Name: Edna Rabenu **Date:** 30.9.2026

CURRICULUM VITAE

1. Personal Details

- Permanent Home Address: Bustan 39 Kiryat Shmona
- Cellular Phone: 972-54-4495476
- E-mail address rabenuedn@telhai.ac.il ; edna.rabenu@gmail.com

A. Undergraduate and Graduate Studies

Period of Study	Name of Institution and Department	Degree	Year of Approval of Degree
2008-2012	Business Administration Management and Organizational Behavior, Bar-Ilan University	Ph.D. **Supervisors:** Prof. Dov Elizur and Dr. Eyal Yaniv	2012
1997-2001	Business Administration (MBA) Management and Organizational Behavior, Bar-Ilan University	M.A. **(Magna cum Laude)**	2001
1994-1997	Psychology and Management, Hebrew University	B.A. **(Cum Laude)**	1997

2. Academic Ranks and Tenure in Institutes of Higher Education

Dates	Name of Institution and Department	Rank/Position
2023 (August)-present	School of Business Administration, Bar-Ilan University	Adjunct Associate Professor
2023 (March)-present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Associate professor
2021-2023	Tel-Hai Academic College, Faculty of Social Sciences and Humanities	Senior Lecturer
2017- 2023	School of Business Administration, Bar-Ilan University	Adjunct Senior Lecturer

2022-2022	Netanya Academic College, School of Behavioral Sciences	Adjunct Senior Lecturer
2017-2021	Netanya Academic College, School of Behavioral Sciences	Senior Lecturer
2014-2017	Netanya Academic College, School of Behavioral Sciences	Lecturer

3. Offices in Academic Administration

Dates	**Name of Institution and Department**	**Rank/Position**
2026 (February) -present	Tel-Hai, Kiryat Shmona University in the Galilee, Faculty of Social Sciences and Humanities.	Member of the Faculty Teaching Committee of the Faculty of Humanities and Social Sciences
2025 (July)- present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Member of the Development Committee of the Faculty of Humanities and Social Sciences
2023 (June)- present	Tel-Hai Academic College	Chairman of the Education-Employment Center Steering Committee
2023 - present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Head of the Department of Human Services
2021- present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Member of the Teaching Committee in the Organizational Behavior Program
2021- present	Tel-Hai Academic College, Faculty of Social Sciences and Humanities.	Member of the Admissions Committee in the Organizational Behavior Program
2020- 2021	Netanya Academic College	Director of the center for Teaching and Learning
2016-2019	Netanya Academic College	Member of the center for Teaching and Learning

4. Scholarly Positions and Activities outside the Institution

Active Roles in scientific journals

Year	**Name of Journals**	**Role**
*2025- present	Frontiers in psychology.	Guest Editor

	Research topic: "Women in Organizational Psychology". https://www.frontiersin.org/research-topics/75385/women-in-organizational-psychology	
2015-present	**Reviewer for the Journals**: *Career Development International, Behavioral Sciences , Women & Health, Amfiteatru Economic, Group & Organization Management, International Journal of Organizational Analysis, Journal of Workplace Learning, Applied Psychology: An International Review, Palliative & Supportive Care, Frontiers in Psychology, International Journal of Stress Management, International Journal of Manpower, Innovations in Management* [Hebrew], *The study of organizations and human resource management quarterly* [Hebrew] **Reviewer for Conferences:** European Academy of Management (EURAM), British Academy of Management (BAM), International Society for the Study of Work and Organizational Values (ISSWOV), Eastern Academy of management International (EAM-I), Academy of Management annual conference, APA division 14 (SIOP) **Reviewer of book**: Elsevier publication – proposal for a new book by Prof. Paul Hackett (tentative title: Qualitative and Philosophical Facet Theory **Reviewer of research proposals for grant** ISF- Israel Science Foundation, 2025	Reviewer

Active Roles in Academic Professional Associations

Year	Name of Association	Role
*2026-2028	International Society for the Study of Work and Organizational Values (ISSWOV)	**President (elected)**
*2024-2026	International Society for the Study of Work and Organizational Values (ISSWOV)	Scientific committee chair (elected)
2022-2024	International Society for the Study of Work and Organizational Values (ISSWOV)	Conference organizer committee
2022-present	International Society for the Study of Work and Organizational Values (ISSWOV)	Member of the Scientific Committee
2017	Facet Theory Association (FTA)	Conference organizer committee

Active roles in Professional Societies

Year	Name of Association	Role
2014-present	Israeli Society for Human Resource Management	Judge in the "Excellence in Human Resource" competition

Memberships in Academic Professional Associations

Year	Name of Association
2021-present	Academy of Management (AOM)
2019-present	Society for Industrial and Organizational Psychology (SIOP). Member ID is 140019
2018-present	International Society for the Study of Work and Organizational Values (ISSWOV)
2017-present	American Psychological Association (APA). Member ID is 00149347
2017- present	Facet Theory Association (FTA)
2015-present	International Freedom of Research (IFOR)

Membership in Professional Societies

Year	Name of Association
2021-present	Israeli Industrial Relations Research Association (IIRRA)
2013 – present	Israeli Society for Human Resource Management (IHRM)
2013- present	Israeli Association of Organizational Development (P.A.I)

Other Relevant Professional Activities

Member of the Advisory Employers' Committee of the Edmond de Rothschild Center for Higher Education - Employment Linkage. 2024-present

