

Dov Eden, PhD

Saltiel Professor Emeritus of Corporate Leadership and Social Responsibility

Curriculum Vitae, January, 2024

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Tel Aviv 6905241
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1942 Born in Atlantic City, New Jersey, USA

1970 Immigrated to Israel

1971 Changed name from Barry Fine to Dov Eden

Citizenship United States; Israel

Employer Organizational Behavior Program
Coller School of Management
Tel Aviv University
 Rank: Full Professor Emeritus, tenured since 1975

Education Bar-Ilan University, Israel
1965 - BA in Psychology and Political Science

Temple University, Philadelphia, PA
1966 - MA in Psychology

University of Michigan, Ann Arbor
1971 - PhD in Organizational Psychology
Dissertation: "Comparison of Organizational Membership and
Self-employment"
Supervisor: Professor Stanley E. Seashore

Other Training NTL Institute for Applied Behavioral Science
 1969 - Attended a two-week human relations laboratory at Bethel, Maine.
 1979 - Attended a 10-day training workshop in Consultation Skills

Employment

1966-1968 Department of Psychology, University of Michigan
 1966-1967 - Teaching Fellow I
 1967-1968 - Teaching Fellow II

1967-1969 Institute for Social Research, University of Michigan
 1967-1968 - Assistant Project Director, Center for Research on the Utilization
 of Scientific Knowledge
 1968-1969 - Assistant Study Director, Survey Research Center

1971-present Tel Aviv University, Faculty of Management

1980-1982 School of Medicine
 Department of Behavioral Sciences
 - Taught courses in social psychology

1971-1973 Center for Social Research on the Kibbutz
 - Senior Research Director

1972-1975 Chaim Sheba Medical Center, Tel Hashomer
 Cardiac Evaluation and Rehabilitation Institute
 - Research Consultant

1976-1977 Israel Defense Forces
 - Military Psychologist at the rank of major

1985-1987 New York University
 Graduate School of Business Administration,
 Department of Management and Organizational Behavior
 - Visiting Associate Professor of Management

1986-1987 New York University
 Department of Psychology
 - Taught doctoral seminar in organizational psychology

1994-1995 University of Maryland
 Department of Psychology
 - Visiting Professor of Organizational Psychology

Fall, 1998	Baruch College, City University of New York (CUNY) Department of Management - Visiting Professor of Management
2005-2006; 2008-2009	Baruch College, City University of New York (CUNY) Department of Management - Visiting Professor of Management - Fellow, Weissman Institute of International Business
2011-present	Bar-Ilan University Department of Management Research Consultant: Mentoring novice I-O researchers
2012-2014	Sapir College Human Resource Management Department Research Consultant: Mentoring novice I-O researchers
License	License No. 1048 issued by the Minister of Health, State of Israel, to practice industrial-organizational psychology and to supervise applicants for licensure

Professional Memberships

Academy of Management, Fellow
 American Psychological Association, Fellow
 Association for Psychological Science, Fellow
 International Association of Applied Psychology
 Israel Psychological Association
 Israel Society of Sport Psychology
 Society for Industrial and Organizational Psychology (SIOP), Fellow
 Society (for Research on) Organizational Behavior (SOB)
 Transparency International
 Responsible Research for Business and Management

Awards

1960-1961	Tuition Scholarship, Bar-Ilan University
1968-1969	Rackham Prize Grant, University of Michigan
1969-1970	National Institute of Mental Health Predoctoral Research Fellowship
1970	Departmental Associate, Department of Psychology, University of Michigan

- 1992 Prize awarded by the Israel Institute of Business Research at Tel Aviv University for research proposal titled “Self-efficacy in Management: Field Experimental Evaluation of Training Leaders to Boost Self-efficacy”
- 1994 Awarded the Center for Creative Leadership's inaugural “Best Paper Award” for the best article in *Leadership Quarterly* between 1990-1993 for “Leadership and expectations: Pygmalion effects and other self-fulfilling prophecies in organizations.”
- 1995 Awarded first prize by the Israel Institute of Business Research at Tel Aviv University in its 1995-1996 competition for proposal titled, “Implanting Pygmalion Leadership Style Through Training, Coaching, and Long-term Follow-up.”
- 1997 Awarded prize by the Israel Institute of Business Research at Tel Aviv University in its 1997-1998 competition for proposal titled, “Augmenting ‘Means Efficacy’ to Boost Motivation and Performance: A Field-Experimental Test of the Internal–External Efficacy Model.”
- 2006 Won second place in “Best Practices Evaluation Paper Competition” for paper with Chen and Westman titled, “Impact of enhanced resources on anticipatory stress and adjustment to new technology: A field-experimental test of conservation of resources theory” presented at the Work, Stress, and Health conference.
- 2018 Received the 2018 Distinguished Scientific Contributions Award from the Society for Industrial and Organizational Psychology (SIOP), Division 14 of the American Psychological Association (APA).

Grants

- 1970 Doctoral Dissertation Grant, Office of Manpower Research, Manpower Administration, U.S. Department of Labor
- 1973 Grant No. 7, A-21 from Ford Foundation for study titled “Industrialization and Disease: A Study of Working Conditions, Job Satisfaction, and Heart Disease”
- 1974 Grant from the National Institute of Occupational Safety and Health (NIOSH), U.S. Department of HEW for a study titled “Working Conditions, Job Satisfaction, and CHD Risk” with John R. P. French, Jr. and Arie Shirom
- 1977 Grant from Ford Foundation for study titled “Population Growth and Health: A Study of the Effects of In- and Out-migration in Israeli Kibbutzim on the Physical Health and Psychosocial Well-being of their Members,” with Arie Shirom

