



2017

Simcha (Simi) Ronen, Ph.D.
(Professor Emeritus)

CURRICULUM VITAE

Marital Status: Married, two children

Home Address: 16 Hanof St.
Savyon
Israel, 56540

Telephone: (972)-3-5343641 or (972)-52-3297297

Fax: (972)-3-5345826

Business Address: Graduate School of Business Administration
Tel Aviv University
Ramat Aviv, 69978
Israel

Telephone: (972)-3-6406301 or (972)-3-6408513

Fax: (972)-3-6407739

e-mail: ronens@post.tau.ac.il

EDUCATION AND TRAINING

1974 Advanced Trainer's Course, National Training Laboratory (NTL), Bethel, Maine

1973 Ph.D. Industrial and organizational psychology doctoral dissertation title: An Analysis of Job Satisfaction: Its Components and their Relationship to the Motives of the Industrial Worker: A field study. Psychology Department, New York University, under the supervision of Raymond A. Katzell. Dissertation Abstract International, 1974, Vol. 34, 8, p. 410.

1966 -1972 Studies, Psychology Department, New York University, NY, USA

1965 Received "Professional Engineer" status

1963 B.Sc. Industrial and Mechanical Engineering
1960 -1963 Studies, University of New Brunswick, Canada
1957 -1959 Studies, Technion Israel Institute of Technology, Haifa, Israel; Engineering

AWARDS AND GRANTS

2010/11 Research Grant - Israel Institute of Business Research
2010/10 Research Grant - Israel Science Foundation
2008/9 Research Grant - Israel Institute of Business Research
2008/10 Research Grant - Israel Science Foundation
2007/8 Research Grant - Israel Institute of Business Research
2005/8 The CIBER at the Fisher College of Business, The Ohio State University (Co-PI)
2001/2 Research Grant - Israel Institute of Business Research
1998 Research Grant - Israel Institute of Business Research
1996 Research Grant - Israel Institute of Business Research
1992-1994 Research Grant - Israel Institute of Business Research
1989 Resource-Scholar-in-Residence Award, Pacific Asian Management Institute, Graduate School of Business, University of Hawaii
1987 Research Grant - Center for Entrepreneurial Studies, New York University
1987 Research Grant - Israel Institute of Business Research
1986 Elected as a Fellow of the American Psychological Association
1986 Elected as a Fellow of the Society for Industrial and Organizational Psychology (SIOP)
1986 Research Grant - Israel Institute of Business Research
1985 Research Grant - The Center for Japan-U.S.A. Business and Economic Studies
1981 Curricular Development Challenge Grant - New York University
1979 Summer Research Grant - New York University
1974 -1976 Three (3) Research Grants - Israel Institute of Business Research
1973 Founders Day Award, New York University; Based on Scholastic achievement during doctoral studies

ACADEMIC ACTIVITIES

JOURNAL EDITORIAL BOARD AND REFEREE (PAST ACTIVITIES)

Academy of Management Journal

Academy of Management Review

Administrative Science Quarterly

Human Relations

Journal of Applied Psychology

Megamot - Israel Review of Social Science

Personnel Psychology

COURSE DEVELOPMENT

Organizational Behavior (basic course), compulsory for all MBA students at New York University (approximately 20 sessions yearly of 1,000 students)

Comparative Management and Cross-Cultural Behavior, Graduate School of Business Administration, New York University

Managing Human Resource Strategically, course developed for Executive MBA Programs and the Kellogg-Recanati International Executive MBA.

ADMINISTRATION

Chairman of the Board of Directors, Educational Horizons - Israel College, Ltd. 1997-1999.

Vice President for Academic Affairs - Israel College, 1995-1997.

Chairman, Management and Organizational Behavior Department, Graduate School of Business Administration, Tel Aviv University, 1992-1995.

Member, Promotion & Tenure Committee, Graduate School of Business Administration, Tel Aviv University, 1989-1995, 1997-1999.

Member, Tel Aviv University Senate, 1988-present.

Member, Ph.D. Committee, GBA, Tel Aviv University, 1988-1991 and 1997-1999.

Member, Curriculum Committee GBA, Tel Aviv University, 1992-1995.

Member, Honorary Degrees Committee, Tel Aviv University, 1992-1996.