5. Participation in Scholarly Conferences

a. **Active Participation**

International Conferences

	Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role

*	2026 June 28-1st July Upcoming	The 19th ISSWOV (International Society for the Study of Work and Organizational Values) conference	Palacký University Olomouc Czech Republic	Professional Identity and Occupational Demands during Wartime and their Implications for Burnout: The case of early childhood educators	Academic chair + Selected Speaker
*	2025 4.8-5.8	The 19th International Facet Theory Conference	Online	Professional Volunteering Outside the Workplace: A Mapping Sentence	Invited Session Chair and Selected Speaker
*	2025 23.6-25.6	European Academy of Management (EURAM),	University of Florence, Italy.	Engaging the Gig Economy Workers: Optimizing HRM for Freelancer Success.	Selected Speaker**
*	2024 2.9-6.9	British academy of management (BAM) 2024 Conference	Nottingham Trent University UK	Cyborging HRM theory: From evolution to revolution – the challenges and trajectories of AI for the future role of HRM "'They care a lot' – Nurses' Perspective on the Performance Appraisal Process Led by Managers	Invited Session Chair and Selected Speaker
*	2024 23.6-26.6	The 18th ISSWOV Conference	Online	Session chair: 1. Diversity, Equity, and Inclusion. 2. Health care and pandemic response. 3. Cultural and cross-cultural influences on work values. The sedentary pandemic during and after the COVID-19 pandemic: a theoretical and practical organizational perspective. Heritage tourist experience as a means for reducing employees' Burnout – The case study of "Witnesses in Uniforms"	Organizer, Invited Session Chair and Selected Speaker
*	2023 30.7-1.8	18th Facet Theory conference.	Hebrew University, Jerusalem, Israel	Marketing of higher education: A facet analytical approach.	**Invited Discussant** and Selected Speaker
	2022 11-14th September	The 17th ISSWOV Conference.	Brasov (Romania)	Non-traditional work arrangements: challenges for organizations and workers (presentation)	Invited Session Chair and Selected Speaker
	2022 7-10 June	19th Biennial Conference Eastern Academy of Management-	Lyon, France	A contemporary review of the complex relationships between the dimensions of heavy work investment and organizational outcomes Changes in Online Education for International Students: Opportunities and Challenges	Selected Speaker

		internationa l (EAM-I)		What are the motivations and their boundary conditions that drive students to seek higher education in a foreign country?	
	2021 23-24 August	The 17th Facet Theory Association (FTA) Conference	Online Conference Prague, Czech Republic.	Reasons for international student mobility: An updated mapping sentence.	Invited Session Chair and Selected Speaker
	2021 29 July – 4 August	The 81th Annual Meeting of the Academy of Manageme nt AOM	A Virtual Experience	Back to routine after the Coronavirus pandemic lockdown- A proposal from a psychological perspective	Invited Session Chair and Selected Speaker
	2018 July	The 16th ISSWOV Conference . Organizatio n 4.1: the role of values in the organizatio ns of the 21th century.	Trieste, Italy.	Symposium: Heavy work investment in the 21th century: New perspectives and cultural differences. Understanding the relationship between antecedents of heavy work investment (HWI) and burnout. "Until death do us part": An explorative investigation of abandon-resistance among (very) old Entrepreneurs.	Invited Symposium Chair and Selected Speaker
	2017, August	The 125th Annual Convention of the American Psychologi cal Association (APA)	Washington , D.C., USA	Psycho-Tribology: An interdisciplinary view on employees' burnout processes [Presentation] Retrospective on Work Relationships: Implications for the New Era Workplace [Poster]	Selected Speaker and Poster Presenter
	2016 May	The 53rd annual meeting of the Eastern Academy of Manageme nt (EAM) Theme: Collaborati on	New Haven, CT, USA	Workaholism – An interaction between internal and external factors	**Invited Facilitator** and Selected Speaker
	2015 June-July	The 36th Annual Conference of the Stress and Anxiety Research Society (STAR)	Tel Aviv, Israel	The relationship between psychological capital capacities and coping strategies with stress at work.	Selected Speaker

	2014 June-July	The 14th ISSWOV Conference : Values in shock	Riga, Latvia	Comparing SSA and Factor Analysis – The case of coping with stress	Selected Speaker

**Attendance at the conference was prevented by the "Am keLavi" operation

Local Conferences

	Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
*	2026 7th July	The First University Research Day	Tel-Hai University of Kiryat Shmona in the Galilee		Session chair
*	2026 25th June	The 15th Braude Industry–Academia Conference Artificial Intelligence and Human Capital: Challenges to Organizational Resilience in a New Era	Braude Academic College of Engineering	Panel Discussion: The Human Capital Crisis Recruit, Retain, Develop: The Human Capital Challenge in the AI Era	**Invited Speaker**
*	2025 28th April	The First Human Services Conference	The Max Stern Yezreel Valley College (YVC)	Teaching in Human Services: A Challenge in a not demarcate field, Known to All	**Invited Speaker**
*	2023 15th February	"Proximity and distance in qualitative research." The ninth conference of the Israeli Center for Qualitative Research of People and Societies	Ben-Gurion University of the Negev	Session 113- Between closeness and distance in qualitative research based on data that is public.	Invited Session chair (co with Daphna Shwartz-Asher)

	2022 May 13	The Annual Conference of the Department of Organizational Development and Consulting: Identity nomads in a world of changing reality.	The Max Stern Yezreel Valley College (YVC)	Key changes in the world of work in the 21st century. Challenges in assessing employee performance in the changing world of work: Consultative emphases.	**Invited Speaker**
	2019 June 17	Academic freedom round table	Netanya Academic College, Netanya,	The subject of the round table- Finding terminology that can replace the term academic boycott (as it is not accurate)	**Invited mediator**
	2018 February	The Joint Conference for the Development of Individuals, Teams and Organizations	Ruppin Academic Center	Where are our relationships headed? Changes in Labor Relations in the New Era.	Selected Speaker
	2017 February	The Joint Conference for the Development of Individuals, Teams and Organizations	Kibbutz Shefayim,	Management in the age of positive psychology.	Selected Speaker
	2014 December 24 th	Overwork: Multi-Disciplinary Analysis	Netanya Academic College, Netanya	Management, overwork and burnout	Selected Speaker

Scholarly conventions (research was presented by my research team partners).

	Date	Name of Conference	Place of Conference	Subject of Lecture/Discussion	Role
*	2026 23-24 October	7th Global Conference on IHRM Critical Perspectives on IHRM: How to be more inclusive?	University of Cyprus	Heavy-Work Investment (HWI) across countries: a national culture analysis	Co-author
*	2026 June 28-1st July	The 19th ISSWOV (International Society for the Study of Work and Organization	Palacký University Olomouc Czech Republic	The interconnections among conflicting identities of minorities, workplace engagement, and workplace belongingness: Evidence from Arabs in Israel	Co-author

