

# Colloquia Treverensia

Fachbereich I - Psychologie

## Dr. Raveh Harush

School of Business Administration, Bar-Ilan University



Raveh Harush (PhD) is an Assistant Professor of Management at the School of Business Administration, Bar-Ilan University.

He earned his PhD in Organizational Behavior from the Technion – Israel Institute of Technology and subsequently completed a postdoctoral fellowship at the Gies College of Business, University of Illinois at Urbana-Champaign. His research focuses on teams, multiple identities, leadership, and globalization.

### To Which Team Will I Contribute Most?

#### Self-Enhancement, and Engagement Across Organizational Groups

Organizations often structure work through nested hierarchies (e.g., teams within departments) and matrix systems (e.g., project and functional teams), exposing employees to multiple groups with competing demands and opportunities for contribution. This raises a central question: To which team will employees choose to contribute most? This talk presents a research program that integrates literature on multiple identities, status, and self-enhancement motivation. Studies in matrix organizations examine how the relative status of project and functional teams shapes employee identification and proactivity, while studies in nested structures explore how subgroup status influences identity configurations and citizenship behavior. Together, the findings highlight how the status of organizational groups shapes self-enhancement motives and guides employees' engagement choices.

**Mittwoch, 23.07.2025 | 16:00 Uhr | D 435**

#### Kontakt

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