Chairman, Selection Committee, Graduate School of Business Administration, Tel Aviv University, 1988-1991.

Chairman, Grants Committee, Graduate School of Business Administration, Tel Aviv University, 1988-1991.

Member, All University Selection Committee, Tel Aviv University, 1988-1989.

Board Member, Top Executive Training Institute, Tel Aviv University, 1988-1991.

Recruiting Committee, GBA, New York University, 1987-1988.

Member of the Selection Committee for the Scientific Contribution Award Recipient - Division 14 - I/O Psychology, American Psychological Association, 1985-1988.

Research Committee, Israel Institute of Business Research, 1986-1987.

Helsinki Committee, Tel Aviv University, 1985-1987.

Doctoral Committee, Graduate School of Business Administration, Tel Aviv University, 1985-1986.

Planning and Development Committee. Assigned to set future strategic planning for the Management Department, Graduate School of Business Administration, New York University, 1984-1985.

Selection Committee for Recipient of I.T.T. Chair in Creative Leadership, Graduate School of Business Administration, New York University, 1983.

Member of the MBA Committee, Graduate School of Business Administration, New York University, 1979-1980.

Coordinator of Tier I MBA course - Managing Organizational Behavior, New York University, 1979-1982.

Chairman - Organizational Behavior Area, Graduate School of Business Administration, Tel Aviv University, 1974-1975.

ACADEMIC & PROFESSIONAL EXPERIENCE

2004 - Present Professor Emeritus of Organization Psychology and International Management, Graduate School of Business Administration, Tel-Aviv University.

1972 - Present Management Consultant to numerous multinational and domestic industrial and service organizations in the U.S. and Israel (management assessment and selection; organizational change and development; management training; opinion surveys and organizational diagnosis).

1988 - 2004 Professor of Organizational Psychology and International Management, Tel Aviv University, Graduate School of Business Administration.

2000 - 2002 Visiting Professor, India, South America, Australia.

Fall 2000 Visiting Professor, Semester At Sea, University of Virginia.

1972 - 1995 Trainer and Lecturer in the "Top Executive Training Program". Certificate program for top executives, Tel Aviv University.

- 1989 - 1990 Visiting Professor, Pacific Asian Management Institute, Graduate School of Business, University of Hawaii.
- 1988 Visiting Professor, Dalian Institute of Technology - National Centre for Executive Development, People's Republic of China.
- 1978 - 1988 Associate Professor of Management and Organizational Behavior, New York University, Graduate School of Business Administration.
- 1986 - 1987 Visiting Professor of Management and Organizational Behavior, Graduate School of Business Administration, Tel Aviv University.
- 1986 Visiting Professor, The Center for Japan-U.S.A. Business and Economic Studies, Japan.
- 1982 - 1983 The Lady Davis Visiting Professor of Organizational Behavior and Industrial Psychology. The Jerusalem Business School, Hebrew University.
- 1976 - 1978 Lecturer in Organizational Behavior, Yale University, School of Organization and Management.
- 1972 - 1976 Lecturer in Organizational Behavior, Tel Aviv University, Faculty of Management, Graduate School of Business Administration.
- 1970 - 1972 Lecturer - School of Continuing Education, New York University, New York.
- 1968 - 1970 Acting Consul, Consulate General of Israel in New York, Director of University Academic Affairs.
- 1967 - 1969 Teaching Fellow - Psychology Department, New York University (Statistics for Social Science; Personality Theories). Resident Fellow (DON, Weinstein Resident Hall, New York University).
- 1963 - 1966 Supervising Professional Engineer, leading firm of consulting professional engineers dealing with institutional and industrial design and supervision.

RESEARCH AND PUBLICATIONS

BOOKS

- Ronen, S. and Shenkar, O. *Navigating Global Business: A Cultural Compass*. Cambridge University Press 2017, 368 pp.
- Ronen, S. *Comparative and Multinational Management*. John Wiley, 1986, 636 pp.; paperback, 1st Edition, 1987.
- Ronen, S. *Selecting and Implementing an Alternative Work Schedule*. Dow Jones-Irwin, 1984, 255 pp.
- Ronen, S. *Flexible Working Hours: An Innovation in Quality of Work Life*. McGraw Hill, 1981, 353 pp.

