

The 6th Israel Organizational Behavior Conference (IOBC) 2023

Detailed program

Tuesday 3.1.2023

AMD workshop - Organizer: Kevin Rockmann - Room 406

Doctoral Students and Junior Faculty Consortium - Organizers: Natalie Shefer & Dorit Efrat-Treister

Location Room 401:

10:30 - 10:45: Welcome and coffee

Location Room 405:

10:45 - 11:45: Learning from career narratives

Facilitator: Natalie Shefer – INSEAD

Jeff Loewenstein - University of Illinois at Urbana-Champaign

Sharon Toker – Tel Aviv University

Batia Wiesenfeld - New York University

11:45-13:00 Learning from experience of leading scholars - Q&A

Facilitator: Dorit Efrat-Treister - Ben-Gurion University of the Negev

Dana Vashdi – University of Haifa

Gilad Chen – University of Maryland

Nir Halevy - Stanford University

Arik Cheshin – University of Haifa

13:00 - 14:00: Lunch break Patio 2nd floor

14:00 - 15:30: Skill-oriented roundtables Room 102

Skill oriented round table: Leading scholars will hold round tables on major skills needed in the academic world:

Facilitators: Natalie Shefer and Dorit Efrat-Treister

1. ***Planning a postdoc: finding and funding, challenges and gains***
Ella Glikson – Bar-Ilan University
Raveh Harush – Bar-Ilan University
2. ***Publishing: finding target journals, fitting method and style to journal***
Uriel Haran – Ben-Gurion University of the Negev
Coby Morvinski – Ben-Gurion University of the Negev
3. ***Establishing professional networks: navigating conferences and social media.***
Guy Itzhakov – University of Haifa
Hadar Nesher-Shushan – University of Mannheim
4. ***Navigating your PhD: setting academic goals, balancing teaching, research and family***
Moran Lazar – Tel Aviv University
Moran Anisman - Razin – University of Limerick
5. ***Gaining skill in theory and methods: why, where, how***
Rany Salvoldi – Ben-Gurion University of the Negev
Monika Westphal – Ben-Gurion University of the Negev

6. Carrying out studies with unique designs: diary studies, meta-analyses, review papers.

Dana Harari – Technion - Israel Institute of Technology

Shani Pindek – University of Haifa

7. Surviving and thriving in the first years of tenure track

Ilanit Simantov -Nachlieli – Tel-Aviv University

Alon Lisak – Ben-Gurion University of the Negev

15:30-15:45 – Coffee break 102

15:45-16:45 – Feedback on papers (roundtable format)

This panel will provide an excellent opportunity to discuss your research in an informal setting. Regardless of whether you are a senior or a beginning researcher, this session offers you an invaluable opportunity to receive detailed feedback from scholars who are often editors or on the editorial boards of top journals. Each editor/facilitator will read and provide feedback on up to 2 student papers. See below for submission guidelines. Should more papers be submitted for review than editors are able to handle, papers will be slotted for review on a first-come, first-served basis.

15:45-16:15 Feedback on papers (first round)

Submitter	Reviewer
1. Ronit Montal-Rosenberg	Peter Bamberger
2. Sooyeol Kim	Kevin W. Rockmann
3. Seunghoo Chung	Uriel Haran
4. Yarin Sultan	Ella Glikson
5. Alon Burns	Ella Miron-Spektor
6. Shira Barzel	Ilanit Siman Tov-Nachlieli
7. Rany Salvoldi	Moran Lazar
8. Anshul Mandliya	Gilad Chen
9. Yossi Yitshaki	Dana Harari
10. Monika Westphal	Nir Halevy
11. Andrea Lenzner	Dana Vashdi
12. Robert Körner	Zur Shapira
13. Efrat Kremer	Hadar Nesher-Shushan

14. Ariel Daniels

Raveh Harush

16:15-15:45 Feedback on papers (second round)

