

**Grace K. Dagher**  
Associate Professor of Management  
Adnan Kassar School of Business School (AACSB), Beirut Campus  
Lebanese American University  
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## **Education**

2008 The University of Texas-Pan American (AACSB) (Now UTRGV), Texas, USA  
*Ph.D. in Business Administration (Management and International Business)*

1999 Lebanese American University, Beirut  
MBA

1997 Middle East University, Beirut  
*B.A. in Business Administration with honors*

## **Academic Experience**

2025- present Chairperson of the Department of Management Studies, AKSOB, LAU

2024- 2025 Associate Chairperson, AKSOB, LAU.

2023-2024 Associate Chairperson of the Management & Marketing Departments, AKSOB, LAU.

2015-Present Associate Professor of Management with tenure at the Lebanese American University, Adnan Kassar School of Business (AACSB), Beirut Campus, Lebanon.

Fall 2023 -present MEPI-TLG Advisor for the MS in HRM from the Management Department

2021-2022 MEPI-TLS undergraduate advisor

2018-2019 Visiting scholar (Sabbatical leave) at St. John's University, NY, USA.

2008- 2015 Assistant Professor of Management at the Lebanese American University, Business School, Beirut, Lebanon.

2003-2008 Graduate Research & Teaching Assistant at The University of Texas-Pan American (UTPA, Now UTRGV).

Spring 2007 Graduate Online Teaching Assistant, Organizational Behavior MBA course, UT-TeleCampus.

Spring 2005 Research Assistant to the Valley Markets and Tourism Research Center, College of Business Administration at UTPA.

1999-2003 Part-time Instructor at the Business School at Lebanese American University.

1999-2000 Research Assistant, Lebanese American University, Beirut, Lebanon.  
Conducted research on the Tourism Industry in Lebanon Sponsored by USAID

## **Teaching Interests**

International management, Managing Multinational Corporations, Organizational Behavior, International Business, International human resource management, and Cross-cultural management,

## **Research Interests**

Employee engagement, Wasta (informal connections), cultural intelligence, proactive behavior, self-leadership, green behavior, employee engagement, gender, presenteeism, constructive deviant behaviors, and cross-cultural adjustment.

## **Courses Taught**

**Undergraduate Courses:** Introduction to Management, Organizational Behavior, Human Resource Management, Managing Multinational Corporations, International Human Resource Management, **Graduate Courses:** Management Theory, International Management, Organizational Behavior, and Advanced Organizational Behavior(MBA/MscHRM)

## **Research**

### **Publications in Refereed Journals (PRJ)**

1. Stefanidis, A., **Dagher, G.K.** and Banai, M. (2025), "Fall seven times and stand up eight: grit, ethical idealism and work engagement", *International Journal of Productivity and Performance Management*, <https://doi.org/10.1108/IJPPM-05-2024-0317>
2. **Dagher, G. K.**, Stefanidis, A., El-Kassar, A.-N., & Malaeb, M. (2025). Workplace leadership sentiments and employee engagement. *International Journal of Cross-Cultural Management*, 25(1), 113-133. <https://doi.org/10.1177/14705958251316714> (Q1)
3. Aad, S., **Dagher, G. K.**, & Hardey, M. (2024). How Does Cultural Upbringing Influence How University Students in the Middle East Utilize ChatGPT Technology? *Administrative Sciences*, 14(12), 330. <https://doi.org/10.3390/admsci14120330> (Q2)
4. Stefanidis, A., Banai, M. and **Dagher, G.K.** (2023), "Socio-cultural capital in the Arab workplace: wasta as a moderator of ethical idealism and work engagement", **Employee Relations**, Vol. 45 No. 1, pp. 21-44. <https://doi.org/10.1108/ER-05-2021-0227>.
5. Malaeb\*, M., **Dagher\***, G.K. and Canaan Messarra, L. (2023), "The relationship between self-leadership and employee engagement in Lebanon and the UAE: the moderating role of perceived organizational support", **Personnel Review**, Vol. 52 No.9, pp.2284-2303. print. <https://doi.org/10.1108/PR-12-2021-0862>(\*Equal contribution)
6. Abdul-Nasser Kassar, Grace K. **Dagher**, Sophie Lythreatis & Mohamad Azakir (2022). "Antecedents and consequences of knowledge hiding: the roles of HR practices, organizational support for creativity, creativity, innovative work behavior, and task performance." **Journal of Business Research 140: 1-10.**
7. Ferreira, A. I., Mach, M., Martinez, L. F., Brewster, C., Dagher, G., Perez-Nebra, A., & Lisovskaya, A. (2019). Working sick and out of sorts: A cross-cultural approach on presenteeism climate, organizational justice and work-family conflict. **The International**