PROFESSIONAL JOURNALS, CHAPTERS & MONOGRAPHS

- Ronen, S., and Shenkar, O. Mapping world cultures: Cluster formation, sources and implications. Journal of International Business Studies, 2013, 44(9), 867-897.
- Gelbard, R., Carmeli, A., Bittmann, R. M., & Ronen, S. Cluster analysis using multi-algorithm voting in cross-cultural studies. Expert Systems with Applications, 2009, 36(7), 10438-10446.
- Ronen, S., Friedman, S., and Ben-Asher, H. Flexible Working Arrangements: Societal Forces and Implementation. In Steiner, D., Gilliland, S., and Skarlicki, D. (Eds.), Managing Social and Ethical Issues in Organizations, Information Age Pub, 2007.
- Shimoni, T., Ronen, S. and Roziner, I. Predicting Expatriate Adjustment: Israel as a Host Country. International Journal of Cross Cultural Management, 2006, 5(3), 293-312.
- Ronen, S. Self Actualization Versus Collectualization: Implication for Motivational Theories. In Erez, M., Kleibek, U. and Thierry, H. (Eds.), Work Motivation in the Context of Globalizing Economy, Lawrence Erlbaum Assoc. Pub., Mahwab, NJ, 2001.
- Shenkar, O., Ronen, S., Shefy, E. and Han-Siu Chow, I. The Role Structure of Chinese Managers. Human Relations, 1998, 51 (1), 51-72.
- Ronen, S. Personal Reflections and Projections: International I/O Psychology At a Crossroad. In C. Early and M. Erez (Eds.) New Perspectives on International I/O Psychology, Jossey-Bass Pub., 1997.
Review Chapter for a volume of the Frontier Series published by the "Society of the American Industrial and Organizational Psychology".
- Ronen, S. An Underlying Structure of Motivational Need Taxnomies: A Cross Cultural Confirmation. M.D. Dunnette and H. Triandis (Eds.), Handbook of Industrial and Organizational Psychology, v.4, Palo Alto, CA: Consulting Psychologist Press, 1994, pp. 241-259.
- Tziner, A., Ronen, S. and Hacoen, D. A Four-Year Validation Study of an Assessment Center in a Financial Corporation. Journal of Organizational Behavior, 1993, 14, 225-237.
- Ronen, S. and Kopelman, R. Flextime. In The Encyclopedia of Career Change and Work Issues, L.K. Jones (Ed.), Phoenix, Arizona, The Oryx Press, 1992, V, pp. 113-125.
- Shenkar, O. and Ronen, S. Culture, Ideology or Economy; A Comparative Exploration of Work-Goal Importance Among Managers in Chinese Societies. Advances in International Corporative Management, Vol. 5, S.B. Prasad (Ed.), Greenwich, Conn. JAI Pres, Inc. 1990, pp. 117-134.
- Ronen, S. and Shenkar, O. Clustering Variables: the Application of Non- Metric Multivariate Analysis Techniques in Comparative Management. International Studies of Management and Organization, Special Issue: Strategic Management Research, 1989, 28(3), 72-87.
- Ronen, S. Training the International Assignee. In Irwin L. Goldstein (Ed.) Training and Development in Organizations, San Francisco, Ca. Jossey-Bass, 1989, pp. 417-453.
- Ronen, S. and Shenkar, O. Establishing MNC Regional Divisions on the Basis of Employee Attitudes. Personnel, 1988, August, 32-38.