Submitter		Reviewer
1.	Nir Milstein	Moran Anisman - Razin
2.	Noa Birman	Rany Salvoldi
3.	Tamer Bakri	Shani Pindek
4.	Elena Vilenchik	Coby Morvinski
5.	Matthew Rubin	Batia Wiesenfeld
6.	Olga Mondrus	Nir Halevy
7.	Qi Zhang	Peter Bamberger
8.	Hun Whee Lee	Kevin W. Rockmann
9.	Jeanette Ostertag	Guy Itzchakov
10.	Lukas Krenz	Arik Cheshin
11.	Xi Wen (Carys) Chan	Jeff Loewenstein
12.	Christina Hagl	Monika Westphal
13.	Ido Zigdon	Shaul Oreg
14.	Sorin Solomon	Gilad Chen

16:45-17:00 – Coffee break 102**17:00-18:00 – Editors' panel: tips on publishing Room 405****Facilitator:** Gilad Chen – University of Maryland**Editors:**

Ella Miron-Spektor - INSEAD

Shaul Oreg - The Hebrew University of Jerusalem

Peter Bamberger – Tel Aviv University

Kevin W. Rockmann – George Mason School of Business
Zur Shapira – New York University

18:00: Conference Opening and Welcome

Location: Leon Hall, Coller School of Management, Tel Aviv University

1830-1930

Dan Amiram, Dean of Coller School of Management - greetings

Peter Bamberger & Nava Michael-Tsabari - Chairs

IOBC Life-time Achievement Award

Keynote address by award recipient: Cary Cooper, University of Manchester (RECORDED)

1930-2030 Opening Cocktail – Coller Lobby

Wednesday 4.1.23

0800 - Registration

0800 -0900 Breakfast Collier 2nd floor patio

0900 – 1000 Keynote address

Leon lecture hall – Collier School of Management

Keynote address by Batia Wiesenfeld, New York University: “AI and the future of healthcare work”

Concurrent sessions:

	Room 251	Room 252	Room 404	Room 254
1010-1140	Paper session 1: Caring, Trust and Complexity in Negotiations Chair: Hila Dotan I avoid negotiating because I care: Negotiation avoidance due to (Inflated) concern about jeopardizing a deal Einav Hart, George Mason University Julia Bear, Stony Brook University *Best Paper Finalist* Reviewing 50 years of empirical multi-person negotiations research Hillie Aaldering, University of Amsterdam Adi Amit, Open University Israel Alfred Zerres, University of Amsterdam Trust me, I'm (not) lying: People underestimate others' honesty in negotiation settings Shira Garber-Lachish, Ben-Gurion University of the Negev Simone Moran, Ben-Gurion University of the Negev Boaz Keysar, University of Chicago Yoella Bereby-Meyer, Ben-Gurion University of the Negev	Paper session 2: AI's Impact on Collaboration and Conflict Chair: Hila Chalutz Ben-Gal When and why implementing bad AI algorithms feels worse than self-initiating them Bar Shlomo, Ben-Gurion University of the Negev Amos Schurr, Ben-Gurion University of the Negev Simone Moran, Ben-Gurion University of the Negev Collaboration across languages via technology: AI-mediated apology in a multilingual work context Ella Glikson, Bar Ilan University Omri Asscher, Bar Ilan University Taking a Social Comparison Perspective to the Study of Professionals' Resistance to Artificial Intelligence Decision-aids Ilanit Simantov-Nachlieli, Tel Aviv University *Best Paper finalist*	Symposium 1: Multisource and multimethod approaches to dealing with emotions Chair: Anat Rafaeli Emotional Workload in Healthcare Work: Quantifying Emotional Demands of Work Events Anat Rafaeli, Technion Interpersonal Emotion Regulation and its Impact on Service Teams Sorin Solomon, University of Haifa Leader Interpersonal Emotion Regulation and Followers' Outcomes Hadar Nesher Shoshan, University of Mannheim The Impact of Rudeness on Negative Emotions and Prosociality Ido Zigdon, Ben Gurion University of the Negev	Symposium 2: Organizational Collaboration from a Paradox Perspective Chair: Tammy Rubel Lifschitz Creating Space for Disagreements: Mitigating Relationship Conflict Effects on Team Performance via Paradoxical Leadership Relationship conflict and observers' work engagement: A paradox perspective The Right to Success: Paradoxical logics in a Multi-Sectorial Collaboration to promote scientific excellence in Israel Paradoxical Tensions in Remote Management: Promoting Collaboration in a Virtual Work Environment Tammy Rubel Lifschitz, The Hebrew University Alexandru D. Bucevschi, The Hebrew University Ella Miron-Spektor, INSEAD Yan Shao, University of Amsterdam

