

**Ilanit SimanTov-Nachlieli**

Senior Lecturer  
Coller School of Management  
Tel Aviv University  
Ramat Aviv, Israel

Email: [ilanitsn@tauex.tau.ac.il](mailto:ilanitsn@tauex.tau.ac.il)

Web: <https://en-coller.tau.ac.il/profile/ilanitsn>

Education

<b>Year</b>	<b>Institution &amp; department</b>	<b>Degree</b>	<b>Subject</b>
2016	Tel Aviv University The School of Psychological Sciences	PhD	<i>Social Psychology</i> Dissertation: <i>Feeling both victim and perpetrator: Investigating duality within the needs-based model</i> Advisors: Arie Nadler and Nurit Shnabel
2009	VU University of Amsterdam	MSc	<i>Experimental and Applied Psychology</i> Dissertation: <i>Cooperating with them: The effects of intensity and direction of motivation on intergroup relations</i> Advisor: Catrin Finkenauer
2004	Open University of Israel	Teaching Diploma	<i>Computer Science</i>
1999	Tel Aviv University School of Computer Science & Coller School of Management	BA	<i>Computer Science &amp; Management</i>

*Other Studies*

2023	Tel Aviv University	Female Leaders in Science
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## Academic and Professional Experience

### *Academic Positions*

- Oct 2019-ongoing      Tel Aviv University, Coller School of Management  
Organizational Behavior  
*Senior lecturer* (equivalent to assistant professor; Tenure-track)
- 2018-2019      Tel Aviv University, Coller School of Management  
*Postdoctoral fellow* (with scholarship)  
Advisor: Prof. Peter Bamberger
- 2016-2017      Ben-Gurion University  
Guilford Glazer Faculty of Business & Management  
*Postdoctoral fellow* (Kreitman scholarship for 2 years)  
Advisor: Prof. Simone Moran
- 2013-2015      Tel Aviv University, The School of Psychological Sciences  
*Lab Manager*, Prof. Shnabel's lab

### *Professional Experience*

- 2006-2007      *Lecturer: Computer Programming & System Analysis*  
(Multiple private education companies)
- 1991-2007      *Team leader, Project Manager, Senior Software Analyst, Programmer*  
Management, analysis and design of several software and IT applications  
(Israel Defense Force and Several private high-tech companies)

## Research Interests

Integration of Artificial Intelligence in Organizations  
Implications of Pay Transparency (vs. Secrecy) on Employee Behavior  
Employee Helping Behavior, Organizational Citizenship, and Trust  
Conflict Management and Intergroup Relations

## Professional Service

### *Editorial Boards*

Editorial Review Board Member at *Journal of Business and Psychology*

### *Ad Hoc Reviewer for Journals*

Organizational Behavior and Human Decision Processes  
Journal of Applied Psychology  
Journal of Personality and Social Psychology  
Journal of Business and Psychology  
Personality and Social Psychology Bulletin  
Group Processes and Intergroup Relations  
European Journal of Social Psychology  
Basic and Applied Social Psychology

### *Grant Committees & Thesis Reviews*

Member of the ISF Scholarship Committee  
Reviewer for ISF Submissions  
External Reviewer of MSc Theses

### *Faculty Services*

Academic Faculty Representative for the Undergraduate Roundtable  
Member of the Ethics Committee and the Behavioral Laboratory Committee  
Faculty Representative at the Undergraduate Prospective Students' Event  
Representative of the OB program at the Undergraduate Prospective Students' Event  
Speaker seminar series coordinator, Decision Making and Economic Psychology Center

### *Conference Service*

Participation in Roundtables, Israeli Organizational Behavior Conference  
Reviewer for the Israeli Organizational Behavior Conference  
Reviewer for the International Association for Conflict Management meetings  
Reviewer for the Academy of Management meetings

### *Membership in Professional Societies*

Academy of Management  
Society for Industrial and Organisational Psychology  
International Association for Conflict Management  
Informs