- Shenkar, O. and Ronen, S. The Structure and Importance of Work Goals Among Managers in The Peoples Republic of China. Academy of Management Journal, 1987, 30, 564-576.
- Shenkar, O. and Ronen, S. The Cultural Context of Negotiation: The Implication of Chinese Interpersonal Norms. Journal of Applied Behavioral Science, 1987, 23(2), 263-275. Also appeared in an edited book: International Business in China, Lane, Kelly and Oded Shenkar (Eds.), Routledge Pub., N.Y., 1993.
- Ronen, S. and Kumar, R. Comparative Management: A Developmental Perspective. In Bass, B.M., Drenth, P. and Weissenberg, P. (Eds.), Advances in Organizational Psychology: An International Review, Beverly Hills, CA.: Sage Pub., 1987, pp. 252-265.
- Ronen, S. and Shenkar, O. Entrepreneurship in a Planned Economy: The Case of the People's Republic of China. Center for Entrepreneurial Studies, New York University, 1987 (Monograph).
- Ronen, S. Equity Perception in Multiple Comparisons. Human Relations, 1986, 39(4), 333-346.
- Ronen, S. and Shenkar, O. Organizational Studies: The Merits of the Blunt Approach. Academy of Management Review, 1986, 11(4), 860-863.
- Ronen, S. and Moses, J.L. Assessment Centers for Identification of Management Potential. Magamot - The Israeli Journal of Social Science, 1986, 29(3), 268-283.
- Ronen, S. and Shenkar, O. Clustering Countries on Attitudinal Dimensions: A Review and Synthesis. Academy of Management Review, 1985, 10, 435-454. Excerpts reprinted in over twenty textbooks.
- Ronen, S. Variable Working Hours. In L.R. Bittel and J.E. Ramsey (eds.), Handbook for Professional Management, 2nd Edition, McGraw-Hill Book Company, 1985.
- Ronen, S. and Sadan, S. Job Attitudes Among Different Occupational Status Groups: An Economic Analysis. Sociology of Work and Occupations, 1984, 11(1), 77-97.
- Ronen, S. Alternative Work Schedules - An Overview. In C. Heyel (ed.), The Encyclopedia in Management, 3rd Edition, Van Nostrand Reinhold Corp., N.Y., 1982.
- Ronen, S., and Primps, S.B. Results of Implementing the Compressed Workweek in Various Organizations - A Testimony. In Walsh-Healey Act/Contract Work, Volume printed by the U.S. Senate Committee on Labor and Human Resources (Senator Orrin G. Hatch - Chairman), Washington, D.C.: Government Printing Office, 1982, pp. 173-203.
- Ronen, S. Arrival and Departure Patterns of Public Sector Employees Before and After Implementation of Flexitime. Personnel Psychology, 1981, 34(4), 817-822. Reprinted in Frank Landy (ed.) Readings in Industrial and Organizational Psychology. The Dorsey Press, 1986.
- Ronen, S. and Primps, S.B. The Compressed Work Week as Organizational Change: Behavioral and Attitudinal Outcomes. Academy of Management Review, 1981, 6(1), 61-74.
- Ronen, S. and Primps, S.B. The Impact of Flexitime on Performance and Attitude in 25 Public Agencies. Public Personnel Management, 1980, 9(3), 201-207.
- Ronen, S. and Kraut, A.I. An Experimental Examination of Work Motivation Taxonomies. Human Relations, 1980, 33(7), 505-516.