- 1984 Grant from the Institute for Social and Labor Research at Tel Aviv University for study titled “Effects of Acute Stress and Internal Coping Resources on Anxiety and Performance”
- 2002 – 2003 Grant from the Israel Institute of Business Research at Tel Aviv University for proposal titled, “Raising Means-Efficacy Among Telemarketers to Boost Sales: A Field Experiment to Test Expanded Efficacy Theory.”
- 2003 – 2004 Grant from Tel Aviv University’s competitive University Research Grants Program for proposal titled, “Sabbatical Leave as a ‘Respite’ From Chronic Academic Job Stress: A Cross-Cultural Test of Conservation of Resources Theory.”
- 2004 – 2005 Grant from the Israel Institute of Business Research at Tel Aviv University for proposal titled, “Creating Pygmalion Effects Among Managers of New and Veteran Subordinates: A Field Experimental Attempt to Overcome Prior Acquaintance.”
- 2005 – 2008 Grant from the Israel Science Foundation for a four-year research program titled, “Impact of Means Efficacy on Performance.”
- 2006 – 2007 Grant from the Israel Institute of Business Research at Tel Aviv University for proposal titled, “Strong or Diluted: Does Adding B-level Publications to a CV with Top-tier Publications Increase or Decrease Recommendations for Promotion?”
- 2015 – 2017 Grant from the Israel Science Foundation for a two-year research program titled, “Boosting Means Efficacy to Enhance Motivation to Learn, Teamwork, and Performance: A True Experiment.”

Academic Activities and Posts Held

- 1974-1976 Member, Executive Committee of the Industrial-Occupational Psychology Division of the Israel Psychological Association
- 1975-1976 Coordinator, Organizational Behavior Track in Masters Program, Department of Labor Studies
- 1983-1985
1995-1998 Chairman, Program in Organizational Behavior, Faculty of Management
- 1984-1985 Academic Director, Top Executive Course (TEC-TELEM)
Faculty of Management's year-long executive course

- 1987-1994 Member, Institutional Review Board (Helsinki Committee), Tel Aviv University
- 1999-2004
- 1988-1991 Director, Israel Institute of Business Research, Tel Aviv University
- 1988-1991 Chairman, Research Committee, Faculty of Management, Tel Aviv University
- 1989-1994 Member, Executive Committee, Management Consulting Division, Academy of Management
- 1989-1994 Member, Executive Committee, Golda Meir Institute for Work and Society Research, Faculty of Social Sciences, Tel Aviv University
- 1990-1994 Member, Committee for Ethical Use of Laboratory Animals, Tel Aviv University
- 1991-1993 Member, Professional Affairs Committee for Social, Occupational, and Organizational Psychology, Ministry of Health, State of Israel
- 1991-1994 Academic Director, Top Executive Course (TEC-TELEM), Faculty of Management's year-long executive certification program
- 1992-1993 Member, Board of Directors of LAHAV, Faculty of Management's Executive Training Center
- 1992-1994 Member, Academic Committee of LAHAV, Faculty of Management's Executive Training Center
- 1992-1994;
1996-1997 Member, Doctoral Committee, Faculty of Management
- 1993-1997 Member, Council of Psychologists (the statutory body that advises the Minister of Health in matters pertaining to the Psychologists' Law)
- 1993-1994;
1999-2004 Member, Promotion and Tenure Committee, Faculty of Management
- 1995-1998 Member, Curriculum Committee, Faculty of Management
- 2007-2009 Member, Academy of Management Fellows Committee on Membership
- 2008 Member, Committee to select the winner of the Society for Industrial and Organizational Psychology's 2009 Distinguished Scientific Contributions Award

2009-2011 Member, The Society for Industrial and Organizational Psychology's
Publication Board

2019- Member, Responsible Research in Business and Management

Editing:

2002-2005 Associate Editor, *Academy of Management Journal*

2006-present Member, Editorial Advisory Board, *Journal of Managerial Psychology*

Member, Editorial Board:

1980-1998 *Group & Organization Management* (formerly *Group & Organization Studies*)

1992-2002 *Megamot Behavioral Sciences Quarterly*

1993-1997 *Human Performance*

1993-2022 *Leadership Quarterly*

1997-2002;
2007-2010 *Journal of Applied Psychology*

1998-2002 *Academy of Management Journal*

1998-2002 *Organizational Behavior and Human Decision Processes*

2009-present *Organizational Psychology Review*

Ad hoc Reviewer for:

Academy of Management Executive
Academy of Management Journal
Academy of Management Review
Administrative Science Quarterly
Anxiety, Stress, and Coping
Applied Psychology: An International Review
Basic and Applied Social Psychology
British Journal of Psychology
European Journal of Work and Organizational Psychology
Human Relations
Human Performance
Industrial and Labor Relations Review
Industrial Relations
Journal of Applied Behavioral Science

Journal of Applied Psychology
Journal of Management Studies
Journal of Occupational Health Psychology
Journal of Occupational Psychology
Journal of Organizational Behavior
Journal of Service Research
Journal of Vocational Behavior
Management Science
Military psychology
Organizational Behavior and Human Decision Processes
Organizational Research Methods
Organization Science
Personnel Psychology
Psychological Bulletin
Psychological Reports
Work & Stress

Ad hoc Reviewer of Proposals Submitted to:

Israel Institute of Business Research
 Israel Foundations Trustees
 Israel Science Foundation
 National Science Foundation (USA)
 Swiss National Science Foundation

Professional Service and Activities:

Refereed papers submitted to the Research Methods Interest Group for presentation at the 1989 meeting of the Academy of Management in Washington, DC.

Chaired session titled “Boosting Consultant Effectiveness” of the Managerial Consultation Division of the Academy of Management at the annual meeting in Washington, DC in August, 1989.

Served as discussant at session titled “Measurement Issues in Organizational Research” of the Research Methods Division of the Academy of Management at the annual meeting in Washington, DC in August, 1989.

Chaired session titled “Expectations, Goals, and Emotions” at the Meeting of the Israel Psychological Association, Jerusalem, October, 1991.

Chaired session titled “Groups, Motivation, and Careers” at the meeting of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association) in Montreal, Canada, May, 1992.