		al Values) conference		Managerial Paradoxes and Risk Mitigation in Recruiting Freelancers	
*	2025 12.5-15.5	Eastern Academy of Management 62nd Annual Meeting	Baltimore, MD, USA.	The Evolving Role of Freelancers in Organizations: A Managerial Perspective (Idea Incubator)	Co-author
	2022 June	Administrative Sciences Association of Canada (ASAC)	Halifax, Canada	The marketing of higher education to international students: A systematic theory approach Effects of personality and sedentary work on Heavy-Work Investment burnout and performance appraisals.	Co-author
	2020 June	The 57rd annual meeting of the Eastern Academy of Management (EAM).: Being Human in the Digital World	Portland, Maine, US (Virtual Conference)	A moderated mediation analysis of the dynamics between team-member exchange and turnover intentions: Impact of work engagement and leader-member exchange.	Co-author
	2018 July	The 16th ISSWOV Conference. Organization 4.1: the role of values in the organizations of the 21th century.	University of Trieste, Italy	The comparison between factor analysis and smallest space analysis (SSA)	Co-author
	2018 May	The 55rd annual meeting of the Eastern Academy of Management (EAM) Impact: Making a difference through research, teaching & service	Providence, Rhode Island., USA	Explaining the Relationships between Leader-Member Exchange, Team-Member Exchange and Counterproductive Work Behavior: The Role of Work Engagement and Emotional Exhaustion.	Co-author
	June 26-29, 2017	16th International Facet Theory Conference	Netanya Academic College, Netanya, Israel	Organizing the confusion surrounding workaholism: New structure, measure and validation. The philosophical and psychological status of facet	Co-author

				theory's mapping sentence as illustrated in a case study of workplace discrimination	

b. **Organization of Conferences or Sessions**

	Date	**Name of Conference**	**Place of Conference**	**Subject of Conference/**	**Role**
*	2026 29 -31 December Upcoming	Israel organizational behavior conference (IOBC) International Conference	Tel Aviv University	Resilience and Innovation in the Times of Uncertainty	Organizing Committee
*	2026 June 28-1st July	The 19th ISSWOV (International Society for the Study of Work and Organizational Values) conference	Palacký University Olomouc Czech Republic	The Future of Work Values: Wellbeing, Diversity, and Meaning in the Age of AI and Transformation	Scientific committee chair
*	2024 December 18th	The 6th Galilee Human Resources Conference	Tel-Hai university on the rise	Human Resources in Times of Crisis - Challenges and Opportunities	Organizing and moderating the conference (together with staff from the Human Services department)
*	2024 June 23-26	The 18th ISSWOV (International Society for the Study of Work and Organizational Values) conference	Tel-Hai academic college	Values, Attitudes and Behaviors in the Aftermath of the Pandemic	Organizing the conference (organizing committee chair) and member of the Scientific committe e)
*	2023 July 30-August 2	18th International Facet Theory Conference	Hebrew university, Jerusalem	Facet Theory	Discussion moderator
	2023 March 30th	The face of the future world of work	Tel-Hai academic college	collaboration with the P.A.I.- Israeli Association of Organizational Development	Organizing the conference, and participation in the panel – " What will

					the future world of work look like?"
	2022 September 11 - 14	The 17th ISSWOV Conference.	Brasov, Romania	Work values at the confluence of five generations in the workplace	Scientific committee member and session chair
	2019 January 8th	Who writes my career script	Netanya Academic College, Netanya, Israel	collaboration with the Israeli Society for Employment consultancy (Ayelet)	Organizing the conference
	2018 July	The 16th ISSWOV Conference.	The University of Trieste, Italy	Organization 4.1: the role of values in the organizations of the 21th century.	Organizing the symposium
	2017 June 26-29	16th International Facet Theory Conference	Netanya Academic College, Israel	Facet Theory	Organizing the conference (organizing committee chair)
	2017 February 6th	The Israeli Law and Society Association annual conference (2017)	Netanya Academic College, Netanya, Israel	Law and Space - multidisciplinary aspects	Organizing and chair of the Conference Session: Antidiscrimination laws in the workplace: Do they achieve their goal? Workers with disabilities as a test case
	2016 December 19th	The annual Excellence in Human Resources Conference	Netanya Academic College, Netanya, Israel	collaboration with the Israeli Society for Human Resource Management.	Organizing the conference
	2016 May 4 th	Consultants' knowledge of labor market	Netanya Academic College, Netanya, Israel	collaboration with Dr. Lily Chernyak-Hai, and the Israeli Society for Employment consultancy (Ayellet)	Organizing the conference
	2015 November 11 th	Work, parenthood and career	Netanya Academic College, Netanya, Israel	collaboration with Dr. Ronit Waismel-Manor, Netanya Academic College, and with the Israeli Society for Human Resource Management, Research and Development	Organizing and hosting the conference
	2015 March 13 th	Career decisions	Netanya Academic College, Israel	In memory of Prof. Elchanan Israel Meir	Organizing and hosting the conference
	2014 December 24 th	Overwork: Multi-Disciplinary Analysis	Netanya Academic College,	In collaboration with Dr. Sharona Aharony–Goldenberg, Netanya Academic College and Prof. Lonnie Golden,	Organizing the conference

			Netanya, Israel	Penn State Abington University	
	2014 March 26 th	Human risk management	Netanya Academic College, Israel	In collaboration with the Israeli Society for Human Resource Management.	Organizing the conference and lecturing. Lecture title: The role of the human factor in the risk management theory
	2013 December 29th	Work burnout	Netanya Academic College, Israel	In memory of Prof. Ayala Malach-Pines	Organizing and hosting the conference

6. Invited Lectures\ Colloquium Talks

	Date	Place of Lecture	Name of Forum	Presentation/Comments	Role
	1.6.2026	Tel Aviv	The Employer Advisory Committee of the Edmond de Rothschild Center for Connecting Higher Education and Employment	To be prepared for a world of chaos	**Invited Speaker**
*	19.5.26	Tel- Hai	ProWoman (Campus)	Managing from the Inside Out: Career, Stress, and Burnout on the Path to Leadership	**Invited Speaker**
*	16.3.2026	Peres Academic Center	Organizational Consulting and Development [M.A.]- Departmental seminar	Insights into the concept of Heavy Work Investment (HWI) from a decade of research	**Invited Speaker**
*	10.2.26	Tel- Hai	Chemistry, Biology, and Organic Chemistry Laboratories at Tel-Hai College	Stress, Burnout, and Coping Resources	**Invited Speaker**
*	12.1.2026	Neve Ilan Hotel	Israeli Labor Court Judges. Training on the topic: "Labor Law Issues"	Impact of extreme scenarios on the world of work and career	**Invited Speaker**

