

HADAR NESHER SHOSHAN

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EDUCATION

- 12/2019 **Ph.D. (Dr. rer. soc.)**
 Work and Organizational Psychology, University of Mannheim
Dissertation title: The role of employee stress experiences in service interactions: Evidence from an experiment and field studies.
 Supervisor: Prof. Dr. Sabine Sonnentag.
- 06/2011 **Master (M.Sc.)**
 Industrial Engineering and Management (Industrial Psychology)
 Technion, Israel Institute of Technology
Thesis title: Burnout and aggression in a hospital setting.
 Supervisor: Prof. Anat Rafaeli
- 2008 **Bachelor of Science, Psychology and Sociology (B.Sc.)**
 Tel-Aviv University

ACADEMIC CAREER

- 2020 – present **Post-doctoral researcher**
 Work and Organizational Psychology, University of Mannheim
 02/2021 Visiting scholar, Haskayne School of Business
 University of Calgary, Canada
- 2009 **Research assistant**
 Industrial Engineering and Management, Technion
- 2009 **Research assistant**
 Ran Naor Foundation for the Advancement of Road Safety Research
- 2007 **Research assistant**
 Department of Psychology, Tel Aviv University

RESEARCH INTERESTS

- Social relationships at work – leader-follower relationships, coworker relationships, employee-customer relationships
- Employee health and well-being - burnout, recovery, affective wellbeing, health behavior
- Emotional labor - managing emotions as part of the job
- Flexible work arrangements - teleworking, home-office, media choice

PUBLICATIONS

Refereed Journal Publications

Nesher Shoshan, H., & Wehrt, W. (accepted). Understanding ‘Zoom fatigue’: A mixed method approach. *Applied Psychology: An International Review*.

***Nesher Shoshan, H., & *Venz, L.** (2021). Daily antecedents and consequences of deep acting toward coworkers. *Journal of Organizational Behavior*. Advance online publication. <https://doi.org/10.1002/job.2555>

Venz, L., & **Nesher Shoshan, H.** (2021). Be smart, play dumb? A transactional perspective on day-specific knowledge hiding, interpersonal conflict, and psychological strain. *Human Relations*. Advance online publication. <https://doi.org/10.1177/0018726721990438>

Nesher Shoshan, H., & Sonnentag, S. (2020). The effects of employee burnout on customers: An experimental approach. *Work & Stress*, 34(2), 127-147. doi.org/10.1080/02678373.2019.1577312

Conference Presentations

Nesher Shoshan, H. & Wehrt, W., (2021, September). *Is ‘Zoom Exhaustion’ real? Evidence from An Experience Sampling Study and a Qualitative Study*. Accepted as part of the symposium: Digital und Remote: Risiken und Chancen der veränderten Arbeitsbedingungen während der Corona-Pandemie. AOW Fachgruppentagung. Chemnitz, Germany.

Nesher Shoshan, H., & Venz, L., (2020, August). *Daily antecedents and consequences of deep acting toward coworkers*. Paper presented at the 80th annual meeting of the Academy of Management, a virtual conference.

Nesher Shoshan, H., & Wehrt, W. (2020, January). *What makes managing emotional expressions stressful? The role of power asymmetry and psychological safety*. Paper presented at the IOBC conference, Tel-Aviv, Israel.

Nesher Shoshan, H., & Venz, L., & Sonnentag, S. (2019, August). *Being recovered as an antecedent of emotional labor: A diary study*. Paper presented at the 79th annual meeting of the Academy of Management, Boston, USA.

Nesher Shoshan, H., Venz, L., & Sonnentag, S. (2019, May). *Emotional exhaustion as an antecedent of surface acting: A diary study*. Paper presented at the EAWOP congress, Turin, Italy.

Nesher Shoshan, H. & Sonnentag, S. (2018, September). *The effects of employee burnout on customers: An experimental approach*. Poster presented at the European Academy of Occupational Health Psychology conference, Lisbon, Portugal.

Venz, L. & **Nesher Shoshan, H.** (2018, August). *Interpersonal conflict, knowledge hiding, and psychological strain: A daily diary study*. Paper presented at the 78th annual meeting of the Academy of Management, Chicago, Illinois, USA.