Chaired session titled “Creating Productive Self-fulfilling Prophecy in Organizations: More Variations on a Theme” at the biannual scientific meeting of the Israel Psychological Association, Ramat-Gan, October, 1993.

Refereed papers submitted to the Organizational Behavior Division of the Society for Industrial and Organizational Psychology for its annual meeting in Saint Louis, May, 1997.

Served as member of the Academy of Management’s 1996 Outstanding Paper in Organizational Behavior Award Committee.

Chaired session titled “Efficacy and Motivation” at the biannual scientific meeting of the Israel Psychological Association, Tel Aviv, October, 1997.

Served as discussant at session titled “Longitudinal Examination of Self-Efficacy: Methodological, Theoretical, and Practical Contributions” at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, April 24-26, 1998.

Refereed papers submitted to the Society for Industrial and Organizational Psychology for its annual meeting in Atlanta, May, 1999.

Served on the committee for selecting the best article published in the *Academy of Management Journal* in 1998.

Participated as an invited scholar in a pre-conference workshop for young researchers titled “Cognition in the Rough II: Exploring Unresolved Theoretical and Methodological Dilemmas in Managerial and Organizational Cognition Research” sponsored by the Managerial and Organizational Cognition (MOC) Interest Group at the Academy of Management meeting in Chicago, August, 1999.

Co-chaired doctoral dissertation committee for Taly Dvir, winner of the Society for Industrial and Organizational Psychology’s *S. Rains Wallace Dissertation Research Award* for 1998.

Served on the Academy of Management’s Awards Committee, 1999-2000.

Chaired symposium titled “Raising and Extending Efficacy Research to New Levels and Domains” at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA, April, 2001.

Participated as an invited scholar in pre-conference workshop titled “Cognition in the Rough IV” at the Academy of Management meeting in Washington, DC, August, 2001.

Served as discussant at symposium titled “International Perspectives on Stress and Coping” at the Academy of Management meeting in Washington, DC, August, 2001.

Served as member of the Academy of Management’s 2001 Outstanding Paper in Organizational Behavior Award Committee.

Chaired symposium titled “Airing Contrary Views on Efficacy Beliefs’ Nature, Meaning, and Application” at the 17th annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada, April, 2002.

Participated as an invited scholar in pre-conference workshop titled “Cognition in the Rough V” at the Academy of Management meeting in Denver, August, 2002.

Participated as an invited scholar in the OB/ODC/OMT Doctoral Consortium at the Academy of Management meeting in Denver, August, 2002.

Served as member of the Society for Industrial and Organizational Psychology’s William A. Owens Scholarly Achievement Award Committee for choosing the best article in industrial and organizational psychology in the year 2002.

Participated in panel discussion titled “The ABCs of Reviewing for Journals” at the 18th annual meeting of the Society for Industrial and Organizational Psychology, Orlando, April, 2003.

Participated as an invited scholar in pre-conference workshop titled “Cognition in the Rough VI” at the Academy of Management meeting in Chicago, August, 2003.

Participated as an invited scholar in pre-conference Professional Development Workshop for OB Junior Faculty at the Academy of Management meeting in New Orleans, August, 2004.

Participated as an invited scholar in pre-conference workshop titled “Cognition in the Rough VII” at the Academy of Management meeting in New Orleans, August, 2004.

Served as discussant at the workshop sponsored by the Organizational Behavior Division of the Academy of Management titled “Organizational Citizenship Behavior (OCB): Future Challenges in OCB Theory and Research” at Ben-Gurion University, Eilat, Israel, November, 2004.

Served as discussant at session titled “Affective experiences at work: The role of self-regulation” at the 20th annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, April 15-17, 2005.

Served as a panelist in symposium titled, “Managing Collaborative Cross-National Research Projects: Guidelines, Opportunities, and Pitfalls” at the Academy of Management meeting in Atlanta, August, 2006.

Participated as an invited scholar in the Ninth “Cognition in the Rough” (CIR-IX) pre-conference workshop at the Academy of Management meeting in Atlanta, August, 2006.

Chaired panel titled, “Creating, Motivating, Inspiring, and Leading High Performing Teams for Dangerous Contexts” at the Global Leadership Conference, United States Military Academy, West Point, April, 2007.

Participated in panel discussion titled “Working on the Edge: I-O Psychology and Marginalized Workers” at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, April, 2007.

Served on the panel of the “Sunday Seminar” workshop titled “Journal Editing: An Opening of the Black Box” at the 22nd annual meeting of the Society for Industrial and Organizational Psychology, New York, April, 2007.

Participated as an invited scholar in pre-conference Doctoral Consortium at the Academy of Management meeting, Philadelphia, August, 2007.

Participated as an invited scholar in the Tenth “Cognition in the Rough” (CIR-X) pre-conference workshop at the Academy of Management meeting, Philadelphia, August, 2007.

Served on the International Scientific Organizing Committee of the APA/NIOSH/SOHP-sponsored 2008 Work, Stress, and Health Conference titled “Health and Safe Work Through Research, Practice, and Partnerships,” Washington, DC, March 6-8, 2008.

Eden, D. Chaired Distinguished Scientific Contributions Award Winner Session (Winner: Ruth Kanfer; Topic: Work Motivation: Use-Inspired Research and Science-Based Practice) at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, April, 2008.

Served on the Society for Industrial and Organizational Psychology’s Distinguished Scientific Contributions Award Committee, 2008-2009; 2009-2010.

Participated as an invited scholar in the Eleventh “Cognition in the Rough” (CIR-XI) pre-conference workshop at the Academy of Management meeting, Anaheim, CA, August, 2008.

Participated in a pre-conference Professional Development Workshop (PDW) titled, “Journal Editing: An Opening of the Black Box” at the Academy of Management meeting, San Francisco, August, 2008.

