Anat Shoshani, Israel, 2015
- Ph.D., Organizational Behavior, School of Business Administration, Management Department, University of Haifa, Israel, 2015
 Dissertation topic: The relationship between employee engagement, organizational politics, and work performance. Supervised by Prof. Itzhak Harpaz, Dean of Graduate Studies and Director of the Center for the Study of Organizations & HRM. Committee: Prof. Itzhak Harpaz (chair), Prof. Eran Vigoda-Gadot, Dean of Social Sciences, University of Haifa, & Prof. Mina Westman, Coller School of Management, Tel Aviv University
- Master of Public Administration (MPA), University of Haifa, Israel, Summa Cum Laude (graduation grade 97/100), 2010
- Master of Business Administration (MBA), Organizational Behavior, Ono College, Israel, Magna Cum Laude, 2009

RESEARCH INTERESTS

- I apply OB concepts and theories at the unit and organization levels such as employee-organization relationship, work engagement, leadership to explain new developments in managing people and HR practices such as new arrangements of work, engagement in the gig economy, socialization, and talent management
- To conduct my research, I use panel-data, longitudinal analyses, and field experiments, which I obtain by working closely with business organizations (e.g., Uber, Tata, TCS) and public agencies. The contexts range from leading retail chains to global high-tech companies and service organizations. I use a wide array of - quantitative and qualitative- methods - e.g., multi-level hierarchical and FX models, field experiments, focus groups, interviews, and text analysis.

REFEREED PUBLICATIONS

1. **Eldor, L.** (2021). Leading by doing: Does leading by example impact productivity and service quality? *Academy of Management Journal*, 64(2), 458-481. **Five-Year Impact Factor: 15.873**
 - Also selectively chosen to be featured in Academy of Management Insights.
2. ***Eldor, L., & Cappelli, P.** (2021). The use of agency workers hurts business performance: An integrated indirect model. *Academy of Management Journal*, 64(3), 824-850. **Five-Year Impact Factor: 15.873**
 - Also selectively chosen to be featured in Academy of Management Insights .
3. **Eldor, L.** (2020). How collective engagement creates competitive advantage for organizations: A Business-Level model of shared vision, competitive intensity, and service performance. *Journal of Management Studies*, 57(2), 177-209. **Five-Year Impact Factor: 7.927**
4. ***Eldor, L., Westring, A. F., & Friedman, S. D.** (2020). The indirect effect of holistic career values on work engagement: A longitudinal study spanning two decades. *Applied Psychology: Health and Well-Being*, 12(1), 144-165. **Impact factor: 3.569**
5. Cappelli, P. & **Eldor, L.** (2019). Where Measuring Engagement goes wrong. *Harvard Business Review*, July Volume, 2019. **Impact factor: 14.09**
6. **Eldor, L.** (2018). Public service sector: The compassionate workplace - The effect of compassion and stress on employee engagement, burnout, and performance. *Journal of Public Administration Research and Theory*, 28(1), 86-103. **Impact Factor. 8.662**
 - This paper was the Winner of “Best Early Career Research Conference Paper Award, AOM, 2017, Atlanta, Georgia
7. ***Eldor, L., Fried, Y., Westman, M., Levi, A. S., Shipp, A. J., & Slowik, L. H.** (2018). The experience of work stress and the context of time: Analyzing the role of subjective time. *Organizational Psychology Review*, 7(3), 227-249. **Five-Year Impact Factor: 5.77**
8. ***Eldor, L.** (2017). Looking on the bright side: The positive role of organizational politics in the relationship between employee engagement and performance at work. *Applied Psychology*, 66(2), 233-259. **Impact Factor: 3.71**
9. ***Eldor, L., & Shoshani, A.** (2017). Are you being served? The relationship between school climate for service and teachers' engagement, satisfaction, and intention to leave: A moderated mediation model. *The Journal of Psychology*, 151(4), 359-378. **Five-Year Impact Factor: 3.612**
10. ***Eldor, L., & Harpaz, I.** (2016). A process model of employee engagement: The learning climate and its relationship with extra-role performance behaviors. *Journal of Organizational Behavior*, 37(2), 213-235. **Impact Factor: 8.174**