## Grants and Awards

### *External Grants*

<b>Year</b>	<b>Foundation</b>	<b>Title</b>	<b>Sum</b>	<b>Co-researchers</b>	<b>P.I.</b>
2020-2023	ISF #2697/20	"Give a rod, not a fish": The Impact of Autonomy- versus Dependency-Helping on Power Affordance at the Workplace	346,500 NIS (3-years)	Daniel Heller	Ilanit SimanTov-Nachlieli
2023-2026	ISF #903/23	"Rewarding Employee Physical Sacrificing: Which Supervisors Do So and Why?"	414,000 NIS (3-years)		Ilanit SimanTov-Nachlieli (SOLO)

### *Internal Grants*

<b>Year</b>	<b>Foundation</b>	<b>Title</b>	<b>Sum</b>	<b>Co-researchers</b>	<b>P.I.</b>
2015-2016	The Raya Strauss Center for Family Business Research	Feeling Part of the Family: Exploring the Moderating Role of Business Type in Team Conflicts	30,000 NIS	Ilanit SimanTov-Nachlieli	Daniel Heller
2020	The Henry Crown Institute of Business Research in Israel	The influence of autonomy- (vs. dependency-) oriented helping on power affordance at the workplace	20,000 NIS		Ilanit SimanTov-Nachlieli
2020	Coller School of Management	Research Excellence Grant	6,670 NIS		Ilanit SimanTov-Nachlieli
2021	Coller	Artificial Intelligence (AI) – Threat, Opportunity, or Both? The impact of distinct employee AI perceptions on task motivation and decision change	20,000 \$		Ilanit SimanTov-Nachlieli
2021	The Henry Crown Institute of	The automatic processes involved in the negative impact of pay transparency	20,000 NIS		Ilanit SimanTov-Nachlieli

	Business Research in Israel	on employee discretionary work behavior			
2022	Coller	A Social Comparison Perspective to Study Employee Resistance to Artificial Intelligence	20,000 \$		Ilanit SimanTov-Nachliel
2022	The Henry Crown Institute of Business Research in Israel	Rewarding Employees for Engaging in Self-Threatening Discretionary Behavior	20,000 NIS		Ilanit SimanTov-Nachlieli
2023	Coller	Interventions Aimed at Counteracting High Performers' Resistance to AI Decision Aids	20,000 \$		Ilanit SimanTov-Nachliel
2023	The Henry Crown Institute of Business Research in Israel	Interventions Aimed at Counteracting Supervisors' Tendency to Reward Employees' Self-Sacrificing Attributed to Work	20,000 NIS		Ilanit SimanTov-Nachlieli
2024	Coller	Exploring the Impact of Employee Distinct AI Cognitive Appraisals on their Behavior while Working Alongside AI aids	20,000 \$		Ilanit SimanTov-Nachliel
2024	The Henry Crown Institute of Business Research in Israel	Exploring the Impact of Flexible Work Arrangements on Employees' Physical Self-Sacrificing Behaviors	20,000 NIS		Ilanit SimanTov-Nachlieli
2025	Coller	Employees attitudes towards powerful AI aids: An attribution of motive perspective	20,000 \$		Ilanit SimanTov-Nachliel
2025	The Henry Crown Institute of Business Research in Israel	Maintaining ambiguity in communicating decision rational: Explaining decision makers' aversion to explainable AI aids	20,000 NIS	Yuval Sahar	Ilanit SimanTov-Nachlieli

## Scholarships & Awards

2024: Research Excellence, Tel Aviv University, Coller School of Management

2023: Two papers selected as finalists for the conference Best Paper Award, IOBC 2023

*Taking a Social Comparison Perspective to the Study of Professionals' Resistance to AI Decision-aids* (work published in *Organization Science*)

*Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on Task Effort and Decision Compliance*  
(work under review in *Journal of Applied Psychology*)

2023: A paper awarded the conference Best Paper Award, IOBC 2023

*Artificial Intelligence (AI) – Threat or Opportunity? The Impact of Distinct Employee AI Perceptions on Task Effort and Decision Compliance*  
(work under review in *Journal of Applied Psychology*)