Participated as a speaker in a symposium titled “Facing the Transition to Retirement: Now What?” at the Academy of Management meeting, Chicago, August, 2009.

Participated in a caucus session titled, “Field experiments: Strategies for gaining access, avoiding pitfalls and getting published” at the Academy of Management meeting, Chicago, August, 2009.

Participated as an invited scholar in the Twelfth “Cognition in the Rough” (CIR-XII) pre-conference workshop at the Academy of Management meeting, Chicago, August, 2009.

Chaired a symposium titled, “Means Efficacy: A Motivational Construct Whose Time Has Come” at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, 2010.

Participated in a Panel Discussion titled, “Field experiments: Strategies for gaining access, avoiding pitfalls and getting published” at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, 2010.

Participated as an invited scholar in the Thirteenth “Cognition in the Rough” (CIR-XIII) pre-conference workshop at the Academy of Management meeting, Chicago, August, 2010.

Served as discussant at session titled “What do Leaders Think of Followers? Exploring Implicit Followership Theories” at the Academy of Management meeting, Chicago, August, 2010.

Served as a member of the scientific committee for the first biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2012.

Served on the Thomas A. Mahoney Mentoring Award committee for the HR Division of the Academy of Management, 2013.

Served as a member of the scientific committee for the second biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2014.

Served as discussant at session titled “The Contribution of COR Theory to Organizational Research” at the 36th Annual Conference of the Stress and Anxiety Research Society, Tel Aviv, 2015.

Participated as an invited scholar in the Eighteenth “Cognition in the Rough” (CIR-XVIII) pre-conference workshop at the Academy of Management meeting, Vancouver, August, 2015.

Participated as an invited scholar and panel member in the pre-conference Professional Development Workshop (PDW) titled “Retirement: What Most Retirees Wish They Knew Beforehand” sponsored by the Careers Division (CAR) and by the Community of Academy Senior Scholars (CASS) at the Academy of Management meeting, Vancouver, August, 2015.

Participated as a panelist in a Symposium titled “Retirement Transitions” sponsored by the Careers Division (CAR) and by the Community of Academy Senior Scholars (CASS) at the Academy of Management meeting, Vancouver, August, 2015.

Served as panelist in Editorial Mentoring Workshop at the third biannual Israel Organizational Behavior Conference (IOBC), January, 2016.

Served as a member of the scientific committee for the third biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2016.

Participated as an invited scholar in the Nineteenth “Cognition in the Rough” (CIR-XIX) pre-conference workshop at the Academy of Management meeting, Anaheim, CA, August, 2016.

Participated as an invited scholar in the Twentieth “Cognition in the Rough” (CIR-XX) pre-conference workshop at the Academy of Management meeting, Atlanta, GA, August, 2017.

Served as a member of the scientific committee for the fourth biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2018.

Served as discussant at symposium titled “Character Strengths in Work Organizations: New Findings and Practical Implications” at the Organizational Behavior Division at the annual meeting of the Academy of Management in Chicago, August, 2018.

Participated as an invited scholar in the Twenty-first “Cognition in the Rough” (CIR-XXI) pre-conference workshop at the Academy of Management meeting, Chicago, August, 2018.

Participated as an invited scholar-facilitator in the micro-OB doctoral consortium at the Academy of Management Specialized Conference titled “From Start-up to Scale-up Strategies: Coping in a Volatile Business Environment,” Tel Aviv, December 17-19, 2018.

Invited to participate as a participating scholar in the Twenty-second “Cognition in the Rough” (CIR-XXII) pre-conference workshop at the Academy of Management meeting, Boston, August, 2019.

Served as a member of the scientific committee for the fifth biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2020.

Served as a member of the scientific committee for the sixth biannual Israel Organizational Behavior Conference (IOBC), Tel Aviv, 2023.

Invited Addresses

Presented the 1987 *Fredrick Gaudet Annual Memorial Lecture* titled, “Leadership Effectiveness as a Self-fulfilling Prophecy” at Stevens Institute of Technology, Hoboken, NJ.

Presented invited address titled, “Self-fulfilling Prophecy in Organizations: Managing Expectations and Efficacy Beliefs to Motivate Improved Performance” at the 24th International Congress of Applied Psychology, San Francisco, August 9-14, 1998.

Presented address titled, “Corporate Leadership and Social Responsibility: ‘The Product of Work is People’” at the dedication ceremony marking the inauguration of the Lilly and Alejandro Saltiel Chair for Corporate Leadership and Social Responsibility, Tel Aviv University, May, 2001.

Presented address titled, “Pygmalion in Management: Productivity as a Self-fulfilling Prophecy” at the memorial event in honor of the late Professor Avraham Sagie at Bar-Ilan University, Ramat-Gan, Israel, May, 2004.

Presented address titled, “Pygmalion in Management After a Quarter of a Century: What We Know and What Remains to be Discovered” at the event celebrating the awarding of the Israel Prize in Management to Professor Miriam Erez at the Technion-Israel Institute of Technology, Haifa, Israel, May, 2005.

Presented the inaugural address titled, “Leading Followers to Believe in Themselves and in Their Circumstances” at the Bernard M. Bass Distinguished Speaker Series, Center for Leadership Studies, Binghamton University, October, 2008.

Presented address titled, “Pygmalion Leadership After a Quarter of a Century: What We Know and What Remains to be Discovered” as part of the Kravis Leadership Institute’s “Power and Persuasion” series at the Marian Miner Cook Athenaeum, Claremont McKenna College, April, 2009.

Presented the opening keynote address titled, “A journey from Survey Research to Field Experimentation” to the 5th biannual Israel Organizational Behavior Conference at Tel Aviv University, January, 2020.

Publications

Book

Eden, D. (1990). *Pygmalion in management: Productivity as a self-fulfilling prophecy*. Lexington, MA: Lexington Books.