11. *Eldor, L., & Shoshani, A. (2016). Caring relationships in school staff: Exploring the link between compassion and teacher work engagement. *Teaching and Teacher Education*, 59, 126-136. **Impact Factor: 3.591; Cite Score: 6.1**
12. Eldor, L. (2016). Work engagement: Toward a general theoretical enriching model. *Human Resource Development Review*, 15(3), 317-339. **Impact Factor: 5.775**
13. *Eldor, L., & Vigoda-Gadot, E. (2015). The nature of employee engagement: Rethinking the employee–organization relationship. *International Journal of Human Resource Management*, 28(3), 526-552. **Impact Factor: 6.067; Cite Score: 6.9**
14. *Eldor, L., Harpaz, I., & Westman, M. (2015). The Work/Nonwork spillover. *Journal of Leadership & Organizational Studies*, 27(1), 21-34. **Impact Factor: 3.964**
15. Vigoda-Gadot, E., Eldor, L., & Schohat, L. M. (2013). Engage them to public service: Conceptualization and empirical examination of employee engagement in public administration. *The American Review of Public Administration*, 43(5), 518-538. **Impact Factor: 2.671**
 - This paper was awarded as “Best Article Award Committee, AOM, 2014, Philadelphia PA

BOOK CHAPTERS

- Cappelli, P., & Eldor, L. (2021). Contracting, engagement, and the “gig” economy. In J. Meyer & B. Schneider (Eds.), *Research agenda for employee engagement in the changing world of work*, (pages 103-119), Edward Elgar Publishing.
- Eldor, L. (2016). The Positive Role of Organizational Politics. In Vigoda-Gadot, E., & Drory, A. (Eds.). *Handbook of Organizational Politics: Looking Back and to the Future* (pp. 217-243). Cheltenham, UK; Edward Elgar.

REFEREED CONFERENCES

- Eldor, L. & Cappelli, P. (2021). Talk the Walk: Framing Socialization Stage around Organizational Authenticity and its Effect on Employee Work Performance. The Annual Meeting of Academy of Management.
- Eldor, L., Cappelli, P., & Hodor, M. (2021). Never Too Much? The Nonlinear Effect of Psychological Safety on Professional service and Productivity at the Organization level. The Annual Meeting of Academy of Management.
- Eldor, L. & Cappelli, P. (2021). Talk the Walk: Framing Socialization Stage around Organizational Authenticity and its Effect on Employee Work Performance. The Annual Meeting of European Academy of Management.

- Eldor, L., Cappelli, P., & Hodor, M. (2021). Never Too Much? The Nonlinear Effect of Psychological Safety on Professional service and Productivity at the Organization level. The Annual Meeting of European Academy of Management.
- Eldor, L., Westring, A. F., & Friedman, S. D. (2020). The Indirect Effect of Holistic Career Values on Work Engagement: A Longitudinal Study Spanning Two Decades. Work Family Researchers Network Virtual Conference.
- Eldor, L. (2018). How Collective Engagement Creates Competitive Advantage for Organizations. The Annual Meeting of Academy of Management, Chicago, IL.
- Eldor, L. (2017). Public Service Sector: The Compassionate Workplace—The Effect of Compassion and Stress on Employee Engagement, Burnout, and Performance. The Annual Meeting of Academy of Management, Atlanta, Georgia.
 - Best Research Conference Paper Award (2017)
- Eldor, L. (2016). The Role of Organizational Politics in the Relationship between Engagement and Extra-Role Performance. The Annual Meeting of Academy of Management, Anaheim, CA.
- Eldor, L., & Vigoda-Gadot, E. (2015). The Nature of Employee Engagement: New Conceptual and Empirical Considerations of the Employee-Organization Relationship. The Annual Meeting of Academy of Management, Vancouver, Canada.
- Eldor, L. & Harpaz, I. (2015). The Indirect Relationship between Learning Climate and Work Performance. The Annual Meeting of the Society for Industrial Organizational Psychology (SIOP), Philadelphia, PA.
- Eldor, L. & Harpaz, I. (2014). A Process Model of Employee Engagement: Learning Climate and Its Relationship with Change-Oriented Performance. The Annual Meeting of Academy of Management, Philadelphia, PA.
- Vigoda-Gadot, E. Eldor, L. & Schohat, L. M. (2014). Engage Them to Public Service: Conceptualization and Empirical Examination of Employee Engagement in Public Administration. The Annual Meeting of Academy of Management, Philadelphia, PA.
 - PNP Best Article Honorable Mention from Best Article Award Committee (2014) of the Academy of Management (AOM-PNP), Annual Meeting, Philadelphia, PA
- Eldor L. Vigoda-Gadot, E. & Schohat, L. M. (2012). Work Motivation in the Public Sector: Engage Them to Public Service: Conceptualization and Empirical Examination of Employee Engagement in Public Administration. The Annual Meeting of European Academy of Management, Rotterdam, Netherlands.