2022-2024: Recognition of high teaching evaluations, Coller School of Management

*Empirical Research Methods Course (Undergraduates)*

2020-2022: Research Excellence, Tel Aviv University, Coller School of Management

2020: One of the Finalists for the conference Best Paper Award, IOBC 2020

*When negotiators with honest reputations are less (and more) likely to be deceived*  
(work published in *Organizational Behavior and Human Decision Processes*)

2018: Postdoctoral Fellowship scholarship, Tel Aviv University

2016-2017: Kreitman Postdoctoral Fellowship (two years), Ben-Gurion University

2016: IACM conference Travel Award

2014-2015: Excellence Scholarship, Tel Aviv University, The School of Psychological Sciences

2013: Tami Steinmetz Center for Peace Research Award

2008: William James Scholarship, VU University, The Netherlands

2007: VU FPP grant, VU University, The Netherlands

## Doctoral and Postdoctoral Students Supervised

- 2024-ongoing      Dr. Oneg Zinger (Postdoctoral fellow)  
*The impact of employee organizational rank on the choice of help-type provided to peers*
- 2024                Dr. Reut Blaywais (Postdoctoral fellow)  
*Flexible work arrangements and employee physical Self-Jeopardizing*
- 2023-2024        Dr. Olga Mondrus (Postdoctoral fellow)  
*The impact of employee AI appraisals on employee-AI conflict coping strategies*
- 2020-2024        Oneg Zinger (PhD student)  
*The effect of perceiving AI as a threat versus as an opportunity on employee's task motivation and decision change*  
\* This work won the IOBC Best Paper Award (2023); currently under review in *Journal of Applied Psychology*
- 2021                Dr. Merav Weiss-Sidi (Postdoctoral fellow)  
*The effect of autonomy- (vs. dependency-) helping on leadership emergence, power and status in organizations*  
\* This work was published in *Journal of Applied Psychology*.

## Teaching

2019 – ongoing, Coller School of Management

*Empirical Research Methods Course (undergraduates)*

I received recognition of high teaching evaluations

*Artificial Intelligence in the Workplace – Psychological and Behavioral Aspects in Human-AI Interaction (MBA)*

2017-2018, Guilford Glazer Faculty of Business & Management, Ben-Gurion University

*Organizational Behavior (Mandel Social Leadership Program; MBA)*

## Journal Articles

1. **SimanTov-Nachlieli, I.** (2024). More to Lose: The Adverse Effect of High Performance Ranking on Employees' Pre-Implementation Attitudes towards the Integration of Powerful AI Aids. *Organization Science*, 36(1):1-20.  
\* Received media coverage in *Harvard Business Review*
2. Chernyak-Hai, L., Heller, D., **SimanTov-Nachlieli, I.**, & Weiss-Sidi\*, M. (2024). Give a Fishing Rod, When not Urgent: The impact of help type on support for helper's leadership. *Journal of Applied Psychology*, 109(4), 551–572.

Equal contribution of the three first authors (Names' order is alphabetic)

\* This work was conducted as part of Weiss-Sidi's postdoctoral fellowship; supported by ISF, 2020

3. **SimanTov-Nachlieli, I.**, & Moran, S. (2022). The Primacy of Honest Reputations. *Current Opinion in Psychology*, 46, <https://doi.org/10.1016/j.copsyc.2022.101398>  
\* Received media coverage in *Globes*
4. **SimanTov-Nachlieli, I.**, & Bamberger, P. (2021). Pay communication, justice and affect: The asymmetric effects of process and outcome pay transparency on counterproductive workplace behavior. *Journal of Applied Psychology*, 106, 230–249.  
\* Received media coverage in *TheMarker*
5. **SimanTov-Nachlieli, I.**, Har-Vardi, L., & Moran, S. (2020). When negotiators with honest reputations are less (and more) likely to be deceived. *Organizational Behavior and Human Decision Processes*, 157, 68-84.  
\* Received media coverage in *Globes*
6. Hassler, T., Shnabel, N., Ullrich, J., Arditti-Vogel, A., & **SimanTov-Nachlieli, I.** (2019). Individual differences in system justification predict power and morality-related needs in advantaged and disadvantaged groups in response to group disparity. *Group Processes and Intergroup Relations*, 22, 746–766.
7. **SimanTov-Nachlieli, I.**, Shnabel, N., Aydin, A. L., & Ullrich, J. (2018). Agents of prosociality: Affirming conflicting groups' agency promotes mutual pro-social tendencies. *Political Psychology*, 39, 445–463.
8. Kahalon, R., Shnabel, N., Halabi, S., & **SimanTov-Nachlieli, I.** (2018). Power matters: The role of power and morality needs in competitive victimhood among advantaged and disadvantaged groups. *British Journal of Social Psychology*, 58, 452–472.
9. **SimanTov-Nachlieli, I.**, Shnabel, N., & Mori-Hoffman, A. (2017). Agents of reconciliation: Agency affirmation promotes constructive tendencies following transgressions in low-commitment relationships. *Personality and Social Psychology Bulletin*, 43, 218–232.



