

List of Publications

Published:

- Sheaffer, Z. & Mevorach, B. 1988. Trends in Israel's Agriculture Budgets. *Environment & Planning C: Government & Policy*, London School of Economics, 6:449-455.
- Sheaffer, Z. & Mevorach, B. 1990. Trends in Israel's Agriculture Budgets', *State, Administration & International Relations*, The Hebrew University, Jerusalem, 33 June-July, (Hebrew).
- Niv, A. & Sheaffer, Z. 1991. The Managerial Agenda of Kibbutzim in Crisis, *Economic Quarterly*, Aug.-Sept.:408-417, (Hebrew).
- Satt, E. & Sheaffer, Z. 1994. The Anatomy of Using Hired Labour in Kibbutz: Interdisciplinary Approach and New Data, *The Journal of Rural Cooperation*, 22(1-2): 131-147.
- Sheaffer, Z. & Rosenblatt, Z. 1996. Organisational Decline & Downsizing, *Economic Quarterly*, 4:734-748. (Hebrew).
- Sheaffer, Z. Richardson, B. & Rosenblatt, Z. 1998, Early warning signals management: A lesson from the Barings crisis', *Journal of Contingencies and Crisis Management*, 6(1): 1-22.
- Bar Joseph, U., & Sheaffer, Z. 1998. Surprise and its causes in business administration and strategic studies, *International Journal of Intelligence and Counterintelligence*, 11(3): 331-349.
- Rosenblatt, Z., & Sheaffer, Z. 2001. Brain drain in declining organizations: Towards a research agenda, *Journal of Organizational Behavior*, 22, 409-424.
- Sheaffer, Z. & Rosenblatt, Z. 2002. The effect of crisis-driven demographic depletion on organisational change: The case of Israeli kibbutzim, *The Journal of Contingencies & Crisis Management*, 10(1): 26-39.
- Sheaffer, Z. & Mano-Negrin, R. 2003. Executives' orientations as predictors of crisis management policies and practices. *Journal of Management Studies*. 40(2).
- Sheaffer, Z. & Mano-Negrin, R. 2004. Are women 'cooler' than men during crises? Exploring gender differences in perceiving organisational crisis preparedness-proneness. *Women in Management Review*. 19(2): 109-122.
- Drori, I., Honig, B., & Sheaffer, Z. (Forthcoming) 2009. The life-cycle of an internet firm: scripts, legitimacy and identity, *Entrepreneurship: Theory & Practice*. 33(3).
- Sheaffer, Z., Landau, D., & Drori, I. 2008, Mission statement and performance: An evidence of 'coming of age', *Organizational Development Journal*. 26(2): 49-62.
- Drori, I, Sheaffer, Z., Weber, J. & Landau, D. (Forthcoming 2009) Misalignment as legacy of an industrial leader. *European Journal of International Management*. 3(1).
- Carmeli, A., & Sheaffer, Z. The Impact of Leadership Change Aversion and Self-Centeredness on Organizational Decline and Downsizing. *Journal of Business Ethics*. (Forthcoming 2009) .
- Carmeli, A., & Sheaffer, Z. Linking Learning Leadership to Organizational Learning from Failure, and Organizational Capacity of Adaptation. *Journal of Applied Behavioral Science* (Forthcoming, July 2008).
- Sheaffer, Z. Change, ideology, crisis Intensity and demographic depletion in kibbutzim: A longitudinal study. *Best Paper Proceedings, Academy of Management*, 2008.
- Carmeli, A., Sheaffer, Z., & Halevi-Yitzhak, M. How Participatory Decision Making in Top Management Teams Enhances Decision Effectiveness and Firm Performance, *Personnel Review* (Forthcoming, 2009)
- Sheaffer, Z, Carmeli, A., Revivo, M. & Zionit S. How Downsizing Strategies Affect Organizational Performance: A Longitudinal Study. *Management Decision* (Forthcoming, 2009)

Submitted:

- ☞ Mano-Negrin, R., & Sheaffer, Z. Caught between Sharp Edges: Balancing Technical and Allocative Efficiency Considerations in the Determination of Public Sector Wages. *Administration & Society*.
- ☞ Sheaffer, Z., Carmeli, A., & Honig, B. Ideology, Crisis Intensity and Organizational Demography as Determinants of Organizational Change in Kibbutzim: A Longitudinal Study. *Administration & Society (R&R)*.
- ☞ Sheaffer, Z., Honig, B., Zionit, S., & Yeheskel, O. Radical Changes, Ideology, Dwindling Membership and Financial Distress: A Macro Longitudinal Study. *Industrial & Corporate Change*.
- ☞ Mano-Negrin, R. & Sheaffer, Z. Managerial Recollection of Past Changes & Crisis Management: The Case of Israeli Nonprofits. *Int'l Journal of Comparative Policy Analysis (R&R)*.
- ☞ Marcus A., & Sheaffer, Z. Toward a theory of violent events, *Journal of Conflict resolution*.
- ☞ Marcus A., & Sheaffer, Z. Toward a theory of global violence and instability based on analogical reasoning and complexity theory, *Journal of Int'l Business Studies*.

Authored Books:

- ☞ Sheaffer, Z. 1994. *Effects of Human Capital Factors on Performance in UKM Manufacturing Industries*, Tel Aviv: Yad Tabenkin Publications, 1994, pp. 125 (Hebrew) ISSN 0333-9432.
- ☞ Feigenbaum, A., & Sheaffer, Z. 2008. *Global Competitive Strategy*. Tel Aviv: The Open University of Israel Publications. With A. Feigenbaum. (Hebrew, 2nd Edition).

Articles or Chapters in Books

- ◇ Rosenblatt, Z. & Sheaffer, Z. 2000. Ethics & Social Responsibility in Organisational Downsizing, In: Yizraeli, D. & N., Zohar, (Eds.) *Social Responsibility and Ethics in Israel*, Tel Aviv: Cherkover Publishing,(Hebrew).
- Rosenblatt, Z. & Sheaffer, Z. 2000. Downsizing and Ethics, In: R. J., Burke, & G. A., Cooper (Eds.), *The Organization in Crisis: Downsizing, Restructuring and Privatization*, Malder, MA, (2000), London: Blackwell.

The Open University of Israel: Dept. of Management & Economics

- ✓ **Scientific Editorship** of the Hebrew Edition. Hitt Ireland & Hoskisson's 2001. *Strategic Management*. USA: Thomson, South-Western. Hebrew Edition
- ✓ **Study Guides**; *Strategic Management*; *Management & Culture*; *Global Competitive Strategy*; *Global Strategic Alliances*; *Competition thru Information Technology*; *Business Entrepreneurship*; *Int'l Management*.

Published scientific reports & technical papers:

- Sheaffer, Z. & Dixon, 1992. Business Failure: The Warning Signals, *The Mercantile Gazette*, 115(5165). Christchurch New Zealand .
- Rosner, M, Sheaffer, Z., & Rosolio, D. 1993. *Hired Labour in Kibbutz Artzi Manufacturing Plants*, Haifa University, Kibbutz Research Centre, No.131.
- * Sheaffer, Z. & Helman, A. 1994. *Brain Drain: The Israeli Kibbutz Experience*, Kibbutz Research Centre, Haifa University, No. 80,
 - * Sheaffer, Z. & Rosolio, D. *The Incongruence between Organisational Goals and Their Realisation by Kibbutzim* Kibbutz Research Centre, Haifa University, No. 78, 1994.
 - * Sheaffer, Z. 1994. *Organisational Demographic Depletion: A Macro Quantitative Perspective*, Haifa University, Kibbutz Research Centre, No. 79, 1994.
 - * Sheaffer, Z. Kibbutz Management & the Utilisation of Human Resources: What Went Awry?, *Kibbutz Trends*, March 1995.
 - * Sheaffer, Z. 1996. Careful, Crisis', *Status, The Monthly of Management Thinking*, with the Faculty of Management, Tel Aviv University, 55: 12-16, (Hebrew).
 - * Sheaffer, Z. 1996. Tell it All and Tell it Fast: Organisational Communication During Crisis', *Status*, The Monthly of Management Thinking, with the Faculty of Management, Tel Aviv University, February 1996:22-24, (Hebrew).
 - * Sheaffer, Z. & Rosenblatt, Z. 1997. What do Really Mass Layoffs Cause? *Status, The Monthly of Management Thinking*, with the Faculty of Management, Tel Aviv University, March 1996:8-13. (Hebrew).
 - * Sheaffer, Z. 1997. Organisations in Crisis: what characterises crisis-prone and crisis-prepared organisations', *Executive*, 16:January: 53-59.
 - * Sheaffer, Z. 1997. Strategies of Mass Layoffs', *Executive*, Feb.-March 1997:15-21, (Hebrew).
 - * Sheaffer, Z. 1997. Vicious Circles: The dynamics of spiraling and crisis', *Status*, The Monthly of Management Thinking, with Faculty of Management, Tel Aviv University, No. 75, Sept. 1997:30-39 (Hebrew).
 - * Sheaffer, Z. *Demographic Depletion-Triggered Organizational Change: The Case of Israeli Kibbutzim*, University of Haifa, Kibbutz Research Centre, No. 82.
 - * Sheaffer, Z. 2000. Hi-Tech employees do leave not leave (only) for money' *Executive*, 37, June-July: 14-18.
 - * Sheaffer, Z. 2002. Management during Crises and Economic Recession: Lessons from Failures and Recipes for Crisis Prevention. *Management*, 26, June: 18-27 (Hebrew).
- Leviatan, U. & Sheaffer, Z. No need for too many managers, *The Kibbutz*, 3(423): 21, 1995. (Hebrew).

Classified articles & reports

- ✓ F. Kahana, Chlenov, Y., Yehudai., M. Lapidoth, A. & Shapira, O, & Sheaffer, z. 1989. *A New Kibbutz System in a Regional Organisation*, (., coauthors), Department of Architecture & Physical Planning, UKM, Tel Aviv, March 1989 (Hebrew).
- ✓ Sheaffer, Z. & Lanir, Z. 1993. *The Human Factor in Crisis, Preliminary Research Report*, Yad Tabenkin, Aug. 1993 (Hebrew)

Organisational Culture, Satisfaction, Commitment & Managerial Evaluation. Yarka Comprehensive High School, 1996

Voluntary Turnover Diagnosis in Hi-Tech firms. MIND CTI, 2000

The Extent of Deviant Youth Behaviour, MISGAV Regional Council 2002-2003

UKM - Unit for Strategic and Policy Planning. With Prof. B. Mevorach, The Public Policy Programme, Tel Aviv University (1988-1990). Special Analytical Studies and Programme Memoranda:

- ✓ Intervention model for crisis-beset organisations;
- ✓ TMT performance evaluation
- ✓ Consultants' outputs and organisational performance
- ✓ Causes and implications of demographic depletion
- ✓ Screening & placement of candidates: a macro study 1984-1987,
- ✓ Projections versus reality, a time-series analysis of UKM's economic policies.
- ✓ Social workers performance Evaluation
- ✓ UKM organisational structure Evaluation: Demand and uses survey
- ✓ UKM demographic survey & analysis
- ✓ Consumption patterns survey in UKM kibbutzim.
- ✓ Managerial responses to crisis.