Articles

Fine, B. D. (Former name) (1971). Comparison of work groups with stable and unstable membership. *Journal of Applied Psychology*, 55, 170-174.
<http://dx.doi.org/10.1037/h0030793>

Eden, D. (1973). Self-employed workers: A comparison group for organizational psychology. *Organizational Behavior and Human Performance*, 9, 186-214. doi:
[http://dx.doi.org/10.1016/0030-5073\(73\)90046-9](http://dx.doi.org/10.1016/0030-5073(73)90046-9)

Shirom, A., Eden, D., Silberwasser, S., & Kellermann, J. J. (1973). Job stresses and risk factors in coronary heart disease among five occupational categories in kibbutzim. *Social Science and Medicine*, 7, 875-892.
doi:[http://dx.doi.org/10.1016/0037-7856\(73\)90111-X](http://dx.doi.org/10.1016/0037-7856(73)90111-X)

Eden, D., & Leviatan, U. (1974). Farm and factory in the kibbutz: A study in agrico-industrial psychology. *Journal of Applied Psychology*, 59, 596-602.
<http://dx.doi.org/10.1037/h0037327>

Reprinted in U. Leviatan & M. Rosner (Eds.), *Work and organization in kibbutz industry* (pp. 34-42). Norwood, PA: Norwood Editions, 1980.

Eden, D. (1975). Organizational membership vs. self-employment: Another blow to the American dream. *Organizational Behavior and Human Performance*, 13, 79-94. doi:
[http://dx.doi.org/10.1016/0030-5073\(75\)90006-9](http://dx.doi.org/10.1016/0030-5073(75)90006-9)

- Eden, D. (1975). Job Setting Characteristics Measure [Database record]. Retrieved from PsycTESTS.
doi:<http://dx.doi.org/10.1037/t20476-000>
- Eden, D., & Leviatan, U. (1975). Implicit leadership theory as a determinant of the factor structure underlying supervisory behavior scales. *Journal of Applied Psychology, 60*, 736-741.
doi:<http://dx.doi.org/10.1037/0021-9010.60.6.736>
- Eden, D. (1975). Intrinsic and extrinsic rewards and motives: Replication and extension with kibbutz workers. *Journal of Applied Social Psychology, 5*, 348-361.
doi:10.1111/j.1559-1816.1975.tb00687.x
- Eden, D., & Jacobson, D. (1976). Propensity to retire among older executives. *Journal of Vocational Behavior, 8*, 145-154.
doi:[10.1016/0001-8791\(76\)90017-8](http://dx.doi.org/10.1016/0001-8791(76)90017-8)
- Shirom, A., Eden, D., & Kellermann, J. J. (1981). Effects of population changes on psychological and physiological strain in kibbutz communities. *American Journal of Community Psychology, 9*, 27-43.
doi:<http://dx.doi.org/10.1007/BF00896358>
- Eden, D. (1982). Critical job events, acute stress, and strain: A multiple interrupted time series. *Organizational Behavior and Human Performance, 30*, 312-329.
doi:[10.1016/0030-5073\(82\)90223-9](http://dx.doi.org/10.1016/0030-5073(82)90223-9)
- Eden, D., & Ravid, G. (1982). Pygmalion versus self-expectancy: Effects of instructor- and self-expectancy on trainee performance. *Organizational Behavior and Human Performance, 30*, 351-364.
doi:[http://dx.doi.org/10.1016/0030-5073\(82\)90225-2](http://dx.doi.org/10.1016/0030-5073(82)90225-2)
- Eden, D., & Shani, A. B. (1982). Pygmalion goes to boot camp: Expectancy, leadership, and trainee performance. *Journal of Applied Psychology, 67*, 194-199.
<http://dx.doi.org/10.1037/0021-9010.67.2.194>
- Eden, D. (1984). Self-fulfilling prophecy as a management tool: Harnessing Pygmalion. *Academy of Management Review, 9*, 64-73.
doi:<http://dx.doi.org/10.2307/258233>
- Tziner, A., & Eden, D. (1985). Effects of crew composition on crew performance: Does the whole equal the sum of its parts? *Journal of Applied Psychology, 70*, 85-93.
doi:10.1037/0021-9010.70.1.85
- Reprinted in J. M. Levine, & R. L. Moreland (Eds.). (2006). *Small groups. Key Readings in Social Psychology* (pp. 55-64). New York: Psychology Press.

- Eden, D. (1985). Team development: A true field experiment employing three levels of rigor. *Journal of Applied Psychology*, 70, 94-100.
doi:<http://dx.doi.org/10.1037/0021-9010.70.1.94>
- Reprinted in C. L. Cooper (Ed.). (1991). *Industrial and organizational psychology* (Vol. 1, pp. 590-596). London: Edward Elgar.
- Sykes, I. J., & Eden, D. (1985). Transitional stress, social support, and psychological strain: A failure of hardiness and as buffers. *Journal of Occupational Behaviour*, 6, 293-298.
doi:10.1002/job.4030060406
- Westman, M., Eden, D. & Shirom, A. (1985). Job stress, cigarette smoking and cessation: The conditioning effects of peer support. *Social Science and Medicine*, 20, 637-644.
[doi:10.1016/0277-9536\(85\)90402-2](http://dx.doi.org/10.1016/0277-9536(85)90402-2)
- Izraeli, D. N., Izraeli, D., & Eden, D. (1985). Giving credit where credit is due: A case of no sex bias in attribution. *Journal of Applied Social Psychology*, 15, 516-530.
doi:10.1111/j.1559-1816.1985.tb00917.x
- Eden, D. (1986). OD and self-fulfilling prophecy: Boosting productivity by raising expectations. *Journal of Applied Behavioral Science*, 22(1), 1-13.
doi:10.1177/002188638602200104
- Eden, D. (1986). Correction. *Journal of Applied Behavioral Science*, 22(2), 90.
- Eden, D. (1986). Team development: Quasi-experimental confirmation among combat companies. *Group & Organization Studies*, 11, 133-146.
doi:10.1177/105960118601100302
- Eden, D. (1988). Pygmalion, goal setting, and expectancy: Compatible ways to raise productivity. *Academy of Management Review*, 13, 639-652.
doi:<http://dx.doi.org/10.2307/258381>
- Eden, D. (1988). Creating expectation effects in OD: Applying self-fulfilling prophecy. *Research in Organizational Change and Development*, 2, 235-267.
- Eden, D. (1990). Acute and chronic job stress, strain, and vacation relief. *Organizational Behavior and Human Decision Processes*, 45, 175-193.
doi:[http://dx.doi.org/10.1016/0749-5978\(90\)90010-7](http://dx.doi.org/10.1016/0749-5978(90)90010-7)
- Eden, D. (1990). Consultant as Messiah: Applying expectation effects in managerial consultation. *Consultation: An International Journal*, 9(1), 37-50.
- Eden, D. (1990). Industrialization as a self-fulfilling prophecy: The role of expectations in development. *International Journal of Psychology*, 25, 871-886.
doi:10.1080/00207599008247933