*	29.10.2025	UK (online)	UK HR standards committee	Cyborging HRM theory: From evolution to revolution – the challenges and trajectories of AI for the future role of HRM	**Invited Speaker**
*	19.10.2025	Givat Haviva	The Executive of the Kibbutz Movement	Stress, Burnout, and Coping Resources	**Invited Speaker**
*	10.9.2025	Tel Aviv	The Employer Advisory Committee of the Edmond de Rothschild Center for Connecting Higher Education and Employment	Presentation of a special collaboration that I forged as head of the human services department between academia (my department) and the field (Civil Service Commission) at the Human Services departmental day for academic year 2024-2025. Presentation together with Dr. Rachel Habib Wittman - Research, Development and Training Unit, Senior Recruitment and Selection Division, Civil Service Commission	**Invited Speaker**
*	1.7.2025	Nazareth-Nof HaGalil Labor Court	Conference of Public Representatives of the Nazareth-Nof HaGalil Labor Court	Burnout at work	**Invited Speaker**
	2022 November 16th	Tel-Hai college	The 5th Human Resources Conference in the Galilee	Career management in an organization - a journey in search of meaning?	**Invited Speaker**
	2022 January 27th	Online lecture	P.A.I- Israeli Association of Organizational Development	Webinar: The changing world of work	**Invited Speaker**
	2019 September 15th	Kfar Hamacabiah	Invited lecture from HR'US	Workshop: Positive Psychology as the basis for creating personal and organizational leadership. Together with Ekroni Moshe, VP of Quality at Verint.	**Invited Speaker**

	2019 January 4 th	Netanya Academic College	Invited lecture by Dr. Julita Haber from Gabelli School of Business, Fordham University, New York. As part of the Israel global immersion: business management in Israel	Power in management	**Invited Speaker**
	2017 March 21 th	Faculty of Business at the College of Law and Business, Ramat Gan	Invited lecture by Prof. Ram Herstein (Seminar for excellent students)	A challenge in research processes - Psychological capital and coping with stress and burnout as case studies	**Invited Speaker**
	2016 Decembe r 20 th	Bar-Ilan University, School of Business Administration	Symposium in Memory of Prof. Dov Elizur	The Relationship between Psychological Capital, Coping with Stress, Well-Being and Performance	**Invited Speaker**
	2016 June 21 th	Bar-Ilan University	Departmental seminar at the Graduate School of Business Administration (in memory of Prof. Rami Sagi)	Workaholism – An interaction between internal and external factors	**Invited Speaker**
	2016 June 7 th	Academic College of Tel Aviv-Yafo, School of Behavioral Sciences	Speaker before graduate students	Performance appraisal	**Invited Speaker**
	2015 June 4 th	Academic College of Tel Aviv-Yafo, School of Behavioral Sciences	Speaker before graduate students.	Performance appraisal	**Invited Speaker**
	2014 Septemb er 17 th	Rabin Medical Center - Beilinson Hospital	Occupational Physicians Association conference about work burnout	Coping with burnout	**Invited Speaker**

8. Research Grants

a. Grants Awarded

Internal

	Role in Research	Co-Researchers	Topic	Funded by/ Amount	Year	
*	Co-PI	PI Dr. Anat Raviv, Tel-Hai college	Professional development, coping with stress and burnout and positive psychological capital (including resilience) of preschool teachers	Tel Hai Academic College and Mashabim Institute 10,000 ₪	2024	Manuscripts no. 2 Conference presentation. ISSWOV 2026
*	PI	PI Dr. Hilla Peretz, Braude Academic College	Heavy-Work Investment (HWI) across countries: a national culture analysis	Tel Hai Academic College, the Miguel Research Institute, and the Braude Academic College of Engineering 50.000 ₪	2023	Manuscripts under review, no. 2 Presentation Global Conference on International Human Resource Management 2026
	Co-PI	PI Prof. Tziner Aharon, Tel-Hai college	Freelancers – An Examination of Employment in Organizations	Tel Hai Academic College2 0.000 ₪	2022	Manuscript No. 6, 3 conference presentation- ISSWOV 2024; 2026

b. <u>Submission of Research Proposals – Pending</u>

<u>Internal</u>

c. <u>Submission of Research Proposals – Not Funded</u>

<u>External</u>

*	Co-PI	PI Prof. Nitza Davidovitch, Ariel University	"Teaching Flowers" program in state religious education (Hemed) – burnout in training and placement processes	Mofet institute	2024	-

<u>Competitive</u>

*	Co-PI	PI Prof. Yehuda Baruch- University of Southampton. Coordinator	HORIZON-CL2-2025-02-TRANSFO-04-two-stage Career trajectories enablers and hindrances to success of mothers/parents in STEM	MoSTEM Draft proposal ID SEP-211227751	2025	4.5
*	PI	Co-PI Dr. Gal Hagit Carasso Romano Co-PI Dr. Shirel Bakbani-Elkayam Co-PI Dr. Daniel Berliner Tel-Hai college	Deepening Roots - A Community Garden as an Anchor for rehabilitation of Residents of Local Authority under recovery: Kiryat Shmona as a Case Study	Ministry of Innovation, Science and Technology in collaboration with the Ministry of the Interior	2025	-
*	PI	PI Dr. Daphna Shwartz-Asher, Tel-Hai college, PI Prof. Yehuda Baruch, University of Southampton, UK. (research fellow-Haifa University) PI Prof. Gabriela spector-Mersel, Sapir college.	Career stories of women leaders in male-dominated sectors: Achieving a successful and prosperous career	ISF Application confirmation 556/24	2023	-
	PI	PI Dr. Daphna Shwartz-Asher, Tel-Hai college Research partner-Prof. Yehuda Baruch, University of Southampton, UK.	Leading women: The making of a prosperous career	ISF Application confirmation 296/23	2022	-

9. Scholarships, Awards and Prizes

Participating un the Delegation of Tel-Hai at Technische Hochschule Ostwestfalen-Lippe OWL University of Applied Sciences and Arts (TH OWL) at Lemgo and Detmold campuses. 17th to 19th November 2025. Together with prof. Limor Aharonson-Daniel, Dr. Hila Nevo, prof. Irit Sasson. Invited and hosted by Prof. Dr. Ing. Uta Pottgiesser, Vice-President Culture, Communication and Internationalization.