- Ronen, S. Cross National Perspective of the Image of I/O Psychology by Personnel Executives. Professional Psychology, 1980, 11(3), 399-406. (Special Issues: Industrial/Organizational Psychology - An Overview)
- Ronen, S., Kraut, A.I., Lingo, J.C., and Aranya, N. A Nonmetric Scaling Approach to Taxonomies of Employee Work Goals. Leading article in Multivariate Behavioral Research, 1979, 14, 387-401.
- Ronen, S. Cross National Study of Employee Work Goals. Leading article in International Review of Applied Psychology, 1979, Vol. 28(1), 1-12. (Excerpted in The International Executive, 1981, 23, 10-12.)
- Maimon, Z. and Ronen, S. Measures of Job Facet Satisfaction as Predictors of the Tendency to Leave or Stay with the Organization. Leading article in Human Relations, 1978, Vol. 31(12), 1019-1030. (An earlier version of this paper appeared in the Proceedings of the National Meeting of the Academy of Management, 1977).
- Ronen, S. Comparison of the Value System of Industrial Workers Between Kibbutz and City Employees. Magamot, The Israeli Journal of Social Science, 1978, 24(1), 99-108.
- Ronen, S. Personal Values: A Basis for Work Motivational Set and Work Attitude. Organizational Behavior and Human Performance, 1978, 21, 80-107.
- Ronen, S. Job Satisfaction and the Neglected Variable of Job Seniority. Leading article in Human Relations, 1978, 31, 4, 297-308. (An earlier version of this paper appeared in the Proceedings of the Eastern Academy of Management, 1977.)
- Ronen, S. Evaluating and Validating Employee Appraisal System. Magamot, The Israeli Journal of Social Science, 1978, 24(4), 532-542.
- Ronen, S., Primps, S.B., and Cloonan, J. Flexitime in the Public Sector - A Testimony. In Flexitime and Part-Time Legislation, Volume printed by the U.S. Senate Committee on Governmental Affairs (Senator Abraham Ribicoff - Chairman), Washington, D.C.: Government Printing Office, 1978, pp. 192-216.
- Ronen, S. The Universality of Work Motivation Theory. In Y.H. Poortinga (Ed.), Basic Problems in Cross-Cultural Psychology, Swets and Zeitlinger, Amsterdam, 1977, pp. 329-337.
- Ronen, S. and Kraut, A.I. Similarities Among Countries Based on Employee Work Values and Attitudes. Columbia Journal of World Business, 1977, Vol. 12(2), Summer, 89-96. (Excerpted in Bass, B., Assessment of Managers). The Free Press, 1979.
- Ronen, S. A Comparison of Job Facet Satisfaction Between Paid and Unpaid Industrial Workers. Journal of Applied Psychology, 1977, 62(5), 582-588.
- Ronen, S. "Flexitime" as a Planned Organizational Change - The Israeli Experience. The Israel Review of Business Economics, 1976, 2(1), 5-18.
- Kraut, A.I. and Ronen, S. The Validity of Job Facet Importance for Various Work Outcomes; A Multi-National, Multi-Occupational Study. Journal of Applied Psychology, 1975, 60, 671-677.

PAPERS PRESENTED AT PROFESSIONAL CONFERENCES AND COLLOQUIA

Friedman, S., Ronen, S., Ben-Asher, H., and Shenkar, O. *Associations between deference, gender-marking, religion, and language across cultures*. Accepted by the Critical Management Studies Conference, Liverpool, UK, July 2017.

Friedman, S., Ronen, S., Ben-Asher, H., and Shenkar, O. *Clustering countries: The contribution of a nested analysis*. Presented at the 31st International Congress of Psychology (ICP), Yokohama, July 2016.

Friedman, S., Ronen, S., Ben-Asher, H., and Shenkar, O. *Exploring the predictive power of eco-cultural antecedents and correlates: Are country clusters more meaningful than individual nations?* Presented at the 31st International Congress of Psychology (ICP), Yokohama, July 2016.

Shenkar, M., Shenkar, O., Ronen, S., and Ben-Asher, H. *Cultural Signifiers and Israel Studies*. Presented at the 32nd Annual Conference of the Association for Israel Studies (Yad Izhak Ben-Zvi and Menachem Begin Heritage Center), Jerusalem, June 2016.

Friedman, S., Ronen, S., and Ben-Asher, H. Determinants and managerial applications of country culture clusters. 28th International Congress of Applied Psychology (ICAP), Paris, July 2014.

Friedman, S., Ronen, S., Shenkar, O., and Ben-Asher, H. Subjective well-being through the prism of crosscultural propensities: uncertainty avoidance, wealth and human development. 28th International Congress of Applied Psychology (ICAP), Paris, July 2014.

Ronen, S. and Shenkar, O., Invited Keynote Address. Country Clusters: A Cultural Guiding Map to Global Business. International Society for the Study of Work and Organizational Values (ISSWOV), Portugal, June 2010.

Friedman, S. and Ronen S. The Impact of Forming Implementation Intentions on Training Effectiveness. Presented at the Society of Industrial and Organizational Psychology (SIOP) Annual Conference, Atlanta, GA, April 2010.

Ronen, S. and Shenkar, O. Country Clusters: A Cultural Guiding Map to Global Business. Presented at:

- Athens University of Economics & Business, December 2010.
- University of Puerto Rico, Rio Piedras Campus, January 2010.

Ronen, S. and Shenkar, O., Invited Keynote Address. Culture Clustering Revisited: A Nested Meta Analysis. The 10th International Human Resource Management Conference, Santa Fe, New Mexico, USA, June 2009.