10. **SimanTov-Nachlieli, I.**, Shnabel, N., & Halabi, S. (2016). The power to be moral: Affirming Israelis' and Palestinians' agency promotes prosocial tendencies across group boundaries. *Journal of Social Issues*, 72, 566–583.
11. **SimanTov-Nachlieli, I.**, Shnabel, N., & Halabi, S. (2015). Winning the victim status can open conflicting groups to reconciliation: Evidence from the Israeli-Palestinian conflict. *European Journal of Social Psychology*, 45, 139–145.
12. Shnabel, N., Halabi, S., & **SimanTov-Nachlieli, I.** (2015). Group apology under unstable status relations: Perceptions of insincerity hinder reconciliation and forgiveness. *Group Processes and Intergroup Relations*, 18, 716–725.
13. **SimanTov-Nachlieli, I.**, & Shnabel, N. (2014). Feeling both victim and perpetrator: Investigating duality within the needs-based model. *Personality and Social Psychology Bulletin*, 40, 301–314.
14. **SimanTov-Nachlieli, I.**, Shnabel, N., & Nadler, A. (2013). Individuals' and groups' motivation to restore their impaired identity dimensions following conflicts: Evidence and Implications. *Social Psychology*, 44, 129–137.

### Publications in Hebrew & Book Chapters

#### *Publication in Hebrew*

15. **SimanTov-Nachlieli, I.**, Bamberger, P., & Alterman, V. (2025). Pay Transparency: Practical Implications for Organizations, Employers, and Public Policy, *Innovations in Management*
16. Weiss-Sidi, M., **SimanTov-Nachlieli, I.**, & Heller, D. (2025). Provide others with autonomous help: How does the type of help affect the helper's chances of becoming a leader?, *Innovations in Management*
17. Singer, O., & **SimanTov-Nachlieli, I.** (2022). The Dark Side of Perceiving Artificial Intelligence as an Opportunity to Employees – Behavioral Implications for Decision-Makers, *Innovations in Management*
18. **SimanTov-Nachlieli, I.** (2022). The implications of pay communication policy (secrecy vs. transparency) on employee behavior: Examining perceptions of fairness and organizational justice, *Innovations in Management*

#### *Published Chapters in Books*

19. **SimanTov-Nachlieli, I.**, & Shnabel, N. (2017). Promoting helping behaviour across group boundaries through the restoration of conflicting groups' agentic identities. In van Leeuwen, E., & Zagefka, H. (Eds.), *Intergroup Helping*. New York: Springer.

20. **SimanTov-Nachlieli, I.**, & Shnabel, N. (2016). Addressing Israelis' and Palestinians' basic needs for agency and positive moral identity facilitates mutual prosociality. In Sharvit, K. & Halperin, E. (Eds.), *The Israeli-Palestinian conflict: A social psychology perspective - Celebrating the legacy of Daniel Bar-Tal* (Vol. 2). New York: Springer.

#### *Invited Chapters in Books*

**SimanTov-Nachlieli, I.** (forthcoming). Pay Transparency and Employee-Level Outcomes: Task and Contextual Performance. *Handbook Pay Equity & Transparency* (Edward Elgar Publishing (available in print by the end of 2026 or early 2027)).