**Journal of Human Resource Management**, 30(19), 2754–2776.  
<https://doi.org/10.1080/09585192.2017.1332673> (first online published 2017).

8. Mach M, Ferreira AI, Martinez LF, Lisowskaia A, **Dagher** GK, Perez-Nebra AR (2018). Working conditions in hospitals revisited: A moderated-mediated model of job context and presenteeism. *PLoS ONE* 13(10).
9. Lei Wang & Grace K. **Dagher** (2016). “The Model Of Graded Salary Increase A Solution To The Problem Of Salary Compression And Inversion In Faculty Salaries,” *Journal of International Business Research*, Volume 15, Issue 1, p.93-102.
10. Grace K. **Dagher**, Olga Chapa & Nora Junaid (2015), “The historical evolution of employee engagement and self-efficacy constructs”, *Journal of Management History*, Vol. 21 Iss 2 pp. 232 – 256.
11. Grace K. **Dagher**, Omar S. Itani, & Abdul Nasser Kassar (2015). “The Impact of Environment Concern and Attitude on Green Purchasing Behavior: Gender as the Moderator”. *Contemporary Management Research*.
12. Grace K. **Dagher**, & Omar S. Itani (2014). “Factors influencing green purchasing behaviour: Empirical evidence from the Lebanese consumers”. *Journal of Consumer Behaviour*, 13 (3), 188-195.
13. Lei Wang, Leonel Prieto,& Grace K. **Dagher**(2014). “Perceived organizational justice and a wildcat strike: a study conducted in China”. *Academy of Taiwan Business Management Review*,10 (1), 112-121.
14. Grace K. **Dagher** & Omar S. Itani (2012). “The influence of environmental attitude, environmental concern and social influence on green purchasing behavior”. *Review of Business Research*, volume 12, number 2, p.104-111.
15. Grace K. **Dagher** (2010). “The relation between Motivational and Behavioral Cultural Intelligence and the Three Dimensions of Cross-Cultural Adjustment among Arabs working in the USA. *The Business Review, Cambridge*, volume 15, number 1, p.137.
16. Raghid Al Hajj & Grace K. **Dagher** (2010). “An empirical investigation of the relation between emotional intelligence and Job satisfaction in the Lebanese service industry.” *The Business Review, Cambridge*, volume 16, number 2, p. 71.
17. Leila Messarra & Grace K. **Dagher** (2010). “Proactive Personality: Organization vs. career commitment.” *Business Studies Journal*, volume 2, number 2, p. 117.
18. Grace K. **Dagher** & Nora Junaid (2010). “Emotional intelligence, employee engagement, and job stress: an empirical investigation”. *Business Studies Journal*, volume 2, number 1, p. 107.

19. Morris Kalliny, Grace **Dagher**, Michael Minor & Gilberto De Los Santos (2008). "Television Advertising in the Arab World: A Status Report" *Journal of Advertising Research*, Vol. 48, No.2, p.215-223.
20. Sibin Wu, Linda Matthews & **Grace K. Dagher** (2007). "Need for Achievement, business goals, and entrepreneurial Persistence". *Management Research News*, Vol. 30, No.12, p. 928-941.