	Organizational complexity in professional football clubs Niv Nachlieli, Ben Gurion University of The Negev, Natan Uriely, Ben Gurion University of The Negev			Yael Ben David, Reichman University
1140 – 1200 Coffee break Coller 2nd floor patio				
	Room 251	Room 252	Room 404	Room 254
1200-1330	Paper session 3: AI's impact on Work-related Judgement and Interaction Chair: Ori Weisel Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on Task Effort and Decision Compliance Oneg Singer, Tel-Aviv University Ilanit Simantov-Nachlieli, Tel-Aviv University *Best Paper Finalist* Algorithms in selection decisions: Effective, but unappreciated Hagai Rabinovitch, Ben-Gurion University of the Negev David V. Budescu, Fordham University Yoella Bereby-Meyer, Ben-Gurion University of the Negev Uncanny Valley in Motion: Varying Humanlikeness in Animated Robot Leaders Through Facial Video Synthesis Jakub Cichor, Technical University of Munich Franziska Emmerling, Technical University of Munich Decision control and explanations in human-AI collaboration Monika Westphal, Ben-Gurion University of the Negev Michael Voessing, Karlsruhe Institute of Technology	Paper session 4: Paradoxes and complexity Chair: Ella Miron-Spektor Strategies for High-Complexity Competition Gil Peleg, Sy Syms school of business, Yeshiva University Merav Weiss-Sidi, Ben-Gurion University of the Negev Gal Gutman, Ben-Gurion University of the Negev Oded Lowengart, Ben-Gurion University of the Negev Focus on the trees: When and why leaders' paradoxical sensegiving enhances followers' creativity Matthew Rubin, INSEAD Ella Miron-Spektor, INSEAD Yair Berson, McMaster University The effect of paradox mindset on one's role in a social network Orit Zommer Balicer, University of Haifa Dana R. Vashdi, University of Haifa Ella Miron-Spektor, INSEAD Stimulating paradoxical framing through intercultural work interactions Rany Salvoldi, Ben-Gurion University of the Negev Dorit Efrat Treister, Ben-Gurion University of the Negev David M. Brock, Ben-Gurion University of the Negev	Symposium 3: I see you, I work with you: perceptions as determinants of cooperation Chair: Adi Amit It's Mostly in Your (Angry) Face, Not Your (Happy) Stride Perceptions of Others Based on Emotional Displays in Body and Face Who to Follow: Effects of Rule Abidance, Breaking, and Bending on Dominance, Prestige, and Leadership Granting Forming Relationships with Professionals: Fit between Personal Values, Perceived Values and Stereotypical Values Give a Fishing Rod: The Impact of Help Type on Benevolence Perceptions and Support for Leadership Arik Cheshin, University of Haifa Astrid Homan, University of Amsterdam Adi Amit, The Open University Gerben van Kleef, University of Amsterdam Ilanit Simantov - Nachlieli, Tel-Aviv University	Symposium 4: AI-human Collaboration in Work and in Organizations Chair: Ella Glikson Not all task allocation to AI has a similar response: The role of psychological ownership in organizational knowledge hiding as a response to task allocation to AI Turning off your better judgment - Conformity to erroneous algorithmic recommendations Who's the boss? Organizational challenges in hybrid human and algorithmic management: the case of a public transportation company The influence of AI on perceived power of managers with well-developed political skill Lior Zalmanson, Tel Aviv University Ella, Glikson, Bar Ilan University Hila Lifshitz, University of Warwick Efrat Kremer, Bar Ilan University Yotam Liel, Tel Aviv University Elena Vilenchik, Bar Ilan University