#### Papers Under Review

1. **SimanTov-Nachlieli, I.** & Zhang, L. The Dynamic Nature of Organizational Trust During Role Transitions: Differentiating Newcomers from Transitioning Incumbents. *Journal of Applied Psychology*
2. Singer\*, O., **SimanTov-Nachlieli, I.**, & Bamberger, E. Perceiving AI as an Opportunity vs. a Threat: The Impact of Decision-Makers' Distinct AI Perceptions on Task Effort and Decision Compliance When Using Powerful AI Aids. *Journal of Applied Psychology*  
\* This work was conducted as part of Singer's doctoral thesis; Won the Best Paper Award at IOBC.
3. **SimanTov-Nachlieli, I.**, & Bamberger, P. Explaining the Impact of Pay Transparency on Employee Unethical Behavior toward Peers: The Role of Social Mindfulness. *Journal of Organizational Behavior*
4. Mondros\*, O., & **SimanTov-Nachlieli, I.** Exploring the Impact of Employee Distinct AI Cognitive Appraisals on their Conflict Coping Strategies while Working alongside AI aids. *Computers in Human Behavior Reports*  
\* This work was conducted as part of Mondros' postdoctoral fellowship.
5. **SimanTov-Nachlieli, I.**, Bamberger, P., Liu, S., Wang, M., & Chen, J. Employee Work-related Physical Self-Jeopardizing Behavior: Linking Supervisor Bottom-Line Mentality to Poor Well-Being and Enhanced Performance. *Occupational Health Science*

#### Work in Progress

1. SimanTov-Nachlieli, I. *Rewarding Employee Physical Self-Jeopardizing Behavior: Which Supervisors Do So and Why?*  
\* A paper supported by ISF, 2023.
2. Singer\*, O., SimanTov-Nachlieli, I., & Heller, D. Handing Over the Fishing Rod: How Structural Power Shapes the Help Type Employees Provide to Peers.  
\* Work conducted as part of Singer's postdoctoral fellowship under my co-supervision with Heller.  
\* A paper supported by ISF, 2020.

3. SimanTov-Nachlieli, I., & Shahar Y. *AI Providing Explanations to Users versus Requesting Explanations from Users & Uncertainty Avoidance*
4. SimanTov-Nachlieli, I. *Adopting a cynical, attribution-of-motive perspective to employee aversion to management's integration of powerful AI aids.*
5. SimanTov-Nachlieli, I. *Exploring the Impact of Flexible Work Arrangements on Employee Physical Self-Jeopardizing Behavior*

### Media Coverage

1. **Harvard Business Review**. *Top Performers Don't Embrace Powerful AI*, March 2025 (AN 182913922); ISSN: 00178012
2. **Globes**, "The primacy of honest reputation," May, 2023.  
<https://www.globes.co.il/news/article.aspx?did=1001447196>
3. **Globes**, "When is it worth having an honest negotiator reputation?," July 7, 2022.  
<https://www.globes.co.il/news/article.aspx?did=1001418035>
4. **TheMarker**, "When everyone's wages are revealed, human nature is also revealed," June 13, 2022. <https://www.themarker.com/career/2022-06-13/ty-article/.premium/00000181-5852-d8d7-aff-df7f3eff0000>

### Active Participation in Scientific Meetings and Invited Talks

1. *Harvard-IDC Symposium in Political Psychology and Decision Making, IDC, Herzlia, Israel*. 2011. When the need to maintain power competes with the need for positive moral image: Applying the needs-based model to the Israeli-Palestinian conflict.
2. *Doctoral Students Conference in Social Psychology, The Hebrew University of Jerusalem, Jerusalem, Israel*. 2012. When the need to maintain power competes with the need for positive moral image.
3. *Annual Scientific Meeting of the International Society of Political Psychology, IDC, Herzlia, Israel*. 2013. Affirmation of groups' agency promotes prosocial tendencies: Applying the needs-based model to the Israeli-Palestinian conflict.
4. *The Social Psychology Colloquium, Tel Aviv University, Tel Aviv, Israel*. 2014. Feeling both victim and perpetrator: Investigating duality within the needs-based model.
5. *EASP Small Group Meeting on Collective Victimhood, Verona, Italy*. 2014. Victimhood overrides perpetration: Affirming conflicting groups' agency promotes positive intergroup relations.