Ronen, S., Invited Keynote Address. Culture Clustering Revisited: A Nested Meta Analysis. International Management: Research and Application. International Management Workshop, Open University, Tel-Aviv, May 2008.

Ronen, S. and Shenkar, O., Invited Keynote Address. Culture Clustering Revisited: A Nested Meta Analysis. International Management: Research and Application. International Business Forum at Virginia Commonwealth University, February, 2008.

Ronen, S., Invited Keynote Address. The New Cultural Geography: Clustering Cultures on the Basis of Organizational Behavior Dimensions – An Update. Xth European Conference of Psychology, Prague, July, 2007.

Ronen, S., 40 Years of Country Clusters: A Nested View and an Extended Meta-Analysis, presented at:

- Colman College of Management, Tel-Aviv, May 2007.
- Technion, Haifa, April 2007.
- Tel-Aviv University, December, 2006.
- Bar-Ilan University, November, 2006.

Ronen, S., Invited Keynote Address. The New Cultural Geography: Clustering Cultures on the Basis of Organizational Behavior Dimensions. 26th International Congress of Applied Psychology. Athens, Greece, July, 2006.

Ronen, S., Uncovering a Two-dimensional Model of Work Motivation, presented at:

- Fisher College of Business, Ohio State University. Columbus, OH, February, 2006.
- Department of Psychology, Univ. of South Florida. Tampa, FL, February, 2006.
- Schulich School of Business, York University. Toronto, Canada, February, 2006.
- CU-Denver Management Research Seminar. Denver, CO, November 2005.

Ronen, S., Invited Address. Cultural Geography: View from the OB Prism; Preliminary results of clustering meta-analysis. Global Mindset Conference. Thunderbird, Glendale, AZ, November 2005.

Ronen, S., MNEs' Entry into Corrupt Countries. Shvil Israel and Faculty of Management. Tel-Aviv University, May 2005.

Ronen, S., From Expatriation to Global Leadership. Faculty colloquium, ITAM. Mexico City, Mexico, March 2005.

Ronen, S., Global Leadership, Asociacion de los Amigos de la Universidad de Tel-Aviv. Mexico City, Mexico, February 2005.

Ronen, S., Cross-cultural research; Preliminary results of clustering meta-analysis. Summit Group. Los Angeles, CA, February 2005.

Ronen, S., Showcase symposium: Critical look at application of cultural dimensions to country clusters and cross cultural research. American Academy of Management. Seattle, WA, August 2003.

Ronen, S., Symposium discussant - Breaking the rules: Understanding workplace deviance across cultures. American Academy of Management. Seattle, WA, August 2003.

Ronen, S., Cultural identity – Behavioral consequences. Conference Facilitator – Identifying Culture Conference. Stockholm School of Economics. Stockholm, Sweden, June 2002.

Ronen, S., Invited Keynote Address:

The Underlying Structures of Work Values: Dimensions, Congruence and Universality. The 8th International Society for the Study of Work and Organizational Values (ISSWORV). Warsaw, June 2002.

Ronen, S., Multidimensionality of work motivation.

Management Department Colloquium, University of Toronto, August 2002.