Agasi, S., Cheshin, A., Efrat-Treister, D., **Nesher, H.** & Rafaeli, A. (2010, August). *Antecedents of hospital aggression: Communication style, workload and crowdedness*. Part of the symposium: Daring to Face Aggression, Caring to Understand It. Academy of Management Annual Meeting, Montreal, Canada.

Efrat-Treister, D., Cheshin, A., Agasi, S., **Nesher, H.** & Rafaeli, A. (2010, August). *Aggressive acts as sources of wisdom in hospital settings: Curtailing cycles of helplessness*. Part of the symposium: Wisdom through Emotions: Multi-Cultural, Multi-level Analyses of How Emotions Can Make Us Wiser. Academy of Management Annual Meeting, Montreal, Canada.

Invited Presentations

Nesher Shoshan, H. (2021, January). *'Zoom exhaustion'* Presentation at the research seminar, University of Haifa, Israel (invited by Prof. Arik Cheshin).

Nesher Shoshan, H. (2021, February). *Is 'Zoom exhaustion' real?* Presentation at the research seminar, University of Calgary, Canada (invited by Prof. Justin Weinhardt).

Nesher Shoshan, H., & Wehrt, W. (2020, April). *Social relationships at work in times of Corona*. Presentation at the “Corona in light of social science” virtual conference, of the CO.DO work alone together research association, Tel Aviv, Israel.

AD-HOC JOURNAL REFERRING

The International Journal of Human Resource Management
 Applied Psychology: An International Review
 Journal of Business review
 German Journal of Human Resource Management

CONFERENCE REFERRING

Academy of Management Meeting (2019, 2020, 2021)
 AOW Fachgruppentagung (2021)
 EAWOP (2019, 2021)

TEACHING

Master courses, University of Mannheim

Work and Health – Fall 2021
 ‘Train the trainer’ (a practical training seminar) - Spring 2021
 Emotion regulation – Fall 2020

Bachelor courses, University of Mannheim

Leadership - Fall 2020, Spring 2021
 Performance appraisal - Spring 2020, Fall 2021
 Job performance - Spring 2017, Fall 2018, Spring 2020
 Organizations in their global context - Fall 2016, Spring 2019
 Work motivation - Spring, 2016
 Stress and health – Fall, 2015, Spring, 2018
 Affect and attitudes – Fall 2021

Bachelor courses, Open University, Israel

Decision making – Spring 2014

Supervising and reviewing Bachelor theses (English and German)

Reviewing and grading Master theses (English and German)

Supervising research assistants and interns

GRANTS, AWARDS, AND HONORS

2020-2021 Funding program FAiR@UMA – University of Mannheim

2020 Travel grant for conference travel – University of Mannheim

2019 Travel grant for conference travel – DAAD (German Academic Exchange Service)

2019 Travel grant for winter school participation - University of Mannheim

2014 Doctoral Fellowship - Graduate

School of Economic and Social Sciences,

University of Mannheim

2010 Graduate Scholarship - National Institute for Health Policy and Health Services Research

2008-2010 Masters Fellowship – Technion, Israel Institute of Technology

2007 Dean’s list, Tel Aviv University

OCCUPATIONAL EXPERIENCE

2014 **Human Resources consulting**
small firms and individuals

2013 **Human Resources Business Partner**
Ness Technologies

2010 –2012 **Human Resources Business Partner**
Ernst & Young

2006– 2008 **Human Resources Recruiter**
Tangram Soft

2005– 2006 **Human Resources Recruiter**
Intel (through Hi-Capital)

TRAINING

Multilevel modeling with Mplus (Dr. Chris Stride) 2016

Diary Methods in the Social Sciences, Seminar at the CDSS, Mannheim University (Professor Sabine Sonnentag) 2015

Introduction to the Structural Equation Modeling: Confirmatory Factor Analysis with Mplus (Professor Jost Reinecke) 2015

OTHER

Statistical programs: Mplus, SPSS

Languages: English (fluent), Hebrew (mother tongue), German (A2/B1)

Nationalities: Double nationality, Israeli and German

Maternity leave: 2012- 2013, 2017- 2018