6. *The Psychology of Intergroup Conflict and Reconciliation lab (PICR), IDC, Herzlia, Israel. 2104.* Feeling both victim and perpetrator: Investigating duality within the needs-based model.
7. *The Social Psychology Colloquium, Bar-Ilan University, Ramat Gan, Israel. 2015.* Victimhood overrides perpetration: Investigating conflicts characterized by mutual transgressions.
8. *Annual Research Conference, The School of Psychological Sciences, Tel Aviv University, Tel Aviv, Israel. 2015.* The power to be moral: Affirming conflicting parties' agency promotes prosociality.
9. *The 5th Annual meeting of the young social psychologists, Bar-Ilan University, Ramat Gan, Israel. 2015.* Winning the victim status: Effects on groups' conciliatory attitudes and perceived efficacy to change the status quo.
10. *Management Seminar, Ben-Gurion University, Beer Sheva, Israel. 2015.* The power to be moral: Affirming conflicting parties' agency promotes prosociality.
11. *IACM Conference. New-York. 2016.* Pro-Social agents: Affirming conflicting groups' agency promotes prosociality towards the outgroup.
12. *IACM Conference. New-York. 2016.* "We are All One Family": The Role of the Family Metaphor in Team Relationship Conflict.
13. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality. The Hebrew University of Jerusalem, Israel. 2016.* Agents of Reconciliation: Agency-Affirmation Promotes Constructive Tendencies in Low-Commitment Relationships.
14. *DMEP seminar, Ben-Gurion University, Beer Sheva, Israel. 2016.* Agents of Morality: Affirming Conflicting Groups' Agency Promotes Pro-sociality towards the conflicting outgroup.
15. *Management Seminar, Tel Aviv University, Israel. 2017.* The advantage of having an honest rather than a friendly negotiator reputation.
16. *AOM Annual meeting, Atlanta. 2017.* The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.
17. *Spudm Annual meeting. 2017.* How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.
18. *IAREP Annual meeting. 2017.* How reputations affect negotiation judgments and decisions: The role of the "Big Two" agency and communion dimensions in negotiations.

19. *IACM Annual meeting, Berlin*. 2017. The advantage of having an honest reputation: The role of the "Big Two" agency and communion dimensions in negotiations.
20. *Psychology Seminar, IDC, Herzlia, Israel*. 2017. Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts.
21. *Psychology seminar, Ariel University*. 2017. Effects of the "Big Two" agency and communion dimensions on people's judgments and decisions in various conflictual contexts.
22. *The Business Management Colloquium, Ono Academic College, Kiryat Ono, Israel*. 2017. Effects of the "Big Two" agency and communion dimensions on judgement and decision making.
23. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality, Ben-Gurion University, Beer Sheva, Israel*. 2017. The Moral Negotiator's Advantage: The Role of the "Big Two" Agency and Communion Dimensions in Negotiations.
24. *DMEP annual meeting in collaboration with the Federmann Center for the Study of Rationality, Ben-Gurion University, Beer Sheva, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.
25. *IE&M Seminar, Technion, Israel*. 2018. The Importance of identity-restoration processes in promoting conciliatory behaviors among conflicting groups.
26. *The Department of Public Policy and Administration, Guilford Glazer Faculty of Business and Management, Ben-Gurion University of the Negev, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.
27. *Psychology Seminar, The Open University, Israel*. 2018. The advantage of having an honest rather than a friendly negotiator reputation.
28. *IOBC Conference, Israel*. 2018. The advantage of having an honest negotiator reputation: The role of agency and communion dimensions in negotiations.
29. *IOBC Conference, Israel*. 2018. "We are all one family": The Role of the Family Metaphor in Promoting Help and Viability in Newly Formed Work Groups and Teams.
30. *Management Seminar, The Open University, Israel*. 2019. When negotiators with honest reputations are less (and more) likely to be deceived.
31. *Reward Management Conference, The European Institute for Advanced Studies in Management (EIASM), Belgium*. 2019. Pay transparency and employee counterproductive workplace behavior.