#### Academic Conference Presentations:

- 1- Dagher, G.K., Maleab, M., Aad, S. & El Hajj, J. The impact of inclusion and employee well-being on innovative behavior, 22nd European Congress of Work and Organisational Psychology to be held 21-24 May, 2025, Prague, Czech Republic.
- 2- El Haddad, Rhea, Messarra Cannan, Leila and Dagher, Grace K., "Obstacles to continuous feedback: the case of an agile software company", 22nd European Congress of Work and Organisational Psychology to be held 21-24 May, 2025, Prague, Czech Republic.
- 3- Lei Wang, Chiquan Guo, Wenjing Li, Grace K. Dagher, & Mark L Kroll (2024). "Perspective Taking and Service Quality Outcomes", Decision Sciences Institute Annual Conference, Phoenix, Arizona from November 23-25, 2024.
- 4- Stefanidis, A., & Dagher, G. (2022). Ethical Idealism and Employee Engagement: The Role of Grit. 29th International Vincentian Business Ethics Conference, Online, Oct. 20-22.
- 5- Grace K. Dagher, Leila Messarra, Olga Chapa and Mazen Maleab (2022). Proactive behavior and burnout: the moderating effect of perceived organizational support. Annual Meeting of the *International Association for Business and Society (IABS)*, June 16-19, 2022 in San Francisco, California.
- 6- Abraham Stefanidis, Moshe Banai & Grace K. Dagher (2021). Ethical Idealism and Work Engagement: Does Wasta Matter? *Academy of International Business (AIB)* online conference, June 28-July 2, 2021.
- 7- Abraham Stefanidis & Grace K. Dagher (2020). Ethical Idealism and Wasta in Careers: Empirical Evidence from Lebanon. Presented at the *Academy of International Business (AIB)* online conference, July, 1-9, 2020.
- 8- Abraham Stefanidis & Grace K. Dagher (2020). The Roles of Wasta and Ethics in Employees' Career Satisfaction Presented at the 27th Annual *International Vincentian Business Ethics* online Conference, October, 22-24, 2020.
- 9- Grace K. Dagher & Olga Chapa(2017). Employee Engagement as an antecedent of Self-Leadership. Presented at the *Annual Meeting of the Decision Sciences Institute (DSI)* Washington.

10- Mazen Maleab, Grace K. Dagher, & Leila Messarra (2017). “The Relationship between Perceived Organizational Support and Self leadership”. Presented at the *Annual Meeting of the Decision Sciences Institute (DSI)* Washington.

11- Grace K. Dagher(2017). Presenter at the workshop “Shaping International Research Collaborations” *Academy of Management*, Atlanta, USA.

12- Merce Mach, Arístides Ferreira,Luis Martínez, Grace Dahger, Chris J. Brewster, Amalia Perez, and Antonina Lisowskaia, (2016). “A Cross-cultural Approach on Presenteeism Climate, Organizational Justice & Work - Family Conflict”. Presented at the Academy of Management conference, CA, USA.

13- Merce Mach, Aristides Ferreira, Luis Martinez, Amalia Perez, Grace Dagher, and Antonina Lisowskaia (2015). “Work-family Conflict Antecedents: A Cross-cultural Approach on Presenteeism Climate and Organizational Justice”. *VI International Conference of Work and Family*.

14- Leila Messarra & Grace Dagher (2015). “The Moderating Effect of Organizational Climate on the Relationship between Proactive Personality and Constructive Deviant Behavior”. *Annual Meeting of the Decision Sciences Institute (DSI)*

15- Lei Wang & Grace K. Dagher(2014). “The Graded Model of Salary Increase A Solution to the Problem of Salary Compression and Inversion in Faculty Salaries” Accepted for presentation in the *Annual Meeting of Decision Science Institute*, Florida, USA.

16- Grace K. Dagher(2014). Presenter at the workshop “Fostering International Teaching and Research Collaborations” *Academy of Management*, Philadelphia, USA.

17- Olga Chapa, Grace K. Dagher, and Rebecca Gonzalez (2014). “Examining the relationship between Age, Stress, and Occupations”. *Southwest Academy of Management conference*, Dallas, USA.

18- Grace K. Dagher (2014). “A Conceptual Examination of the Cultural Intelligence Construct”. *Academy for Global Business Advancement (AGBA)*.