Teaching Mobility under the Erasmus+ Program, Warsaw University of Life Sciences (SGGW), Poland. Delivered of lectures in management department on: 1. Strategic Dilemmas in Organizations; 2. Improving performance appraisals at work; and 3. Challenges in the future world of work: perspectives and implications for communication in new era organizations, as part of an academic exchange between Tel-Hai and SGGW. 19/5/2025-23/5/2025

Rabenu, E., Shkoler, O., & Tziner, A. (2016, May). *Workaholism - An interaction between internal and external factors*. Eastern Academy of Management (EAM), New Haven, Connecticut USA. **Won the Outstanding Paper Award**

Peretz, H. & Rabenu, E. (2026, September). *Heavy Work Investment (HWI) across Countries: A National Culture Analysis*. Seventh Global Conference on International HRM, Center for International Human Resource Studies. **Won the Best Paper Award.**

10. Teaching

a. Courses Taught (last 10 years at most)

Tel-Hai Academic College

Year	Name of Course	Type of Course	Degree	Number of Students
2024-present	Stress, burnout and coping resources at work	Lecture	Undergraduate (BA)	23
2023-present	Motivation and compensation	Lecture	Graduate (MA)	40
2022- 2024	Stress and burnout at work	Lecture	Graduate (MA)	10
2022-present	Interpersonal management skills	Lecture	Graduate (MA)	40
2022-present	Challenges in the world of work in the 21st century	Lecture	Graduate (MA)	10
2021-2022	Social psychology	Lecture	Undergraduate (BA)	50
2021-present	Introduction to Human Resource Management in Organization - B	Lecture	Graduate (MA)	40

2021- present	Introduction to management	Lecture	Undergraduate (BA)	60
2021- 2023	Introduction to organizational behavior - B*	Lecture	Graduate (MA)	40
2021- 2023	Management skills with an emphasis on management in the educational organization.	Lecture	Graduate (MA)	30
2021- 2025	Mentoring and training workshop for a research seminar.	Workshop (Supervision)	Graduate (M.Ed)	7

*Co-Teaching

Bar-Ilan University

Year	Name of Course	Type of Course	Degree	Number of Students
2017- present	Management skills in the new era	Lecture	Graduate (MA)	50

Netanya Academic College

Year	Name of Course	Type of Course	Degree	Number of Students
2020-2021	Challenges in the world of work	Lecture	Undergraduate (BA)	30
2020-2021	Issues and challenges in organizational behavior and human resource management	Seminar	Undergraduate (BA)	12
2017-2021	Development and management of teams	Lecture	Graduate (MA)	30

b. Supervision of Graduate Students

Name of Student	Name of Other Mentors	Title of Thesis	Degree	Year of Completion / in Progress	Student's Achievements
Master's Students					
Meirav Shani Israeli	Pro. Yael Grinshtain	The phenomenon of ageism among educators in Israel: Self-perceptions and social perceptions	MA	in Progress	
Sara Sudman					
Galit Weintraub	Dr. Orit Oved				
Yakir Dey					
Ph.D's Students					
Inbal Sinman Forthcoming	Dr. Rave Harush Prof. Gilad Chen				
Ella Bigger Dror Forthcoming	Prof. Hadassah Littman-Ovadia				

11. <u>Miscellaneous</u>

2026 (January). Partner (Together with Prof. Irit Sasson, Prof. Limor Aharonson and Dr. Hila Nevo) in course construction: KA171 Erasmus+ Mobility for Teaching & Learning. Joint Course Proposal: International and Multicultural Perspectives in Management Partner Institutions: Technische Hochschule Ostwestfalen-Lippe (TH OWL), Germany and Tel-Hai University, Israel

2024 (April-May) -participating as an expert panel member of the Delphi study, aimed at developing a comprehensive taxonomy of positive mental health, organized by Dr. Matthew Iasiello, Adelaide University, Australia. See acknowledgment in this paper:

Iasiello, M., van Agteren, J., Ali, K. *et al.* A Delphi consensus study on the dimensions of positive mental health. *Nat. Mental Health* (2026). https://doi.org/10.1038/s44220-026-00617-5

2019 (January)- Cooperation with Dr. Julita Haber, (Director, MBA Program and Clinical Assistant Professor, Communications and Media Management) from Gabelli School of Business, Fordham University, New York. Assisting in organizing Israel global immersion: business management in Israel.

12. Professional Experience

2022- present: Public representative of employees in the Nazareth Regional Labor Court.

2019- present: Freelancer (self-employed): Professional expert for organizational and personal development. The work includes, inter alia, guidance of senior management

2017- present, founder and one of the leading team members of "Mothers with meaning" community in Hadera, Israel.

1999-2000: Social coordinator for a class of youth at risk in Hadera.

1997-1999: Employed at the "Mifne" Institute for Career Development, Organizational Consultation, and Occupational Guidance.

1991-1993: Officer in the Israeli Defense Forces. Graduated the corps officers' course and instructors' course with distinction.

PUBLICATIONS

H-index:	16/24	**Source:** WOS/ Google Scholar (GS)
i10-index	31	**Source:** Google Scholar (GS)

Citation index	825 (768 without self-citations)/ 2792	**Source:** WOS/ Google Scholar (GS)
ORCID number:	https://orcid.org/0000-0002-3497-3252	
WOS **Google Scholar link:**	https://www.webofscience.com/wos/author/record/V-2311-2019 https://scholar.google.com/citations?user=TR_fQkEAAAAJ&hl=iw	

A. Ph.D. Dissertation

Rabenu, E. (2012). The relationship between psychological capital, strategies of coping with stress at work, well-being and performance. Bar-Ilan University. Supervisors: Prof. Dov Elizur and Dr. Eyal Yaniv. [Hebrew], 143 p.

Note: See also items number 30,33 in the section: Articles in refereed journals, and items number 3,4 in the section: Articles in conference proceedings.

B. Scientific Books (Refereed)

Authored Books – Published

1. **Rabenu, E.** (2021). *Twenty-first Century Workplace Challenges: Perspectives and Implications for Relationships in New Era Organizations*. Lexington Books/Rowman & Littlefield. 411 p.

   Ranking B, Citations 41

2. Shkoler, O., **Rabenu, E.**, Hackett, P. M., & Capobianco, P. M. (2020). *International student mobility and access to higher education*. Palgrave Macmillan. 239 p.

   Ranking A, Citations 30

   Note: See also items number 2,3,4,5 in the section: Articles or Chapters in Scientific Books, as chapters' author

3. Tziner, A., & **Rabenu**, E. (2018). *Improving Performance Appraisal at Work: Evolution and Change*. Edward Elgar Publishing Limited. 254 p.

   Ranking A, Citations 41

4. Tziner, A., & **Rabenu, E**. (2011). *Performance appraisal at work: Evolution and change*. Israel: Open University [Hebrew]. 431 p.

