

January 2014

**Yoav Ganzach**

CURRICULUM VITAE AND LIST OF PUBLICATIONS

• **Education**

- 1988                      Ph.D. Behavioral Decision Making. Columbia University, New York  
Supervisor: Dr. David Krantz
- 1985                      M.A. Behavioral Economics. Columbia University, New York  
Adviser: Dr. Stanley Schachter
- 1977-1981              Graduate Studies. Physical Chemistry, Clinical Psychology.  
Hebrew University
- 1981                      B.Sc. Chemistry.  
Tel Aviv University

• **Employment History**

- 2008 - Present        Lilly and Alejandro Saltiel Professor of Corporate Leadership  
and Social Responsibility  
Tel Aviv University
- 2001 - Present        Full Professor  
Faculty of Management  
Tel Aviv University
- 1997-2000            Associate Professor  
Faculty of Management  
Tel Aviv University
- 1995-1997            Senior Lecturer  
Faculty of Management  
Tel Aviv University
- 1988-1994            Lecturer  
School of Business  
Hebrew University

1990, 1995, Visiting Professor  
 (summer), 1992 Columbia University  
 (summer), 2001  
 (summer)  
 2001 (fall) Visiting Professor  
 City University of New York  
 1983-1988 Research Fellow  
 Department of Psychology  
 Columbia University

• **Professional Activities**

(a) Professional academic functions

2008-2009 Chair  
 Faculty of Management Admissions Committee  
 2005-2007 Head  
 Israel Institute of Business Research  
 2001-2004 Chair  
 Organizational Behavior Department  
 Tel Aviv University  
 1999-2000 Head  
 Teaching Evaluation Unit  
 Tel Aviv University  
 Member of various faculty and university committees including  
 tenure and promotion committee, admissions committee and  
 teaching committee

(b) Professional functions outside universities/institutions

Member of various committees  
 Israel Council for Higher Education  
 1979-1982 Street Gang Counselor, The Jerusalem Municipality

• **Educational Activities**

(a) Courses taught

Supervised 11 Ph.D students and about 50 masters students

Behavioral Decision Making

Consumer Behavior

Introduction to Organizational Behavior

Managerial Decision Making

Managing Human Resources

Marketing Research

Negotiation

Psychological Aspects of Organizational Behavior

Psychological Testing

Research Methods

Statistics

• **Publications**

(a) Chapters in collective volumes

Kluger, A. & Ganzach, Y. (2004). On predicting eminence versus perfection in performance. In G. B. Graen (Editor), *LMX Leadership: The Series*, Vol. 2. Information Age Publishing, Inc., Greenwich, CT.

(a) Refereed articles and refereed letters in scientific journals

Ganzach, Y. & Pazy, A. (in press). Do core self evaluations predict career success? A reanalysis of Judge and Hurst (2008). *Journal of Research in Personality*.

Ganzach, Y. (in press). Adolescents' intelligence is related to family income. *Personality and Individual Differences*.

Ganzach, Y., Gotlibovski, C., Greenberg, D. & Pazy, A. (2013). Intelligence and pay: Nonlinear effects. *Intelligence*, 41, 631-637.

Ganzach, Y. & Gotlibovski, C. (2013). Intelligence and religiosity: Within families and over time. *Intelligence*, 41, 546-552.

Ganzach, Y., Ellis, S., & Gotlibovski, C. (2013). On intelligence, education and religious beliefs. *Intelligence*, 41, 121-128.