	Gerhard Satzger, Karlsruhe Institute of Technology Galit B. Yom-Tov, Technion Anat Rafaeli, Technion			Yaara Welcman, Tel Aviv University
1330 – 1430 Lunch break Coller 2nd floor patio				
1345 – 1430 Poster presentations Coller 2nd floor patio				
Are employees with ADHD more creative? An examination workload as a moderator in the association between ADHD and idea generation, Ofra Margalit -University of Haifa, Shani Pindek -University of Haifa, Logan Steele, University of South Florida Covid-19 Workplace Safety: Leadership Matters, Shani Pupco - Queen's University, Julian, Barling - Queen's University Double-loop paradox process: Accelerating paradox climate through competency-based training, Noa Birman - Haifa University, Rotem Miller-Mor Atias - Haifa University, Dana Rachel Vashdi - Haifa University Effect of Illegitimate Tasks on Couples' Unhealthy Eating: A Spillover-Crossover Model, Wiston Rodriguez - City University of New York, Kelly Nguyen - City University of New York, Zhiqing E. Zhou - City University of New York Factors moderating the degree to which collaboration is harmful in talent management initiatives, Chitalu Adams - Limestone University High performance at high cost: The unanticipated health consequence of contextual ambidexterity, Petra Kipfelsberger - University of St. Gallen, Heike Bruch - University of St. Gallen, Dennis Herhausen - Vrije Universiteit Amsterdam, Mathew Hughes - Loughborough University, Robert Morgan - Cardiff Business School Hopping from GIG to GIG, Ariel Daniels- Ben-Gurion University of the Negev, Dina Van Dijk - Ben-Gurion University of the Negev, Ronit Kark - Bar-Ilan University I see you vs. I punish you – Is visibility enough for coordination and cooperation? Rachel Barkan - Ben Gurion University Incivility in organizations and its consequences - aggressors, victims, colleagues, and their interconnection, Liron Asraf - Ben-Gurion University of the Negev, Hagai Katz - Ben-Gurion University of the Negev Is Supervisor Social Support the Same as Transformational Leadership? A Multi-Sample Study, Victoria Dimoff -The University of Baltimore, Sharon Glazer - The University of Baltimore Leaving a Noxious Work Environment, Sharon Glazer - The University of Baltimore, Andressa Viscone - The University of Baltimore Organizational Change Management Certification, Cheryl Carr - Dr. Cheryl Carr LLC Performance Management, Benchmarking, Cheryl Carr - Dr. Cheryl Carr LLC Power, Gender, and Judgment of Sexual Harassment Incidents, Lior Leiba - Ben-Gurion University of the Negev, Hila Riemer - Ben-Gurion University of the Negev Reframing Human Resource Managers' Role while Navigating the Covid-19 Crisis: A Netnography, Galy Binyamin - Ariel University The "Journey to Poland" as a tool for managing human resources in public organizations in view of the Managerial-Functionalistic, Tali Applboim - Ben-Gurion University of the Negev, Yaniv Poria - Ben-Gurion University of the Negev, Aviad Raz - Ben-Gurion University of the Negev The effects of employees' perceptions of managers' virtual listening behavior on turnover behavior beyond alternatives in the labor market, embeddedness, deviance, and turnover intention in the high-tech sector During the COVID-19 Pandemic, Limor Kessler Ladetsky - The Israel Academic College in Ramat Gan; Bar Ilan University The Influence of Voicing and Silencing Behavior on Innovation Activities in Family Firms, Jeanette Ostertag - EBS University, Matthias Waldkirch - EBS University, Michal Biron - University of Haifa The relation between paradoxical leader behavior and team performance and the role of team mental models, Nils Fürstenberg - University of St. Gallen, Jonathan Booth - London School of Economics Weathering the storm, Natasha Winkler Titus - Stellenbosch University Business School, Dieter Veldsman - AiHR, Anne Crafford - University of Pretoria, Nicole Heyes - University of Pretoria What factors drive employees to contribute to organizations? Aviv Kidron - The Max Stern Yezreel Valley College, Hedva Vinarski-Peretz - The Max Stern Yezreel Valley College What promotes knowledge workers productivity? Clara Rispler - The Max Stern Yezreel Valley College, Aviv Kidron - The Max Stern Yezreel Valley College When consistently destructive leadership might be better: differences between perceiving consistent and inconsistent leaders, Hannah Kunde - Technical University of Munich, Franziska Emmerling - Technical University of Munich, Claudia Peus - Technical University of Munich				
	Room 251	Room 252	Room 301	Room 254