   Citations 5

D. Articles in Refereed Journals

Unless otherwise noted, authors placement in the list reflects their relative contribution.

Published

1. * Shertzer, Y., **Rabenu, E**., Tamir, E., Cohen-nissim, H., & Gilor, O. (2026) Beyond the Screen: Students' Voices on Synchronous Online Learning in Higher Education. *Online Learning Journal*

   IF = 2.3 (2025), JCR=Q1 SJR (2024)- 0.821

2. *__Rabenu, E__., Shertzer, Y., Davidovitch, N., Golan, V., Mashash, M., Raviv, A., & Shwartz-Asher, D. (2026). Professional identity and Occupational demands during Wartime and their Implications for burnout: The case of early childhood educators. *Early Childhood Research Quarterly, 77(4),* 294-308. https://doi.org/10.1016/j.ecresq.2026.08.002

   IF=2.6 (2025), JCR=Q1

3. *__Rabenu, E__., Shertzer, Y., Tziner, A., Shwartz-Asher, D., Kurlander, Y., Ehrlich, S., Tobol, Y., & Peretz, H. (2026). Understanding Freelancers: Optimizing HRM for Freelancer Success. *Frontires in Psychology*. https://doi.org/10.3389/fpsyg.2026.1722270

   IF = 2.9 (2025), JCR=Q2 SJR (2024) 0.757

4. *__Rabenu, E__., & Etsion, I. (2026). Psycho-tribology: A new branch of tribology has emerged. *Journal of Tribology. Guest Editorial.* https://doi.org/10.1115/1.4071520

   IF = 2.4 (2025), SJR + JCR = Surface Engineering Q2

5. *Tamir, E., Shertzer, Y., **Rabenu, E.**, Gilor, O., & Maayan, Y. (2026). How did lecturers' appraisal forms change due to the transition toward virtual education? *Evaluation and Program Planning*. https://doi.org/10.1016/j.evalprogplan.2026.102771

   IF = 2.00 (2025), SJR = General Social Sciences Q1, JCR=Q2

6. *Shwartz-Asher, D., Tziner, A., Kurlander, Y., **Rabenu, E.**, Shertzer, Y., Ehrlich, S., & Tobol, Y. (2025). Attitudes in action: How managers perceive and position freelancers in the modern workplace. *Journal of Work and Organizational Psychology, 41*(3), 103-110. https://doi.org/10.5093/jwop2025a11

   IF = 3.44 (2024), SJR + JCR=Social Psychology Q1

7. *__Rabenu, E.__, & Shertzer, Y. (2025). 'They care a lot' - Nurses' Perspective on the Performance Appraisal Process. *Journal of Nursing Management*. https://doi.org/10.1155/jonm/5525447

   IF = 4 (2025), SJR + JCR= Social Science Q1

8. *__Rabenu, E.__, & Baruch, Y. (2025). Cyborging HRM theory: From evolution to revolution – the challenges and trajectories for the future role of HRM. *Personnel Review, 54(1),* 174-198. https://doi.org/10.1108/PR-02-2024-0111 . **The authors contributed equally to this work.**

   IF = 3.9 (2025), SJR= Organizational Behavior & HRM Q1, JCR=Q2

   Citations 34

9. *__Rabenu, E.__, & Baruch, Y. (2025). The shape of future workplace: Extreme scenarios and their prospect impact for individuals, organizations and society. *Career Development International*, *30*(1), 3-27. https://doi.org/10.1108/CDI-10-2023-0376.

   IF = 4.1 (2025), SJR + JCR=Organizational Behavior & HRM Q1 Citations 7

10. *Tabak, F., Shkoler, O., Lebron, M. J., & **Rabenu, E.** (2024). Team-Member and Leader-Member Exchange, Engagement, and Turnover Intentions: Implications for Human Resource Development. *Human Resource Development International.* https://doi.org/10.1080/13678868.2023.2217731

    IF=3.9 (2025), SJR + JCR=Organizational Behavior & HRM Q2. Citations 35

11. *Kurlander, Y., Erlich, S., & **Rabenu, E**. (2023). The Bright and Dark Side of I-O Psychologists and Volunteer Work. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(4), 443-449. https://doi.org/10.1017/iop.2023.56

    IF = 11.5 (2023), SJR + JCR Social Psychology=Q1 Citations 1

    The authors contributed equally to this work.

12. ***Rabenu, E**., Shwartz Asher, D. & Kurlander, Y. (2023). The dual role of faculty and motherhood: Enabling resources for successful coping. *Industrial and Organizational Psychology: Perspectives on Science and Practice,* 16(2), 252-256.

    https://doi.org/10.1017/iop.2023.1.

    The authors contributed equally to this work.

    IF = 11.5 (2023), SJR + JCR Social Psychology=Q1 Citations 5

13. Shkoler, O., & **Rabenu, E.** (2023). The motivations and conditions that drive students to pursue higher education abroad. *Current Psychology*, https://doi.org/10.1007/s12144-022-03619-5

    IF =2.6 (2023), SJR= Psychology Q1, JCR= Q2 Citations 53

14. **Rabenu, E**., & Shkoler, O. (2022). Heavy-work investment, its organizational outcomes and conditional factors: A contemporary perspective over a decade of literature. *Sustainability*, 14(24), 16362. https://doi.org/10.3390/su142416362

IF= 3.9 (2021), SJR Planning & Development = Q1, JCR= Q2 Citations 5

15. **Rabenu, E**., & Shkoler, O. (2022). A systematic and theoretical approach to the marketing of higher education. *Frontiers in psychology*. https://doi.org/10.3389/fpsyg.2022.982347

    IF = 3.8 (2022), SJR + JCR= Multidisciplinary Psychology Q1 Citations 6

16. Tabak, F., Tziner, A., Shkoler, O., & **Rabenu, E**. (2021). The complexity of Heavy Work Investment (HWI): A conceptual integration and review of antecedents, dimensions, and outcomes. *Sustainability, 13*, 7803-7818. https://doi.org/10.3390/su13147803

    IF= 3.889 (2021), SJR= Planning & Development Q1, JCR=Q2 Citations 31

17. Shkoler, O., **Rabenu, E**., … & Lebron, M. J. (2021). Heavy work investment: Its dimensionality, invariance across 9 countries and levels before and during the COVID-19's pandemic. *Journal of Work and Organizational Psychology, 37*(2), 67-83. https://doi.org/10.5093/jwop2021a8