GRANTS & AWARDS

- Best Doctoral Student Research Conference Paper Award of the Academy of Management - Public and Nonprofit Division (AOM-PNP), Annual Meeting, 2017, Atlanta, Georgia.
- Israel Institute Postdoctoral Fellowship, 2015, \$ 51,000
- Scholarship for post-doctorate studies in Europe under Email II Erasmus Mundus Program, European Commission, at Catholic University Leuven, Department of Psychology, 2015, Belgium, EURO 22,000
- Scholarship for Post-Doctorate Studies in Europe under EDEN Erasmus Mundus Education Network Program, European Commission, 2015, EURO 12,800
- PNP Best Article Honorable Mention from Best Article Award Committee of the Public and Nonprofit Division of the Academy of Management (AOM-PNP), Annual Meeting, 2014, Philadelphia, PA
- Vigoda-Gadot, E., Eldor, L., & Isaak, V. Research Grant from the Israel National Institute for Health Policy and Health Services: The Effect of Ethical climate and Employee Engagement on Quality of treatment and Service in Healthcare Organizations, 2015, NIS 200,000
- Excellence Scholarship, received from the Rector of University of Haifa and Graduate Studies Authority, 2011, 2012, 2013, and 2014
- The Shirom Award for Doctoral Proposal and Special excellence, Recanati Foundation Dissertation Grant Award, 2013, Tel Aviv University, NIS 18,000
- Winner of the 2013 Israeli Industrial Relations Research Association Award for Best Master Organizational Psychology Thesis, NIS 3,000
- Paper Publication Award for Peer-Reviewed Publishing during Ph.D studies, The Graduate Studies Authority, 2013, University of Haifa, NIS 3,000

PRACTITIONER, NON-BUSINESS PUBLICATIOIONS

- **Eldor***, L., & Vigoda-Gadot, E. (2013). Engaged to public service: Strategies for enhancing employees' engagement in government agencies. IPMA-HR, 8-11.

TEACHING EXPERIENCE

- University of Pennsylvania, The Wharton School – How to Be the Boss (Undergraduate; MGMT-248), Co-teaching with Prof. Peter Cappelli, 2019-
- University of Pennsylvania, The Wharton School – Human and Social Capital (MBA; MGMT-612); Negotiations & Conflict Management (Executive MBA; MGMT-691E), Building Human Assets in Entrepreneurial Ventures (MBA; MGMT-816), Teaching assistant, 2016-2018
- University of Haifa, School of Business Administration – Research Methods, Instructor, 2014 (Student evaluation score, 4.76/5.0)
- Ono Academic College, Graduate Business School, Organizational Behavior Department, Coordinator of the Organizational Counseling Practicum Program, 2010-2011
- Ono Academic College, Graduate Business School, Organizational Behavior Department – Organizational Counseling & Organizational Diagnosis (MBA), Teaching assistant, 2009-2011

WORK EXPERIENCE

- Director of HR & Recruitment, Triple Technologies; Managing up to 70 employees, leading recruitment and hiring processes for high-tech companies and at the management personnel levels in particular, Israel
- Manager of Recruitment for Start-Up firms, Ynon Technologies, Israel
- HR Recruiter, Taldor Technologies, Israel.

SERVICE ACTIVITIES

- Ad Hoc Reviewer
- Eldor, L. & Cappelli, P. (2020). Staff and Temp Worker Divisions Can Hurt Performance. AOM Insights.
- Eldor, L. (2014). Engage Them to Work: Employees' Engagement in Today's Challenging Reality and How to Engage Employees. The Marker, Israel.
- Eldor, L. (2009). Effects of Global Crisis Projections on Hi-Tech Employment – Trends, Demand and Forecast. People & Computers Magazine, Israel.
- Eldor, L. (2006). Career vs. Family Conflict among Women in Technological Hi-Tech Positions. Jobnet, Israel.
- Eldor, L. (2006). Supply, Demand and Hi-Tech Employment Alternatives beyond Age 50. Jobnet, Israel.
- Eldor, L. (2002). Management Strategies of the Human Resource. Network Leaders, Israel.
- Eldor, L. (2002). Recruitment Trends and the Importance of the Information Security Manager in the Organization. Maariv, Israel.