Reprinted in H. S. R. Kao, K. Sung, & D. Sinha (Eds.). (1991). *Social values and effective organizations*, Chap. 19. Holland: Elsevier Science Publishers.

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- Eden, D. *Beyond self-efficacy: Subjective efficacy and its role in work motivation*. Presented at the Conference on Work Motivation in the Context of a Globalizing Economy, Ein Gedi, Israel, February 23-25, 1996.
- Eden, D. *From self-efficacy to means efficacy: Internal and external sources of general and specific efficacy*. Presented at the 56th annual meeting of the Academy of Management, Cincinnati, Ohio, August, 1996. Selected for publication via *Supplemental Electronic Proceedings (SEP) Disk* of best papers.
- Eden, D., & Davidson, O. B. *Remedial self-fulfilling prophecy: Preventing Golem effects among disadvantaged women*. Presented at to the 12th annual meeting of the Society for Industrial and Organizational Psychology, Saint Louis, May, 1997.
- Davidson, O. B., & Eden, D. *Golem effects among underprivileged women: Mediating role of leadership, subordinate expectations, and motivation*. Presented at the 57th annual meeting of the Academy of Management, Boston, August, 1997.

- Eden, D. *Implanting Pygmalion Leadership Style through training: Seven true field experiments*. Presented at the 13th annual meeting of the Society for Industrial and Organizational Psychology, Dallas, April, 1998.
- Eden, D. *Respite research: Studying stress on and off the job*. Presented at the 7th International Conference on Social Stress Research, Budapest, May, 1998.
- Eden, D. *Metaphors in organizational behavior: Examples from organizational self-fulfilling prophecy*. Presented at 24th International Congress of Applied Psychology, San Francisco, August, 1998.
- Dvir, T., Eden, D., Avolio, B., & Shamir, B. *The impact of transformational leadership training on follower development and performance: A field experiment*. Presented at the 14th annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, April, 1999.
- Paper based on dissertation by Taly Dvir under my co-supervision that won the Society for Industrial and Organizational Psychology's *S. Rains Wallace Dissertation Research Award* for 1998.
- Eden, D. *The impact of self-efficacy on work motivation theory and research*. Presented at the 59th annual meeting of the Academy of Management, Chicago, August, 1999.
- Eden, D. *Expectations, affectivity, and respite effects: Do we experience the relief we expect?* Presented at the 59th annual meeting of the Academy of Management, Chicago, August, 1999.
- Eden, D., & Granat-Flumin, R. *Augmenting means efficacy to improve service performance among computer users: A field experiment in the public sector*. Presented at the 15th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, April, 2000.
- Eden, D. *Restorative value of a respite from work: Studies of stress and burnout on and off the job*. Presented at the 27th International Congress of Psychology, Stockholm, July, 2000.
- Chen, G., Gully, S. M., & Eden, D. *Validation of a New General Self-Efficacy Scale*. Presented at the 60th annual meeting of the Academy of Management, August 2000, Toronto, Canada.
- Chen, G., Gully, S. M., & Eden, D. *General self-efficacy and self-esteem are distinguishable constructs*. Presented at the 60th annual meeting of the Academy of Management, August 2000, Toronto, Canada.
- Eden, D., & Sulimani, R. *Making Pygmalion training effective: Greater mastery through augmentation of means efficacy*. Presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April, 2001.

- Natanovich, G., & Eden, D. *Pygmalion effects among outreach supervisors and tutors: Extending gender and ethnic generalizability*. Presented at the 16th annual meeting of the Society for Industrial and Organizational Psychology, San Diego, April, 2001.
- Eden, D. *Means efficacy: A tool for getting Pygmalion leadership training to work*. Presented at the Festschrift in Honor of Bernard M. Bass, Center for Leadership Studies, Binghamton University, Binghamton, NY, May 31-June 2, 2001.
- Westman, M., Eden, D., & Schodl, M. *Implicit stress theory: The spurious effect of challenge and threat on performance ratings*. Presented at the 22nd Conference of the International Society for Stress and Anxiety Research (STAR), Palma de Mallorca, July 12-14, 2001.
- Eden, D. *Development and Culture Clash in the "Old-New" Land of Israel*. Presented at the International Symposium on Emerging Discourses on Culture and Development at the G. B. Pant Social Science Institute, Jhansi, Allahabad, India, February, 2005.
- Davidson, O., Westman, M., & Eden, D. *Sabbatical leave as a "Time Out" from chronic academic job stress: embedding stress-respite research within conservation of resources theory*. Presented at the Work, Stress, and Health 2006: Making a Difference in the Workplace conference, Miami, March 2-4, 2006.
- Chen, S., Westman, M., & Eden, D. *Impact of enhanced resources on anticipatory stress and adjustment to new technology: A field-experimental test of conservation of resources theory*. Presented at the Work, Stress, and Health 2006: Making a Difference in the Workplace conference, Miami, March 2-4, 2006.
- [Won First Prize in "Best Student Research Competition" and Second Prize in "Best Practices Evaluation Paper Competition"]
- Ganzach, Y., Eden, D., & Zigman, T. *Augmenting means efficacy to improve performance: A field experiment*. Presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, April, 2006.
- Chen, S., Westman, M., & Eden, D. *Augmenting psychological resources to reduce stress: A field experiment*. Presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, April, 2007.
- Ganzach, Y., Stirin, K., Pazy, A., & Eden, D. *Perceived advantage and disadvantage: Their effects on efficacy beliefs and performance*. Presented at the 68th annual meeting of the Academy of Management, Anaheim, Ca: August, 2008.
- Eden, D. *True-experimental tests of mediation models in organizations*. Presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, April, 2009.

