

# The relationship between an independent legal system and economic achievements



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In the past few weeks, a broad variety of opinions and comments for and against the proposed reform of the Israeli legal system has been voiced. One of the main areas in the public debate is the possible harm of the legal reform to the Israeli economy. This is of enormous importance and is likely to affect the volume of investments in Israel, the stability of the banking system, the strength of the currency and inflation, and more. In this review, we try to segment the academic literature on the relationship between the legal system and economic and financial issues that affect the economic strength of countries and their ability to grow. We begin by examining studies that discuss the relationship between the legal system and the credit ratings of the state deficit, following with the influence of the legal system on foreign investments of external entities in the countries. In addition, in light of the importance of the hi-tech industry to the Israeli economy, we also examine the relationship between the strength and independence of the legal system and the willingness of venture capital funds to invest in the country.

# Leading by Doing and How It Increases Employee Engagement, Productivity, and Service Quality



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This paper introduces leading by doing as a unique managerial approach for enhancing organizational performance outcomes. I argue that leading by doing serves as a unique value-creation driver by creating organizational knowledge and employee trust for managers and by enhancing employee engagement, productivity, and service quality at the business level. I examined empirically these arguments using three-time-point data collection derived from three different sources (employees, financial data, and secret shoppers) in a sample of 233 retail stores over four years. The findings provide substantial evidence that store managers applying leading by doing as their leadership approach increase the level of business outcomes such as employee engagement, productivity, and service quality in their stores. Contributions to managers and organizations are presented.