19- Olga Chapa, Tami Redd, and Grace K. Dagher (2013). “Gender and Organization Attributes Preference”, *Southwest Decision Science Institute*, New Mexico, USA.

20- Grace K. Dagher, Omar Itani, & Abdul Nasser Kassar (2013). “Factors influencing green purchasing behavior”, *Association of Collegiate Marketing Educators*, New Mexico, USA.

21- Olga Chapa and Grace K. Dagher (2012). “Relocation: A Study of Gender, Cultural Dimensions, Time and Situational Based Variables” *Southwest Academy of Management conference*, New Orleans.

22- Grace K. Dagher(2012). Presenter at the workshop “Research and Teaching Collaborations with Colleagues in Underrepresented Nations” *Academy of Management*, Boston, USA

23- Grace K. Dagher and Nora Junaid (2011). "Employee Engagement and constructive deviant behavior at the workplace: An empirical investigation". *Institute of Behavioral and Applied Management*, Florida, USA.

24- Leila Messara and Grace K. Dagher (2010). "Proactive Personality: Organization vs. career commitment." *Allied Academies International Conference*, Las Vegas.

25- Grace K. Dagher (2010). "The relation between Motivational and Behavioral Cultural Intelligence and the Three Dimensions of Cross-Cultural Adjustment among Arabs working in the USA." *The Global Management, Finance and Information Technology Research conference*, New York (May 2010).

26- Wang, L., Dagher, Grace & Wu, S. B (2009). "Perceived equity and unionization propensity: A study conducted in China". Paper presented at the *2nd Rikkyo University International Business Studies Symposium: Globalization, Challenges for Managers, and Calls for Leadership* conference, Tokyo, Japan.

#### **Publications in Refereed Conference Proceedings:**

1. Leila Messara and Grace K. Dagher (2014). "Proactive personality and constructive deviant behavior: Interpersonal vs. organizational deviance. *Society for Advancement of Management*.
2. Grace K. Dagher and Bassem Maamari (2011). "Personality traits and cultural intelligence: an empirical investigation". *Advances in Business-Related Scientific Research Conference*.
3. Bassem Maamari and Grace K. Dagher (2011). "Job satisfaction in Lebanon- A comparative study". *Advances in Business-Related Scientific Research Conference*.
4. Sibin Wu, Linda Matthews, and Grace Dagher (2006), "The Moderating Effect of Business Goals on Nascent Entrepreneurs' Persistence" *Decision Science Institute Conference* proceedings.
5. Leila Halawi, Grace Dagher and Kai Koong (2005), "The relationship between knowledge management and distance education: a preliminary assessment", *ACME conference proceedings*.
6. Morris Kalliny, Grace Dagher and Michael Minor (2004), "The Impact of Cultural Differences and Religion on Television Advertising: A Content Analysis of the United States and the Arab World," *American Marketing Association (AMA) 2004 Summer Educator's Conference Proceedings*, Vol. 15, pp. 165-171.

#### **Case in a Book**

- 1- Grace K. Dagher, "A Manager's Challenge: Human Resource Practices at Hal Services", In Jones, George, & Belkhodja (2013). *Contemporary Management: Middle East Edition*, McGraw Hill Inc., p.383-384.

### **Sage Publication**

- 1- **Dagher, G.** (2023). Herzberg Motivation Hygiene Theory. In H. El-Farr, (Ed.), *Sage Business Foundations: Human Resource Management*. SAGE Publications, Inc.  
doi:10.4135/9781071923337

### **Grant**

- 1- PI Dr. Samar Aad and CO-PI Dr. Grace **Dagher**: total grant \$7,000 funding under the Middle East Partnership Initiative program, Tomorrow's Leaders program (MEPI TL) for the research “Unveiling the Influence of Cultural Upbringing between Men and Women in the Middle East: Exploring the differences in ChatGPT utilization” project.”

### **Podcast:**

<https://open.spotify.com/episode/44mOU7IDrzLm8dVXt69l4P?si=06gWGWgNREuF-QFs9uQQ5w>