    IF = 4.089 (2021), SJR +JCR= Social Psychology Q1 Citations 22

18. Tziner, A. & **Rabenu, E**. (2021). The Corona Pandemic: A challenge to performance appraisal. *Industrial and Organizational Psychology: Perspectives on Science and Practice,* 14(1-2), 173-177. https://doi.org/10.1017/iop.2021.24

    IF = 9.375 (2021), SJR + JCR= Social Psychology Q1 Citations 22

19. **Rabenu, E**., & Tziner, A. (2021). Back to Routine after the Coronavirus Pandemic Lockdown– A Proposal from a Psychological Perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 178-183. https://doi.org/10.1017/iop.2021.23

    IF = 9.375 (2021), SJR + JCR= Social Psychology Q1 Citations 6

20. **Rabenu, E.**, Shkoler, O., Lebron, M., Tabak, F. (2021). Heavy-Work Investment, Job Engagement, Managerial Role, Person-Organization Value Congruence, and Burnout: A Moderated-Mediation Analysis in USA and Israel. *Current Psychology, 40(10),* 4825-4842. https://doi.org/10.1007/s12144-019-00423-6

    IF =2.387 (2021), SJR= Psychology Q1, JCR =Q2 Citations 66

21. **Rabenu, E.**, & Tziner, A. (2020). Applying psychological capital to senior management development - a "must" and not "nice to have". *International Journal of Business and Management*, 15(2), 62-66. https://doi.org/10.5539/ijbm.v15n2p62

    SJR= 0.22 (2020), Q3 Citations 8

22. Shkoler, O., **Rabenu, E.**, Tabak, F., & Lebron, M. J. (2019). Leader- and team-member exchanges and their relationships with organizational and interpersonal counterproductive work behaviors: Moderation by envy and group size in Israel and USA. *Journal of Work and Organizational Psychology*, 35(3), 145-156. https://doi.org/10.5093/jwop2019a19

    IF = 1.543 (2019), SJR= Applied Psychology Q2, JCR= Q3 Citations 43

23. Tziner, A., Buzea, C., **Rabenu, E.**, Shkoler, O., & Truța, C. (2019). Understanding the Relationship Between Antecedents of Heavy Work Investment (HWI) and Burnout. *Amfiteatru Economic*, 21(50), 153-176. http://hdl.handle.net/10419/196476

    IF = 1.625 (2019), SJR + JCR=Economics Q2 Citations 38

24. **Rabenu, E.**, & Tziner, A. (2018). What Curbs Frontiers Research? A reaction to Rotolo et al.'s Paper. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 11(2),* 227-231. https://doi.org/10.1017/iop.2018.9

    IF = 4.47 (2018), SJR + JCR= Psychology applied Q1 Citations 4

25. Lebron, M., Tabak, F., Shkoler, O., & **Rabenu, E.** (2018). Counterproductive Work Behaviors toward organization and Leader-Member Exchange: The Mediating

Roles of Emotional Exhaustion and Work Engagement. *Organization Management Journal (OMJ)*. https://doi.org/10.1080/15416518.2018.1528857

SJR = **0.297** (2018), Q3 Citations 121

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SJR= 0.12, Miscellaneous Q4, Citations 8

27. Chernyak-Hai, L., & **Rabenu, E.** (2018). The new era workplace relationships: Is social exchange theory still relevant? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11(3), 456-481. https://doi.org/10.1017/iop.2018.5 .

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The authors contributed equally to this work.

28. **Rabenu, E.,** & Tziner, A. (2018). Adapting to the New Era: A necessary move for the advancement of robust science. *Amfiteatru Economic*, *20(48)*, 470-476. 10.24818/EA/2018/48/470

IF = 1.238 (2018), SJR + JCR= Economics Q2 Citations 4

29. **Rabenu, E**., Tziner, A., Oren, L., Sharoni, G., & Vasiliu, C. (2018). HR Strength as a Mediator or a Moderator in the Relationship between HR Practices and Organizational Innovation? The Romanian Study. *Journal of East European Management Studies*, *23*(2), 203-233. https://doi.org/10.5771/0949-6181-2018-2-203

IF= 0.67, SJR= Strategy & Management Q3, JCR= Q4 Citations 13

30. Shkoler, O., **Rabenu, E**., & Tziner, A. (2017). The dimensionality of workaholism and its relations with internal and external factors. *Journal of Work and*

Organizational Psychology, 33, 193-203.

http://dx.doi.org/10.1016/j.rpto.2017.09.002

IF = 1.2 (2017), SJR= Applied Psychology Q2, JCR=Q3 Citations 61

31. **Rabenu, E.**, & Aharoni-Goldenberg, S. (2017). Understanding the relationship between overtime and burnout. *International Studies of Management and Organization* (MIMO), 47(4), 324-335.

https://doi.org/10.1080/00208825.2017.1382269

IF= 0.478, SJR= Strategy / International Management Q3, JCR= Q4 Citations 56

32. **Rabenu, E**., Tziner, A., & Sharoni, G. (2017). The relationship between work-family conflict, stress, and work attitudes. *International Journal of Manpower*, *38* (8), 1143-1156. https://doi.org/10.1108/IJM-01-2014-0014

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33. **Rabenu, E**. & Yaniv, E. (2017). Psychological Resources and Strategies to Cope with Stress at Work. *International Journal of Psychological Research*, *10*(2), 8-15.

http://dx.doi.org/10.21500/20112084.2698

IF= 0.561 (2017), SJR=Q3, JCR= Q4 Citations 128

34. Shkoler, O., **Rabenu, E**., Vasiliu, C., Sharoni, G., & Tziner, A. (2017). Organizing the Confusion Surrounding Workaholism: New Structure, Measure, and Validation. *Frontiers in Psychology*, *8*, 1803.

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35. **Rabenu, E.**, & Chernyak-Hai, L. (2017). Subtle discrimination as natural "Equal Reaction" to organizational actions, and practical ways to soften it. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *10*(1), 111-118.

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36. **Rabenu, E.,** Yaniv, E., & Elizur, D. (2017). The Relationship between Psychological Capital, Coping with Stress, Well-Being and Performance. *Current Psychology*, *36*(4), 875-887. https://doi.org/10.1007/s12144-016-9477-4

IF =1.280 (2017), SJR= Q2, JCR =Q3 Citations 346

37. **Rabenu, E.,** & Tziner, A. (2016). Selection of employees with disabilities – Has the burden on the employer become too heavy? *Amfiteatru Economic, 18* (42), 423-431. https://www.econstor.eu/handle/10419/169010

IF = 0.564 (2016), SJR= Q2, JCR=Q3 Citations 6

38. **Rabenu E**., & Tziner, A. (2016). Performance Appraisal in a Constantly Changing Work World. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*(2), 370-377. http://dx.doi.org/10.1017/iop.2016.28.