1430-1610	Paper session 5: Macro perspectives: New Insights into Complexity and Sustainability Chair: Eliot Lasson Making the invisible visible, ingredient branding in complex industries Abdul Hajee, University of East Anglia Kenneth Le Meunier-Fitzhugh, University of East Anglia Helen Campbell Pickford, University of East Anglia Opening the black box: An empirical examination of the relations between companies' sustainability actions and stakeholder evaluations Lukas Krenz, University of Mannheim Christina Kannegiesser, University of Mannheim	Paper session 6: Power, Affect and Interpersonal Relations Chair: Yochanan Bigman A language-based model of organizational identification demonstrates that within-person changes in identification are driven by network position Amir Goldberg, Stanford Lara Yang, Stanford Sameer Srivastava, University of California Dynamics of affect during radical organizational change: A latent growth modeling approach Christina Hagl, LMU Munich Rouven Kanitz, Rotterdam School of Management Shaul Oreg, Hebrew University Martin Hoegl, LMU Munich The power to care for oneself: Examining the link between power and self-compassion Robert Körner, University of Bamberg Lars-Eric Petersen, University of Halle Marine Groulon, University of Bamberg Astrid Schütz, University of Bamberg	Presentation and Round Table Discussion: How Dead-End Work Derails Women's Careers and Ways to Fix the Problem Presenter: Laurie Weingart, Co-author of <i>The No Club: Putting an End to Women's Dead-End Work</i> Round Table Discussion: Anat Rafaeli, Technion, Miriam Erez, Technion, Sharon Toker, Tel Aviv University Dana Vashdi, Haifa University Simone Moran, BGU Lilach Sagiv, HUJI Julia Bear, Stony Brook University Ella Miron-Spektor, INSEAD	Symposium 5: Can Applications of Neuroscience Make You a More Productive OB Researcher? Chair: Nir Milstein Why should we incorporate neuroscience tools and methods into OB research? Which particular areas in OB are ripe for neuroscience? What are the challenges in integrating neuroscience in OB research? How can one begin integrating neuroscience into OB research? Nir Milstein, University of Lausanne David Waldman, ASU Yair Berson, McMaster University Jemima Frimpong, NYU Abu Dhabi Franziska Emmerling, Technical University of Munich
1610 – 1630 Coffee break Coller 2nd floor patio				
	Room 251	Room 252	Room 404	Room 254
1630-1810	Paper session 7: Insights into Advice-seeking, giving and taking Chair: Orly Yeheskel Trust repair in advice relationships Ilana Torgovitsky, Ben-Gurion University of the Negev Uriel Haran, Ben-Gurion University of the Negev	Paper session 8: Collaboration and Cooperation in Team and Multi-Team Contexts Chair: Zur Shapira Status gains and loss in multi team membership context Yehuda Salhov, Bar-Ilan University Raveh Harush, Bar-Ilan University	Special session in memory of Sigal Barsade Chair: Liat Eldor & Arik Cheshin Sharing memories: Neal Ashkanasi, University of Queensland, (online) Nancy Rothbard (University of Pennsylvania)	Symposium 6: Enhancing technology transfer: The role of organizational behavior Chair: David Waldman, Discussant: Miriam Erez In Pursuit of Scientist Technology Transfer Behavior: Is Ambivalence a Good Thing or a Bad Thing