- Ganzach, Y. & Fried, Y. (2012). The role of intelligence in the formation of well being: From job rewards to job satisfaction. *Intelligence*, 40 (4), 333-342.
- Stirin, K., Ganzach, Y., Pazy, A. & Eden, D. (2012). The effect of perceived advantage and disadvantage on performance: The role of external efficacy. *Applied Psychology: An International Review*, 61 (1), 81–96.
- Ganzach, Y. (2011). A dynamic analysis of the effects of intelligence and socioeconomic background on wages. *Intelligence*, 39, 120-129.
- Maaravi, Y., Ganzach, Y. & Pazy, A. (2011). Negotiation as a form of persuasion: Arguments in first offers. *Journal of Personality and Social Psychology*, 101, 245-255.
- Maaravi, Y., Pazy, A. & Ganzach, Y. (2011). Pay as much as you can afford: Counterpart's ability to pay and first offers in negotiation. *Judgment and Decision Making*, 6, 275–282.
- Eden, D., Ganzach, Y. Granat-Flomin, R. & Zigman, T. (2010). Augmenting means efficacy to improve performance: Two field experiments. *Journal of Management*, 36, 687-713.
- Ellis, S., Ganzach, Y., Castle, E, & Sekely, G. (2010). The effect of filmed vs. personal after-event reviews on task performance: The mediating and moderating role of self-efficacy. *Journal of Applied Psychology*, 95, 122-131.
- Pazy, A., & Ganzach, Y. (2010). Predicting commitment: Exchange ideology, the structured interview and perceived organizational support. *Applied Psychology: An International Review*, 59(2), 339-359.
- Pazy, A. & Ganzach Y. (2009). Pay contingency and the effects of perceived organizational and supervisor support on performance and commitment. *Journal of Management*, 35, 1007-1025.
- Ganzach, Y. (2009). Coherence and correspondence in the psychological analysis of numerical predictions: How error-prone heuristics are replaced by ecologically valid heuristics. *Judgment and Decision Making*, 4, 175-185.
- Ganzach, Y., Ellis, S., Pazy, A. & Ricci-Siag, T. (2008). On the perception and operationalization of risk perception. *Judgment and Decision Making*, 4, 317-324.

- Ganzach, Y. & Leshno, M. (2007). On the appropriateness of appropriateness judgments: The case of interferon treatment for melanoma. *Judgment and Decision Making*, 2, 70-78.
- Pazy, A., Ganzach, Y. & Davidov, Y. (2006). Decision-making training for occupational choice and early turnover: A field experiment. *Career Development International*, 11, 80-91.
- Ganzach, Y. Intelligence, education and facets of job satisfaction (2003). *Work and Occupations*, 30, 97-122.
- Ganzach, Y., Pazy, A., Ohayon, Y. & Braynin, E. (2002). Social exchange and organizational commitment: Training for job decision making as an alternative to realistic job preview. *Personnel Psychology*, 55, 613-637. (also appeared in the Best Papers proceedings of the Academy of Management Meeting, Toronto, 2000).
- Ganzach, Y. (2001). Nonlinear models of clinical judgment: Residual communality and individual nonlinearity. *Psychological Science*, 12, 403-408.
- Ganzach, Y. & Pazy, A. (2001). Within occupation sources of variance in incumbents' perception of job complexity. *Journal of Occupational and Organizational Psychology*, 74, 95-108.
- Ganzach, Y., Saporta, I. & Weber, Y. (2000). Interactions in linear versus logistic models: A substantive illustration using the relationship between motivation, ability, and performance. *Organizational Research Methods*, 3, 237-253.
- Ganzach, Y. (2000). The influence of parents' education and cognitive ability on educational expectations and educational attainment: Interactive effects. *British Journal of Educational Psychology*, 70, 419-441.
- Ganzach, Y. (2000). Judging risk and return of financial assets. *Organizational Behavior and Human Decision Processes*, 83, 353-370.
- Ganzach, Y. (2000). The weighing of pathological and non-pathological information in clinical judgment. *Acta Psychologica*, 104, 87-101.
- Ganzach, Y., Kluger, A., & Kleiman, N. (2000). Making decisions from an interview: Expert measurement and mechanical combination. *Personnel Psychology*, 53, 1-20.
- Amir, E. & Ganzach, Y. (1998) Overreaction and underreaction in analysts' forecasts. *Journal of Economic Behavior and Organization*, 37, 333-347.