32. *The Social Organizational Seminar, Bar-Ilan University, Israel.* 2019. Pay transparency and employee counterproductive workplace behavior.
33. *IOBC Conference, Israel.* 2020. When negotiators with honest reputations are less (and more) likely to be deceived. *One of the Finalists for the IOBC 2020 Best Paper Award*
34. *The Organizational Behavior Seminar, Tel-Aviv University, Israel.* 2020. Pay transparency and employee counterproductive workplace behavior.
35. *AOM Conference, 2021 (Online).* Risky instrumental behavior: Conceptualization, measurement development, and validation.
36. *AOM Conference, 2021 (Online).* "Give a rod, not a fish": The impact of help-type on support for helper's leadership.
37. *PhD Seminar, The Coller School of Management, Tel Aviv University, 2021.* Invited talk on the potential effects of artificial intelligence decision-support systems on employee behavior.
38. *Organizational Psychology Course. January, Ben-Gurion University.* 2022. Invited talk on pay communications and rewards.
39. *Psychology seminar. Tel Aviv University. January, 2022.* Invited talk on pay communications and rewards.
40. *Behavioral Economics MBA seminar. Reichman University. IDC.* April, 2022. Invited talk on pay communications and rewards.
41. *PhD Seminar, The Coller School of Management, Tel Aviv University.* 2022. Invited Talk on pay Transparency.
42. *DMEP seminar, Ben-Gurion University, Beer Sheva, Israel.* 2022. Invited talk on pay communications and rewards.
43. *TAD's AI & Business community meeting, Tel Aviv University.* June, 2022. Taking a Social Comparison Perspective to the Study of Employee Resistance to Artificial Intelligence Decision Aids.
44. *AOM Conference, 2022.* The Effect of Pay Transparency on Employee Integrity: Taking Social Mindfulness into Account.
45. *ColabAI workshop, Tel Aviv University.* September, 2022. Having More to lose: Understanding High Performers' Negative Attitudes towards AI Adoption

46. *ColabAI workshop, Tel Aviv University*. 2023. Artificial Intelligence (AI) – Threat, Opportunity, or Both? The Impact of Distinct Employee AI Perceptions on Task Motivation and Decision Compliance.
47. *Reward Management Conference, 2022*. The European Institute for Advanced Studies in Management (EIASM). Explaining the Impact of pay transparency on employee unethical behavior towards peers: The role of social mindfulness.
48. *Reward Management Conference, 2022*. The European Institute for Advanced Studies in Management (EIASM). Rewarding employee physical self-sacrificing: Which supervisors do so and why?.
49. HRM Conference (Invited talk), 2022. Coller School of Management. Implication of distinct pay communication practices on employee behavior.
50. The Henry Crown Institute of Business Research in Israel, Annual meeting, 2022 (Invited talk). Coller School of Management. Implication of distinct pay communication practices on employee behavior.
51. *IOBC Conference, Israel*. 2023. Taking a Social Comparison Perspective to the Study of Professionals' Resistance to AI Decision-aids. *One of the Finalists for the IOBC 2023 Best Paper Award*.
52. *IOBC Conference, Israel*. 2023. Give a Fishing Rod, Unless It's Urgent: The Impact of Help-Type on Support for Leadership.
53. *The 7th Solomon Lew Conference on Behavioral Economics, 2023*. A Dual Path Model to Cheating Behavior: The Impact of Pay Transparency on Employee Unethical Behavior toward Coworkers.
54. *AOM Conference, 2023*. More to Lose: High Performers' Opposition to the Adoption of Powerful AI Aids
55. *TAU PhD seminar, 2024*. More to Lose: The Adverse Effect of High Performance Ranking on Employees' Pre-Implementation Attitudes towards the Integration of Powerful AI Aids
56. *DMEP seminar, 2024, Ben-Gurion University*. More to Lose: The Adverse Effect of High Performance Ranking on Employees' Pre-Implementation Attitudes towards the Integration of Powerful AI Aids
57. *The Psychology Colloquium, 2024, Bar-Ilan University*. Psychological and Behavioral implications in human-AI collaboration.
58. *Alpha Program Seminar, 2025, Tel Aviv University*. AI in management.