	<u>Advice seeking: The effect of advisors' social status on advisor choice</u> Maxim Milyavsky, Ono Academic College Yaniv Gvili, Ono Academic College Eyal Recher, Ono Academic College Guy Itzhakov, University of Haifa <u>Mediating reference points: How do relational and transactional advisors help family firms develop across time</u> Nava Michael-Tsabari, Tel Aviv University Michael Carney, Concordia University Vanessa Strike, Ivey University Francesco Barbera, Ryerson University, Canada <u>Reciprocating trust with advice taking: Why trusting others makes you more persuasive</u> Uriel Haran, Ben-Gurion University of the Negev Ori Weisel, Tel Aviv University	Gilad Chen, University of Maryland <u>Collectivism impairs team performance when relational goals conflict with group goals</u> Xin Qin, Sun Yat-sen University Kai Chi Yam, National University of Singapore Krishna Savani, Hong Kong Polytechnic University <u>Collective intelligence in culturally diverse teams: The value of team members' collectivism</u> Ki-Won, Haan, Carnegie Mellon University Ella Glikson, Bar Ilan University Raveh, Harush, Bar Ilan University Christoph, Riedl, Northeastern University Miriam, Erez, Technion <u>Eclipsing, illuminating, and refracting: How and why stars' introversion shapes team collaboration, communication, and learning</u> Elisabeth Campbell, University of Minnesota Kyle Emich, University of Delaware	Emotional Contagion in Virtual Teams - The Spreading of Emotions in Interactions with Limited Non-Verbal Cues Arik Cheshin תת Haifa University Sharing memories: Mina Westman, TAU Yochi Charash-Cohen (Baruch College) Allison Gabriel (The University of Arizona) Sowing the Seeds of Love by Listening: Cultivating a Culture of Companionate Love through Listening Training Guy Itzhakov, Haifa University Sharing memories: Barry Staw (Berkeley) Adam Grant (University of Pennsylvania) Jonatan Barsade (Sigal's husband)	Technology Transfer and Academic Entrepreneurship: Lessons Learned and New Directions Turning academic discoveries into novel therapeutic modalities: the crucial involvement of the Technology Transfer Company Knowledge sharing, Collaborations, and Trust in Technology Transfer Discussion of the current state and future directions of Technology Transfer in Academia David Waldman, Arizona State University Donald Siegel, Arizona State University Dan Peer, Tel-Aviv University Amalya Oliver, Hebrew University Miriam Erez, Technion
1810-1930	Room 102	Applying the Science: New Trends in HR-Tech + finger food + drinks Presenting HR-Tech: 3 guest speakers from Hilan <u>חילן - החברה המובילה בישראל בתחום פתרונות תוכנה לניהול הון אנושי (hilan.co.il)</u> [Eli Zybert], StepAhead <u>StepAhead - visualization of data and real-time analytics (step-ahead.com)</u> [Nadav Agozi & Sharon Rendlich], and GLOAT [Ayala Michelson] <u>About us - Our vision Gloat</u>		

Thursday 5.1.23

0800 - 0900 Breakfast Collier 2nd floor patio

0900 – 1000 Keynote address

Leon lecture hall – Collier School of Management

Keynote address by Laurie Weingart, Carnegie Mellon University:

"Collaboration and Conflict in Multidisciplinary Teams"

Concurrent sessions:

	Room 251	Room 252	Room 303	Room 254
1010-11 40	Paper session 9: Novel takes on Stress, Burnout & Employee Health Chair: Sharon Toker Let me tell you what stress is: Social perceptions of stress definitions among managers and nonmanagers across stressful contexts Hadar Freidin, Tel Aviv University Sharon Toker, Tel Aviv University Restoring the wellbeing of a burnout workforce Linda Duxbury, Carleton University Michael Halinski, Toronto Metropolitan University Do employees "eat their feelings?" The effects of daily work stressors on unhealthy snacking Shani Pindek, University of Haifa Stacey Kessler, Kennesaw State University Stephanie Andel, Dell Technologies	Paper session 10: Meaning, Culture, and Multi-Culturalism in Intergroup and Human-Machine Relations at Work Chair: Leonardo Lieberman Can you outsmart the Robot? Unexpected outcomes of robot unreliability for employee work meaning Bernadeta Gostautaitė, ISM University of Management and Economics Irina Liuberte, ISM University of Management and Economics Sharon K. Parker, Curtin University Ilona Bučiūnienė, ISM University of Management and Economics Corrupted by Algorithms? How AI-generated and Human-written Advice Shape (Dis)honesty Margarita Leib, University of Amsterdam Nils Köbis, Max Planck Institute for Human Development	Paper session 11: New Trends in Leadership Research Chair: Shoshi Chen The rise of informal leaders in social media Zening Zheng, University of Amsterdam Shuai Yuan, University of Amsterdam Corine Boon, University of Amsterdam The women leadership paradox - Outcomes and situational antecedents of daily gender-leader identity conflict in women Claudia Hees, Erasmus University Tina Davidson, Erasmus University An Exploratory Study of Male and Female Leader-Follower Dyads: Advancing Crossover Research Xi Wen (Carys) Chan, Griffith University Rachel Gabel-Shemueli, Universidad del Pacífico Shoshi Chen, Tel Aviv University	Symposium 7: All About Me: Affective, Cognitive, and Behavioral Consequences of Self-Concept Chair: Michal Lehmann The Values Mindset: The Effect of Values Reflection on Self-Concept How Do Authentic Individuals Manage Conflict at Work? The Mediating Role of Power I Don't Understand It All, But I Understand You: Intellectual Humility and Empathic Accuracy of Diverse Others Let Go and Let Love: Understanding Employee Personal and Interpersonal Outcomes of Third Place Attachment Anna Schwartz, The Hebrew University Burak Oc, Melbourne Business School Michal Lehmann, The Hebrew University David Wagner, University of Oregon

		Rainer Michael Rilke, WHU Marloes Hagens, Erasmus University Rotterdam Bernd Irlenbusch, University of Cologne	Mina Westman, Tel Aviv University Paula Brough, Griffith University The Influence of Paradoxical Leadership on Multiple Climate and Work Yehuda Nevo, University of Haifa Gil Luria, University of Haifa Ronit Kark, Bar-Ilan University	
1140 – 1200 Coffee break Coller 2 nd floor patio				
	Room 251	Room 252	Room 303	Room 254
1200-1330	Paper session 12: Empathy, trauma & grief Chair: Arik Cheshin No man is an Island: Coworkers' responses to personal trauma Carmil Keren, University of Haifa Ronit Kark, Bar Ilan University Dana Yagil, University of Haifa The underdog effect: When organizations appear to suffer and engender empathy Simone Tang, Cornell University Kurt Gray, UNC-Chapel Hill The Effect of Working Rotating Night Shifts on Empathy Tom Gordon-Hecker, Ben-Gurion University Shoham Choshen-Hillel, The Hebrew University Anat Perry, The Hebrew University Alex Gileles-Hillel, The Hebrew University	Paper session 13: Gender, Inter-group Relations and Inequality Chair: Michal Biron Mind the gap: Wise reasoning attenuates gender pay-gap denialism in men Anna Dorfman, Bar-Ilan University Justin Brienza, University of Queensland Ramona Bobocel, University of Waterloo Examining gender stereotypes and leadership through role models Shlomi Nimrodi, University of Haifa Gil Luria, University of Haifa Group rivalry and physiological synchrony predict group performance Nir Milstein, University of Lausanne Yair Berson, McMaster University Ilanit Gordon, Bar Ilan University Economic segregation reduces concern	Paper session 14: New Insights on Distance Work's Implications for Workers and Organizations Chair: Dana Vashdi Working in Antarctica: A test for psychological contract sustainability in extreme environment Jean-Pierre Neveu, Université de Pau & des Pays de l'Adour Saeedullah Khan, Université de Pau & des Pays de l'Adour Eva Garrosa, Universidad Autonoma de Madrid Luis Manuel Blanco, Universidad Autonoma de Madrid Understanding the role of emotional job demands and childcare demands on employee perception of job difficulty & preference to continue working from home Sarit Rashkovits, Yezreel Valley College Ester Unger- Aviram, Sapir Academic College	Symposium 8: Entrepreneurial and innovation journeys: Opportunities and challenges at different stages Chair: Moran Lazar & Hadar Ram Navigating entrepreneurial routes: Early pivots in new venture teams Hadar Ram, Bar Ilan, Moran Lazar TAU, and Miriam Erez, Technion New ventures' path to growth: Which ones benefit from the accelerator program? Shelly Lev-Koren and Miriam Erez, Technion The Pressure to innovate: Phases and critical junctures in the buyer-seller acquisition process Tali Hadasa Blank, Hadassah Academic College What's your problem? Translating, decontextualizing, and recontextualizing problems for cross-boundary innovation