(Also in Shefrin, H. M., ed. *Behavioral Finance*. Cheltenham, UK: Edward Elgar).

- Ganzach, Y. (1998). Intelligence and job satisfaction. *Academy of Management Journal*, *41*, 526-539.
- Ganzach, Y. (1998). Nonlinear models in decision making: The diagnosis of psychosis versus neurosis from the MMPI. *Organizational Behavior and Human Decision Processes*, *74*, 53-61.
- Mazursky, D. & Ganzach, Y. (1998). Does involvement moderate time dependent biases in consumer multi-attribute judgment? *Journal of Business Research*, *41*, 95-103.
- Ganzach, Y. (1997). Theory and configularity in clinical judgment of expert and novice psychologists. *Journal of Applied Psychology*, *82*, 954-960.
- Ganzach, Y. (1997). Configularity in judgment: Is it a bias? *Psychonomic Bulletin and Review*, *4*, 382-386.
- Ganzach, Y. (1997). Misleading interaction and curvilinear terms. *Psychological Methods*, *3*, 235-247.
- Ganzach, Y., Weber, Y. & Ben-Or, P. (1997). Message framing and buying behavior: The difference between natural and artificial environments. *Journal of Business Research*, *40*, 91-96.
- Czaczkes, B. & Ganzach, Y. (1996). The natural selection of prediction heuristics: Anchoring and adjustment vs. representativeness. *Journal of Behavioral Decision Making*, *9*, 125-140. (Also in Shefrin, H. M., ed. *Behavioral Finance*. Cheltenham, UK: Edward Elgar).
- Ganzach, Y. (1996). Anchoring and adjustment, compatibility, and the better understanding of the preference reversal phenomena. *Journal of Behavioral Decision Making*, *9*, 112-114.
- Ganzach, Y. (1996). Preference reversal in equal probability gambles: A case for anchoring and adjustment. *Journal of Behavioral Decision Making*, *9*, 95-110.
- Ganzach, Y. & Ben-Or, P. (1996). Information overload, decreasing marginal responsiveness and the estimation of non-monotonic relationships in direct marketing *Journal of Direct Marketing*, *10*, 7-9.
- Ganzach, Y. (1995). Nonlinear models of clinical judgment: Meehl's data revisited. *Psychological Bulletin*, *118*, 422-429.

- Ganzach, Y. (1995). Positivity (and negativity) in performance evaluation: Three field studies. *Journal of Applied Psychology, 80*, 491-499.
- Ganzach, Y. & Czaczkes, B. (1995). The learning of natural configural strategies. *Organizational Behavior and Human Decision Processes, 63*, 195-206.
- Ganzach, Y. & Mazursky, D. (1995). Time dependent biases in consumer multi-attribute judgment. *Journal of Economic Psychology, 16*, 331-349.
- Ganzach, Y. & Schul, Y. (1995). The influence of quantity of information and valence framing on decision. *Acta Psychologica, 89*, 23-36 .
- Weber, Y., Ganzach, Y. & Biniamini, H. (1995). Integrating and preserving a different culture after acquisition. *International Journal of Conflict Management, 6* (2).
- Ganzach, Y. (1995). Attribute scatter and decision outcome: Judgment versus choice. *Organizational Behavior and Human Decision Processes, 62*, 113-123.
- Ganzach, Y. & Czaczkes, B. (1995). On detecting nonlinear noncompensatory judgment strategies: Comparison of alternative regression models. *Organizational Behavior and Human Decision Processes, 61*, 168-177.
- Schul, Y. & Ganzach, Y. (1995). The effect of accessibility of standards and decision frame on product evaluation. *Journal of Consumer Psychology, 4*, 61-83.
- Ganzach, Y. & Karshai, N. (1995). Message framing and buying behavior: A field experiment. *Journal of Business Research, 32*, 11-17.
- Ganzach, Y. (1994). Inconsistency and uncertainty in multi-attribute judgment of human performance. *Journal of Behavioral Decision Making, 7*, 193-211.
- Ganzach, Y. (1994). Feedback representation and prediction strategies. *Organizational Behavior and Human Decision Processes, 59*, 391-349.
- Ganzach, Y. (1994). Theory and configurality in expert and layperson judgment. *Journal of Applied Psychology, 79*, 439-448.
- Ganzach, Y. (1993). Predictor representation and prediction strategies. *Organizational Behavior and Human Decision Processes, 56*, 190-212.
- Ganzach, Y. (1993). Goals as determinants of nonlinear noncompensatory judgment strategies. *Organizational Behavior and Human Decision Processes, 56*, 422-440.