- Eden, D. *Means efficacy: A motivational construct whose time has come*. Presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, 2010.
- Eden, D. *Understanding the role of respite in personal renewal*. Presented at a symposium titled, "It's All About Me: The Issues of Renewal and Revitalization on an Individual Level" in the Saturday Theme Track on Reengineering I/O Psychology for the Changing World of Work at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, 2010.
- Chen, S., Westman, M., & Eden, D. *Means efficacy, stress, and IT satisfaction*. Presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, 2010.
- Ganzach, Y., Stirin, K., Pazy, A., & Eden, D. *Effects of performance on efficacy beliefs*. Presented at the 12th Biennial Conference of the International Society for the Study of Work and Organizational Values (ISSWOV), Estoril-Lisbon, Portugal, June, 2010.
- Eden, D. *Meta-analyzed multi-experiment mediation testing: The best evidence-based I-O psychology knowledge*. Presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, 2011.
- Hezkiau-Ludwig, R., & Eden, D. *What to do when a field experiment goes awry?* Presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, 2011.
- Hezkiau-Ludwig R., & Eden, D. *Pygmalion-in-reverse: Effects of follower expectations on leader performance*. Presented at the 129th Annual Conference of the American Psychological Association, Washington, DC, 2011.
- Eden, D. *Ethical dilemmas in enacting Pygmalion leadership*. Paper submitted to the 10th International Studying Leadership Conference on Ethical Dilemmas in Leadership, Bristol Centre for Leadership and Organisation Ethics, Bristol Business School, University of the West of England, UK, December 12-13, 2011.
- Chen, S., Westman, M., Eden, D., & Toker, S. *Raising course efficacy to improve satisfaction and performance*. Presented at the First Israel Organizational Behavior Conference, Tel Aviv University, Tel Aviv, Israel, December, 2011.
- Eden, D. *Pygmalion leadership versus authentic relationships: A global clash of values?* Presented at the 13th Biennial Conference of the International Society for the Study of Work and Organizational Values (ISSWOV), Goa, India, June, 2012.
- Eden, D., & Hezkiau-Ludwig, R. *Quality or quantity: Which is the best road to tenure?* Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, May 15-17, 2014.

- Sy, T., & Eden, D. *The art of followership: Applying aesthetics to implicit followership theories*. Presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, May 15-17, 2014.
- Eden, D. *Valuing quality or quantity: Professors' preferences for academic candidates*. Presented at the 14th Biennial Conference of the International Society for the Study of Work and Organizational Values (ISSWOV), Riga, Latvia, June 29 – July 2, 2014.
- Applebaum, A., Kaminka, S., & Eden, D. *Theater-based training to reduce resistance to organizational change: Quasi-experimental evaluation*. Presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, April 23-25, 2015.
- Eden, D. *What Pygmalion and charisma do and do not have in common*. Presented at the First “Leadership Now” Memorial Conference in honor of the late Professor Boas Shamir, Jerusalem, November, 2015.
- Eden, D. *Leading organizational change via self-fulfilling prophecy: Applying Pygmalion theory to promote success*. Presented at the Leadership and Change Workshop, Hebrew University, Jerusalem, Israel, June 16-19, 2018.
- Raphael, Y., Geller, D., & Eden, D. *Pygmalion leadership training and followers' emotional reactions: A novel field-experimental design*. Presented at the 16th Biennial Conference of the International Society for the Study of Work and Organizational Values (ISSWOV), Trieste, Italy, July, 2018.
- Raphael, Y., Geller, D., & Eden, D. *Managers' Pygmalion leadership boosts subordinates' performance and positive emotions: A field experiment*. Presented at the 19th Annual Congress of the European Association of Work and Organizational Psychology (EAWOP), Turin, Italy, May 29 - June, 2019.
- Eden, D. *Leadership and corruption: The missing link*. Presented at symposium entitled “From Theory to Practice: Society, Organizations, and Organizational Consulting,” Hebrew University of Jerusalem, May 29, 2019.
- Westman, M., Chen, S., & Eden, D. *The impact of leaders on follower well-being: A triple-theory integration*. Presented at the Israel Organizational Behavior Conference, Tel Aviv, January 5-7, 2020.
- Eden, D. *SIOP Select: Distinguished Scientific Contributions Award Winner*. Special Event, Society for Industrial and Organizational Psychology Online Event, June, 2020.
- Chen, S., Westman, M., & Eden, D. *Raising course efficacy to improve student performance: A field experiment*. Submitted to the Annual Conference of the European Academy of Management, Dublin, June 10-12. Postponed till December, 2020.