- Ronen, S., Invited Presentation: "Dilemmas in Teaching HRM to Top Armed Forces Commanders".
3rd Conference on Innovative Teaching in Human Resources and IR.
The Fisher College of Business. The Ohio State University, November, 2002
- Ronen, S., Faculty symposium: Cross cultural comparison of work behavior.
Indian Institute of Management, Ahmdabad, India, March 2001.
- Ronen, S., Invited Keynote Address Team Work as a Challenge to HRM. The Sixth International Conference on Work Values and Behavior. International Society for the Study of Work and Organizational Values. Istanbul, Turkey, 1998.
- Ronen, S. Managing Human Resources Towards the Third Millennium. Invited Address, The Annual Meeting of the Israel Management Association. Tel Aviv Israel, 1998.
- Ronen, S., Globe - A 62 Nation Study of Culture and Leadership: Multiple Methodologies and Initial Findings. Symposium, The Annual Meeting of the Academy of Management, San-Diego, California, 1988.
- Ronen, S., I/O Psychology towards the 2000th. An Invited Address, The 26th Scientific Conference of the Israeli Psychological Association, Tel Aviv, 1997.
- Ronen, S., The Motivational Dilemmas of Working Teams in Individualistic Societies. An Invited Address, Human Resource Convention, Israel, 1997.
- Ronen, S. and Shenkar, O., Managing and Motivating Culturally Diverse Employees. An Invited Address 23rd International Congress of Applied Psychology, Madrid, 1995.
- Shenkar, O., Ronen, S., Shefy, E., and Hou-Sin Chow, I. Executives and their Environment: A Study of the Managerial Role in the People's Republic of China. Paper delivered at the Annual Meeting of the Academy of International Business, Hawaii, 1993.
- Ronen, S. Managing Resources - Summary of H.R. Conference, the Israeli Annual Conference of Human Resources, Tel Aviv, November 1993.
- Ronen, S. Organizational Training and Learning. An invited address, presented at the pre-conference seminar, Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, 1992.
- Ronen, S. Leadership and Management. An invited address, presented at the pre-conference seminar, Annual Conference of the Society for Industrial and Organizational Psychology, Montreal, 1992.
- Ronen, S. The Universality of Leadership Theories. Academy of Management Annual Meeting, Miami, 1991.
- Ronen, S. & Dorfman, P. Universal Challenges to Leadership Theories. Annual Meeting of the Academy of Management, Miami, 1991.
- Ronen, S. Dilemmas in Organizational Behavior: Comparative Analysis. The European Conference of Applied Psychology, Hungary, 1991.
- Ronen, S. Cross-Cultural Analysis of Managerial Effectiveness. Organizational Behavior Symposium, Singapore, 1990.

- Ronen, S. Training issues facing work organizations in the year 2000. Proceedings of the 22nd International Congress of Applied Psychology, Kyoto, Japan, 1990.
- Ronen, S. Flexibility of Work Schedules. An invited address. International Conference on Flexible Work Patterns, Israel, Tel Aviv, 1989.
- Shenkar, O. and Ronen, S. An Exploration of Work Goals Importance in Chinese Society. The Proceedings of the International Conference of the Eastern Academy of Management (Managing in Global Economy), Hong Kong, June 1989.
- Ronen, S. Basic Assumptions in Organizational Behavior and the Question of the Universality of Western Models. An invited address. The 22nd National Convention of the Israeli Psychological Association, Haifa, Israel, 1989.
- Ronen, S. Analysis of Work Goals System and Work Motivation Theories - A Cross-Cultural View. The 22nd National Convention of the Israeli Psychological Association, Haifa, Israel, 1989.
- Ronen, S. Consequences of Different Compensation Systems. Academy of Management Annual Meeting, Anaheim, 1988.
- Ronen, S. and Shenkar, O. Clustering Variables: The Application of Non-Metric Multivariate Analysis Techniques in Comparative Management Research. Paper presented at the Annual Meeting of the Academy of Management, L.A. 1988.
- Ronen, S. Innovative Developments in Managing Organizational Human Resource Planning and Implementations. Seminar delivered at the Sun-Yat-Sen National University, Taiwan, 1988.
- Ronen, S. Preparing the International Assignee. Participant in a symposium entitled: Issues Concerning Training and Development, Society for Industrial and Organizational Psychology Conference, Dallas, Texas, April 1988.
- Ronen, S. Cross-Cultural Determinants of Motivation. Panelist, Society for Industrial and Organizational Psychology Conference, Dallas, Texas, April 1988.
- Ronen, S. Comparative Management Research, Academy of Management, New Orleans, 1987.
- Ronen, S. Japanese Management Style and Its Transferability to Western Cultures. Invited Address, Israeli Psychological Association Convention, Tel Aviv, March 1987.
- Ronen, S. A Cross-Cultural Perspective of Employee Motivation and Leadership Style. Invited Workshop at Annual Convention of The American Psychological Association, Washington, 1986.
- Ronen, S. The Impact of Culture on Strategic Choices Governing Organizations' Relationships with the External Environment, Academy of Management, 1986.
- Ronen, S. Cross-Cultural Application of Assessment Centers. Paper presented at the International Congress of Applied Psychology, Jerusalem, 1986.
- Ronen, S. The Underlying Dimensions of Work Motivation Theories. Paper presented at the International Congress of Applied Psychology, Jerusalem, 1986.