		about economic inequality Shai Davidai, Columbia University Daniela Goya-Tocchetto, Duke University Asher M. Lawson, Duke University	Virtual Communication and Professional Isolation in Hybrid Work Andrea Lenzner, ETH Zurich Patrick Tinguely, ETH Zurich Georg von Krogh, ETH Zurich	Hila Lifshitz-Assaf, Zoe Szajnfarber, and Michael Lee Tushman
1330 – 1430 Lunch break Coller 2nd floor patio				
	Room 251	Room 252	Room 303	Room 254
1430-1610	Paper session 15: “Take a Walk on the Wild Side”: Deviance, Bias, and Punitive Actions in Organizations Chair: Amos Schurr Where is all the deviance?! Most inappropriate prescribing fueling the prescription drug crisis is liminal, and it is associated with distinct social networks Aharon Mohliver, London Business School Victoria Zhang, University of Wisconsin-Madison Marissa King, Yale University Moral appraisals and punitive decisions of regular vs. autonomous car drivers Amos Schurr, Ben-Gurion University of the Negev Simone Moran, Ben-Gurion University of the Negev Darker facets of organizational resources: Social and emotional drivers of organizational revenge in the framework of conservation of resources theory	Paper session 16: Understanding the Implications of Ignorance, Disconnects and Learning-related Blindness in Organizations Chair: Simone Moran Willful ignorance: a meta-analysis Linh Vu, University of Amsterdam Ivan Soraperra, University of Amsterdam Margarita Leib, University of Amsterdam Joël van der Weele, University of Amsterdam Shaul Shalvi, University of Amsterdam Untapped knowledge: People underestimate learning from others in conversation Stav Atir, University of Wisconsin-Madison Kristina Wald, University of Chicago Nicholas Epley, University of Chicago Competition structural holes and its performance disadvantage: an alter coalition perspective Tom Taiyi Yan, UCL School of Management	Symposium 9: A Portrait of the Collaborative Worker: A Values Perspective Chair: Sari Mentser The Differential Effect of Personal Values on Initiative Behavior in Organizations Collaboration and Good relationships at work: Taking a value perspective Self-direction Values and the General Tendency for Learned Helplessness Differential Effects of Values on Ingroup and Outgroup Moral Judgements Values and Behavior: The Moderating Role of Mental Resources Sari Mentser, The Hebrew University Adva Liberman, The Hebrew University Andrey Elster, Technion Sharon Arieli, The Hebrew University Lena Spindler-Shafir, The Hebrew University	Symposium 10: Coordination, Constructive Disagreements, and Better Performance Through High-Quality Listening Chair: Guy Itzchakov Meta-analyses of the Associations Between Perceived Listening and Job Outcomes Attitude Change Without Persuasion: Being Heard Can Change Attitudes During Disagreements Don’t Agree, Just Listen: The Effect of High-Quality Listening on Speakers’ Subjective Well-being During Workplace Disagreements Principals’ Listening Buffers Teachers’ Stress on Turnover Intention and Promotes the Climate of Organizational Citizenship Behaviors Avraham Kluger, The Hebrew University Guy Itzchakov, University of Haifa Dvori Saluk, University of Haifa Roy Rave, University of Haifa Adin Janam, University of Haifa

	Yariv Itzkovich, Kinneret Academic College <u>Bias in the quality of first job placement: The case of Asians nationals in the United States</u> Amit Kramer, University of Illinois Kwon Hee Han, University of Illinois Yun Kyoung Kim, Salisbury University Karen Kramer, University of Illinois	Vijaya Venkataramani, University of Maryland College Park Chaoying Tang, University of Chinese Academy of Sciences		
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1615-1700 **Closing ceremony** – Best paper award, closing remarks and drinks
 Collier 2nd floor patio