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39. **Rabenu, E**., & Tziner, A. (2016). Employee Resilience: A Faceted Analytical Approach. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, *9*(02), 480-485. https://doi.org/10.1017/iop.2016.43

IF = 1.28 (2016), SJR + JCR= Psychology applied Q2, Citations 36

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IF= 0.655, SJR= Q2, JCR=Q4 Citations 379

Publications in Hebrew

41. Rabenu, E. (2014). Amendment of the work and rest hours law for managers and workers in trusted jobs (Amendment 14): Will limiting working hours reduce burnout? *Netanya Law Review*, 9, 341-364 [Hebrew].
42. Tziner, A., & Rabenu, E. (2007). Contextual and individual factors affecting rating behavior. *Man and Work*, 15, 7-22 [Hebrew].

Accepted for Publication

43.

E. Articles or Chapters in Scientific Books (which are not Conference Proceedings)

Published

1. *__Rabenu__, E. (2025). Employee Burnout. In D. Simchai, O. Blumen & Z. Barnets (Eds.) *Human Services: Theory, Research, and Practice of an emerging field.* Pardes. Chapter 45, p. 447-439. [Hebrew]
2. Shkoler, O., & **Rabenu, E**. (2020). Defining International Student Mobility and Higher Education. In: *International Student Mobility and Access to Higher Education. Marketing and Communication in Higher Education* (pp. 1-27). Switzerland, Cham: Palgrave Macmillan. https://doi.org/10.1007/978-3-030-44139-5_1

   Citations: 17
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4. Shkoler, O., & **Rabenu, E.** (2020). Marketing Standpoints of International Students. In: *International Student Mobility and Access to Higher Education. Marketing and*

Communication in Higher Education (pp. 127-191). Switzerland, Cham: Palgrave Macmillan. doi: https://doi.org/10.1007/978-3-030-44139-5_4

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Citations: 2

6. **Rabenu, E.** (2017). Positive psychological capital: From strengths to power. In: V. Muhlbauer & W. Harry (Eds.). *Redefining management: Smart power perspectives* (pp. 81-106). Switzerland, Cham: Springer Inc. doi: https://doi.org/10.1007/978-3-319-69209-8_6

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F. Articles in Conference Proceedings

Published

1. *__Rabenu, E.__, Kurlander, Y., & Erlich, S. (2026). Professional Volunteering Outside the Workplace: A Mapping Sentence. In Selected Studies from the Proceedings of the 19th Facet Theory Conference. BePress Digital Commons. P. 86-95. https://research.library.fordham.edu/cgi/viewcontent.cgi?article=1015&context=ftc

The authors contributed equally to this work.

2. **Rabenu, E.**, Shkoler, O., & Tziner, A. (2016). Workaholism - An interaction between internal and external factors. *Eastern Academy of Management (EAM), New Haven, Connecticut USA*. https://journals.aom.org/doi/abs/10.5465/ambpp.2016.10112abstract

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3. **Rabenu, E.,** Elizur, D., & Yaniv, E. (2015). The structure of coping with stress. In: A. Roazzi, B.C. Souza & W. Bilsky (Eds.). *Facet Theory: Searching for Structure in Complex Social, Cultural & Psychological Phenomena* (pp. 167-182). The 14th International Facet Theory Conference. Recife, Brazil: Editora Universitária/UFPE. http://dx.doi.org/10.17879/87219503184
4. **Rabenu, E.,** Elizur, D., & Yaniv, E. (2014). Comparing SSA and Factor Analysis - The case of coping with stress. *Values in Shock The role of contrasting management, economic, and religious paradigms in the workplace*. International Society for the Study of Work & Organizational Values (ISSWOV). ISBN: 978-0-9817997-3-5, p. 444-452 https://www.researchgate.net/profile/Carolin-Egger-3/publication/277565690_Trust_as_an_enduring_organizational_value_for_competitive_advantage_in_a_constantly_changing_business_world/links/6668021fa54c5f0b945da238/Trust-as-an-enduring-organizational-value-for-competitive-advantage-in-a-constantly-changing-business-world.pdf#page=444

   Citations 5

G. Other Publications

Selected publications (last five years):

* רבנו ע' (2025). נציגי ציבור משתתפים בכנסים בינלאומיים. עלון נציגי הציבור בתי הדין לעבודה שבט (פברואר) תשפ"ה, 1, עמ' 33-32.

*רבנו, ע' (2024). עצור! התמודדות לפניך. על הצפון (8.12.24). https://tinyurl.com/bddtr2fn

רבנו, ע. (2020). *האם עבודה מהבית באמת עובדת?* הארץ, מוסף התעסוקה, עמ' 15 (16.12.2020)

רבנו ע. (2020). *הכי קל לוותר על לימודים לעובדים. זה לא אומר שזה נכון*. וואלה עסקים (25.8.2020) https://finance.walla.co.il/item/3382619

רבנו ע. (2020). *מרגישים שהכול גדול עליכם כרגע? יש לזה שם*. וואלה בריאות (26.4.2020). https://healthy.walla.co.il/item/3350742

רבנו, ע. (2020) *ללמוד באקדמיה זה משחק ילדים*. מוסף חינוך והשכלה, דה מארקר, הארץ (31.3.2020) https://www.themarker.com/labels/education-2020/1.8720670

רבנו, ע. (2020). *על קורונה, חוסן ומה שביניהם*. מוסף לימודים וקריירה Mako (20.3.2020). https://www.mako.co.il/study-career-career/articles/Article-54685d71833f071027.htm?sCh=3d385dd2dd5d4110&pId=1886690599

Under review

*2. **Rabenu, E**., & Peretz, H. Heavy-Work Investment (HWI) across countries: a national culture analysis (under review). *Work & Stress*. Submission ID: 250459866 7.12.2025

*3. Erlich, S., **Rabenu, E**., & Kurlander, Y. (under review). Professional volunteering outside the workplace: Potential, challenges, and opportunities with an emphasis on experts in the organizational field. *The study of organizations and human resource management quarterly* [Hebrew] 30.11.2025