- Eden, D. *Leadership and corruption in context*. Presented at the 5th Interdisciplinary Perspectives on Leadership Symposium, Mykonos, Greece, May 4-8, 2022.
- Chen, S., Davidson, O., Toker, S., Westman, M., & Eden, D. *Getting students to believe in their courses: Experiments in means efficacy*. Presented at International Society for the Study of Work and Organizational Values, Brasov, Romania, September 11-14, 2022.
- Eden, D. The path to successful field experimentation is paved with simplicity. Presented at the Conference on Field Experiments in Strategy (CFXS). London, September 15th and 16th, 2022.
- Westman, M., & Eden, D. Crossover from followers to leaders: An underused path to understanding the Yin and Yang of bright and dark leader-follower relationships. Presented at the 6th Interdisciplinary Perspectives on Leadership Symposium, May 3-6, 2023, Rhodes, Greece.
- Eden, D. *Fighting corruption in organizations: A neglected value*. Presented at the 17th Biennial Conference of the International Society for the Study of Work and Organizational Values, July, 2023.
- Chen, S., Eden, D., & Westman, M. *Raising course efficacy to improve student learning: Three field experiments*. Submitted to the meeting of the Academy of Management, Vancouver: August, 2020.
- Eden, D. *Leadership and Corruption: {}*. Accepted for presentation at the Kravis-de Roulet Leadership Conference, Claremont McKenna College, Claremont, CA: December, 2020. Indefinitely postponed.
- Eden, D. *Phronesis lost: What this field needs is a good 5-cent research method*. Presented at the meeting of the Society for (Research in) Organizational Behavior (SOB), Houston, Texas, October 21-23, 2022.
- Eden, D. *Unrelenting worldwide corruption in organizations: Leaders' role and what we can and should be doing about it*. Presented at the International Society for the Study of Work and Organizational Values (ISSWOV) conference, Brasov, Romania, September 11-14, 2022.
- Eden, D. *Phronesis lost: organizational research needs a better method*. Accepted to be presented at the meeting of the International Society for the Study of Work and Organizational Values (ISSWOV), Tel Aviv Hai, Israel, June, 2024.
- Westman, M., Eden, D., Reizer, A., & Chen, S. *Crossover of work-family conflict from followers to leaders: A serial mediation model*. Presented at the meeting of European Academy of Management (EURAM), Bath, UK, June 26-28, 2024.

Reizer, A., Westman, M., & Eden, D. *Prolonging the post-vacation effect on well-being and work motivation*. Presented at the meeting of European Academy of Management (EURAM), Bath, UK, June 26-28, 2024.

Reports

Fine, B. D. (Former name) (1970). *Comparison of organizational membership and self-employment*. Doctoral Dissertation, The University of Michigan, Ann Arbor, MI: University Microfilms, No. 71-23,751.

Quinn, R., Fine, B. (Former name), Levitin, T. (1971). *Turnover and training: A social psychological study of disadvantaged workers*. Springfield, VA: National Technical Information Service, Operations Division. Doc. No. PB 194775.

Leviatan, U., & Eden, D. (1975). *The Relationships between organizational structure, climate, worker responses and economic results in kibbutz production branches*. Givat Haviva, Israel: Institute for Social Research on the Kibbutz. (Hebrew).

Eden, D. (1976). *Industrialization and disease: A study of working conditions, job satisfaction and heart disease*. Final report submitted to the Ford Foundation (Israel Grant No. 7, A-21).

Shirom, A., Eden, D., French, J. R. P., Jr., & Kellermann, J. J. (1976). *Working conditions, job satisfaction and CHD risk*. Final report submitted to the National Institute of Occupational Safety and Health, U.S. Department of HEW.

Shirom, A., & Eden D. (1979). *The effects of population changes on physiological and psychological strain among kibbutz members*. Final report submitted to the Ford Foundation (Israel Grant No. B-8[9112]).

Leviatan, U., & Eden, D. (1979). *A causal flow model relating organizational structure, organizational climate, members' reactions and organizational effectiveness*. Haifa, Israel: Institute for Research on the Kibbutz, Haifa University.

Eden, D. (1983). Productivity as a self-fulfilling prophecy: Harnessing the Pygmalion effect in management. *Israel Psychological Association Newsletter*, 23, 10-15 (Invited article in Hebrew).

Eden, D., & Westman, M. (1988). *Effects of job stress on objective measures of performance: A natural experiment*. Final report submitted to the Golda Meir Institute for Social and Labor Research, Tel Aviv, Israel, Tel Aviv University.

Eden, D., & Aloni, G. (2000). *Pygmalion effects among blue-collar supervisors and subordinates: Is prior acquaintance a barrier?* (18/2000). Tel Aviv, Israel: Tel Aviv University, Faculty of Management.

- Westman, M., Eden D., & Chen, S. (2003, December). *Impact of a program to conserve and enhance resources on the implementation of a new technology: A field experiment* Working Paper No. HTMS 14/2003). Tel Aviv, Israel: Tel Aviv University.
- Westman, M., Eden D., & Chen, S. (2005, January). *The impact of a stress-abatement intervention to enhance resources in adjusting to new technology: Field experiment Number 2.* (Working Paper No. 3/2005). Tel Aviv, Israel: Henry Crown Institute of Business Research, Tel Aviv University.
- Raphael, Y., Sagie, A., & Eden, D. (2008, April). *Pygmalion in organizations: Two meta-analyses comparing training and nontraining experiments.* (Working Paper No. 7/2008). Tel Aviv, Israel: Henry Crown Institute of Business Research, Tel Aviv University.
- Hezkiau-Ludwig, R., & Eden, D. (2010, October). *Bottom-up Pygmalion: A field experimental test of the effects of follower expectations on leader performance.* (Working Paper No. 11/2010). Tel Aviv, Israel: Henry Crown Institute of Business Research, Tel Aviv University.
- Kollenscher, E., Eden, D., Ronen, B., & Farjoun, M. (2011, December). *Architectural Leadership: The Neglected Core of Organizational Leadership.* (Working Paper No. 25/2011). Tel Aviv, Israel: Henry Crown Institute of Business Research, Tel Aviv University.
- Eden, D., & Westman, M. (2019, August). *Raising Course Efficacy to Improve Student Learning: Five Experimental Studies in the Field.* Final Report to the Israel Science Foundation, (Grant No. 1465/15), Jerusalem, Israel.