Ganzach, Y. (1993). Frequency of purchase and the prediction of buying behavior in direct mail. *Journal of Direct Marketing*, 7, 7-15.

Ganzach, Y. (1992). Assessing similarity relationships among noncomparable direct mail products from direct mail databases. *Journal of Direct Marketing*, 6, 11-21.

Ganzach, Y. & Krantz, D. H. (1991). The psychology of moderate prediction: II. Leniency and uncertainty. *Organizational Behavior and Human Decision Processes*, 48, 169-192.

Ganzach, Y. & Krantz, D. H. (1990). The psychology of moderate prediction: I. Experience with multiple determination. *Organizational Behavior and Human Decision Processes*, 47, 177-204.

#### • Research Grants

2008, 2010,	Research Grant
2011	Tel Aviv University \$30,000
2006-2011	The Israel Institute Of Business Research \$35,000
2007-2009	Research on "Perceived organization support and the limits of social exchange" with Asya Pazy Israel Science Foundation \$88,000
2005-2007	Research on "The effect of means efficacy on performance" with Dov Eden Israel Science Foundation \$92,000
2002-2004	Research on "Seed commitment: Exchange induction and information provision during the recruitment phase" with Asya Pazy Israel Science Foundation \$102,000
2000-2001	Research on "Top down models of risk perception" with Miguel Brendl The Kurt Lewin Foundation



\$15,000

• **Present Academic Activities**

(a) Research in progress

Ganzach, Y., Gotlibovski, C. & Pazy, A. On the scaling and modeling of pay.

Ganzach, Y. & Gotlibovsky, C. Using fixed effects in multilevel modeling when random effects are biased.

Dobrow, S., & Ganzach, Y. A longitudinal study of the effect of time on job satisfaction.

Ganzach, Y. & Pazy, A. Temporal changes in validity and the impact of intelligence and personality on extrinsic career success.

Ganzach, Y. & Pazy, A. Do core self evaluations predict career success? A reanalysis of Judge and Hurst (2008).

Ganzach, Y., Stirin, K., Pazy, A. & Ede, D. The effect of performance on efficacy belief of advantaged and disadvantaged competitors.

Ganzach, Y. & Givon, M. Cue selection and cue relevance in cross-validity research: Compensatory versus fast and frugal models.

Bar-Tal, Y. & Ganzach, Y. Cognitive load may cause a disconfirmation bias.

Maaravi, Y., Pazy, A. & Ganzach, Y. The drawbacks of the anchoring strategy.

Stirin, K. Ganzach, Y. & Pazy, A. On the positive and negative effects of self-efficacy: Reward as a moderator.

Fried, Y. & Ganzach, Y. The effect of employee intelligence on job modification: A longitudinal analysis.

Ganzach, Y., Gotlibovski, C. & Beit-Halhami, B. On modeling the relationship between education and religious beliefs and behavior.

Ganzach, Y. & Gotlibovski, C. Individual differences and the effect of education on religiosity.

Ganzach, Y., & Beit Hallahmi, B. & Gotlibovski, C. Education and religiosity: Positive versus negative relationships.