Major Interviews

- 1996 *BBC* (Changes in kibbutzim)
 - 1998 *Israel Broadcasting Authority TV Channel 1* (Downsizing)
 - 2003 *The Economist* (Transformation & kibbutzim)
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Articles in Conference Proceedings

Published

- ⇒ Conservatism and Organisational Resistance to Change: A Correspondence Analysis of Perceived Priorities for Handling of Organisational Change in the Aftermath of A Crisis Impact", *The International Conference on New Trends in Organizations: Their Impact on Participation, De-Alienation & Performance*", Givat Haviva,, April 1993:32.
- ⇒ Brain-Drain: Time Series Correspondence Analysis, *4th Conference of the International Communal Association Communes and International Communities*, Efal Tel Aviv.
Brain Drain: the Israeli Kibbutz Experience, *4th British Academy of Management Conference Annual Academy Proceedings*, Lancaster University, (A. Helman 2nd coauthor) 1994:428-429.
- ⇒ Changes in the Kibbutz in Light of Recent Business Theories, *5th International Communal Studies Association*, Yad Tabenkin & Tel Aviv University, Conference Proceedings (NP), (Z. Rosenblatt, 2nd coauthor, May 1995:85.
- ⇒ The Linkage Between Change, Economic Performance and Demographic Depletion, *4th British Academy of Management Conference*, Sheffield Business School, Sheffield University, September 1995:551, (Z. Rosenblatt 2nd coauthor).
- ⇒ Theory's Causes of Organisational Crisis Applied to the Barings Crisis Reality ,3rd Annual European Conference on Risk & Crisis Management, Management Centre, Bradford University, February 1996:46, *Bi-Annual Conference Proceedings*, (B. Richardson 2nd coauthor).
- ⇒ 'Brain Drain during Decline & Crisis', (1997), The 8th *Human Resources in Israel Annual Conference, Annual Conference Proceedings*: 61-63 (Z. Rosenblatt, coauthor) (Hebrew).
- ⇒ 'Do business and management schools in industrialised countries take crisis & business failures seriously enough?', *2nd International Conference on the Dynamics of Strategy*, University of Surrey Business School, Annual Conference proceedings, 3-4 April 1997:468-475.(Ritchie, B., Zhuang, L. coauthors).

- ⇒ 'Ethical issues in organisational downsizing, 5th *International Society for the Study of Work and Organizational Values, Annual Conference Proceedings*, Concordia University, Montreal: 56-62 (Z. Rosenblatt, coauthor) Aug. 1996.
 - ⇒ Brain Drain in Declining Organizations, Eastern Academy of Management Bi-Annual conference, University College Dublin, 15-19 June 1997, *Proceedings of the 7th International Conference*: 482-486 (Z. Rosenblatt coauthor)
 - ⇒ Executives' Orientations as Predictors of Crisis Management Policies and Practices (R. Mano-Nagarin, coauthor): *Proceedings of the 8th Eastern Academy of Management*, New York, May 2001
 - ⇒ Are Women "Cooler" than Men during Crises? Exploring Gender Differences in Perceiving Organisational Crisis Preparedness/proneness. (R. Mano-Nagarin, coauthor): *Proceedings of the 9th Eastern Academy of Management*, Porto, Portugal, June 2003
 - ✎ Organizational Culture of Creation & Decline: An Ethnographic Account of a dot-com Firm. *Proceedings of the 8th Academy of Business & Administrative Sciences*, Bratislava (July, 2004).
 - ✎ Organizational Culture, Effectuation-echo, and Decline: An Ethnographic Study of a Dotcom, Firm (Israel Drory & Benson Honig coauthors). 2005 Babson Kauffman Entrepreneurship Research Conference (BKERC), Conference Proceedings: 230.
- Radical Changes, Ideology, Dwindling Membership & Financial Distress: A Macro Longitudinal Study, (Benson Honig, Michal Revivo & Shaul Zionint, coauthors). The European Institute of Advanced Studies in Management 2008. 23rd Workshop on Strategic HRM. Conference Proceedings.
- ✎ Ideology, Crisis Intensity and Organizational Demography as Determinants of Organizational Change in Kibbutzim: A Longitudinal Study, Academy of Management, Anaheim 2008. **Best Papers Proceedings.**