- Ronen, S. The Application of Western Leadership Models to Japanese Management Style. Paper presented at KEO University, Management Conference, Tokyo, 1985.
- Ronen, S. Executive Succession and Early Retirement - Solutions for Top Heavy Organizations. Invited Paper - Management Symposium, Tokyo University, Tokyo, 1985.
- Ronen, S. Leadership Development and Early Identification of Managerial Potential. Invited Paper, National University of Korea, Seoul, Korea, 1985.
- Ronen, S. Issues in International Business Relations. Symposium Chairperson. 45th Annual Meeting of the Academy of Management International Management Division - Program Committee, 1985.
- Ronen, S. and Punnett, B.J. Operationalizing Cross Cultural Variables. Paper delivered at the 44th Annual Meeting of the Academy of Management, Boston, 1984.
- Ronen, S. Innovations in Research Methodology in the Cross-Cultural Study of Management and Organizations. Paper presented at the Annual Meeting of the Academy of Management, New York, 1982.
- Ronen, S. and Watarz, D. Who's That Knocking on Your Boardroom Door: Worker Participation on Board of Directors of U.S. Companies - A Trend for the Future. Paper presented at the Annual Meeting of the Academy of Management, N.Y., 1982.
- Ronen, S. Cross-Cultural Antecedents of Convergence and Divergence in Employee Work-Goals. Paper presented at the International Conference of Applied Psychology, Edinburgh, Scotland, 1982.
- Ronen, S. and Kelly, B.J. The Unit of Analysis in Comparative Management: Country vs. Culture. Paper presented at the Eastern Academy of International Business, N.Y., 1981.
- Ronen, S. The Alternative Approach to Teaching Comparative Management: Cross-Cultural vs. Country Specific. Paper presented at the Annual Meeting of the Academy of Management, San Diego, Ca., August 1981.
- Ronen, S. Values and Work Goals: A Cross-Cultural View. Paper presented at the Academy of International Business, N.Y., April 1981.
- Ronen, S. Work and Nonwork Fit in the Case of Employees Schedules and Self-Determination. Invited Address, The International Conference of QWL, Toronto, September 1981.
- Ronen, S. and Vogel, N. The Task-Support Dichotomy in Attitudes Towards Coworkers. Paper delivered at the Southern Academy of Management, Atlanta, November 1981.
- Ronen, S., Primps, S.B., and Vogel, N. Evaluating Pay Equity Using Internal and External Reference Groups. Paper delivered at the Southern Academy of Management, Atlanta, November 1981.
- Ronen, S. New Direction in Teaching Basic Organizational Behavior Course to M.B.A.'s. A Symposium delivered at the Organizational Behavior Teaching Conference, Los Angeles, California, June 1980.
- Ronen, S. and Weitz, E. Arrival and Departure Patterns of Public Sector Employees Before and After Implementation of Flexitime. Paper presented at the Eastern Psychological Association Convention. Hartford, Connecticut, April 1980.

- Ronen, S. Results from the Private on the Implementations of Flexitime. Paper presented at the Eastern Psychological Association Convention. Hartford, Connecticut, April 1980.
- Ronen, S. and Vogel, N. Modeling Role: The Neglected Dimensions of Leadership Style. Paper presented at the Eastern Psychological Association Convention. Hartford, Connecticut, April 1980.
- Ronen, S. The Impact of Flexitime on the Organization: Results from the Public and Private Sectors. Paper presented at the Annual Meeting of the Eastern Academy of Management. Buffalo, N.Y., May 1980.
- Ronen, S. For Whom the Whistle Blows: Alternative Work Schedules. Discussant in a Symposium presented at the 87th Annual Convention of the American Psychological Association, September 1979, New York.
- Ronen, S. Social Values as a Reference for Cross-Cultural Comparisons of Organizational Behavior. Invited address, International Conference on Organizational Effectiveness, Hawaii, August 1977.
- Ronen, S. and Maimon, Z. Measures of Job Facet Satisfaction as a Predictor of Tendency to Leave or Stay with the Organization. Paper presented at The Annual Meeting of the Academy of Management, 1977.
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