

IRIS YAFFE

Academic Education:

- 2015-2018: **Ph. D in Management**, Varna Free University "Chernorizets Hrabar", in the subject "The Perception of Public Sector Workers as an Instrument for Improvement of the Performance Appraisal". **The degree is approved by Ministry of Education in Israel.**
- 1992-1996: **M.S.W.** in Social Work (Honors), Clinical Approach, The Paul Baerwald School of Social Work and Social Welfare, The Hebrew University, Jerusalem.
- 1985-1988: **B.A.** in Social Work, The Paul Baerwald School of Social Work and Social Welfare, The Hebrew University, Jerusalem.

Academic Employment

- 2012 - today: **Lecturer, Hadassah Academic College**, Jerusalem, Management of Service Organizations, for the following courses:
- Human Resources Management
 - Organizational Behavior
 - Foundations of Management
 - Empowerment of Workers
 - Academic reading and writing/
 - Interpersonal and Managerial Communication
 - Developing Management Skills
 - Instruction of Students for the Final Project

Academic Activities:

- Development, writing and leading a new course for third year students in Management Faculty, in the subject of "Developing Management Skills".
- Creating a new subject in the course of Interpersonal and Managerial Communication - "Presentation, Performance and Advanced use of Visual Presentation".
- Creating an annual course, according to the College invitation, for third year practicing students, in the subject of - "Personal and Organizational Empowerment".
- Coordinating a varied number of courses in the Management Faculty.

List of Publications:

1. **Yaffe, I.** (2018). Feedback conversation: A tool for performance appraisal and HR management, Photon Journal of Knowledge Management.
2. **Yaffe, I.** (2018). Peculiarities of the Israeli public-sector employment and HRM management, e-journal of VFU.
3. **Yaffe, I.** (2017). Theoretical aspects of performance appraisal process and tools in contemporary organizations, International journal of VFU.
<https://ejournal.vfu.bg/bg/administrationandmanagment.html>
4. **Yaffe, I.** (2017). Attitude of public sector workers towards performance appraisal process under the conditions of reform (case study of Israel in 2015), International journal of VFU.