

In Memoriam: Professor Abraham (Rami) Sagie (1947–2003)¹

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What a difference a couple of years can make! The last special issue of the *International Journal of Cross Cultural Management* (IJCCM) in 2002, featuring a selection of papers based on presentations at the Jerusalem conference of the International Society for the Study of Work and Organizational Values (ISSWOV), was co-edited by Professor Abraham (Rami) Sagie; and now he is no longer in our midst. Professor Sagie had been associated with ISSWOV for a number of years since its inception. From 1996 to 2000 he served as a secretary-treasurer and from 2000–02, he was chair of the Scientific Committee. On behalf of IJCCM, ISSWOV, and the numerous colleagues and well wishers whose lives he touched, I take this opportunity to honor the memory of Professor Rami Sagie.

Abraham Sagie was born on 9 September 1947 in Jerusalem. After completing his BA and MA in Psychology (with distinction) from the Hebrew University in Jerusalem, he worked as a systems analyst, project leader,

and computer manager in various Israeli firms. In 1987, he obtained his PhD in Psychology from Bar Ilan University, Ramat Gan, Israel. His thesis, 'Providing acceptance of organizational change by means of participation or direction?', was the beginning of a lifelong interest in the area of employee participation and empowerment. In 1988, he took a position as a lecturer in the School of Business Administration at Bar Ilan University where he taught courses and workshops on a wide variety of topics including organizational behavior, human resource management, research methodology, and organizational change. He also supervised many masters and doctoral theses. Over the years, he served in various academic and administrative capacities at the university and was the Director of the Graduate School of Business Administration when he unexpectedly died on 24 March 2003. A week after his death, he was promoted to full professor. Professor Sagie is survived by his wife



Raaya and his five children, Inbal, Yoash, Navit, Shachar, and Zohar.

Professor Rami Sagie was a prolific scholar and researcher. He authored close to 100 publications, including chapters in refereed books, edited issues and papers in refereed journals, psychological instruments, statistical software, refereed abstracts and proceedings, and non-refereed articles. Notably, he published over 45 scholarly articles in numerous academic journals including *Academy of Management Review*, *Personnel Psychology*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, *Applied Psychology: An International Review*, *Human Relations*, *Journal of Vocational Behavior*, *Journal of Social Psychology*, *Journal of Occupational Behavior*, *Educational and Psychological Measurement*, *Psychometrika* and *Journal of Applied Behavioral Science*. Ten more unfinished articles are being completed and prepared for publication by his co-authors. He co-

authored two books: *Misbehavior and Dysfunctional Attitudes in Organizations* (2003, with S. Stashevsky and M. Koslowski) and *Participation and Empowerment in Organizations: Modeling, Effectiveness, and Applications* (2000, with M. Koslowski). His research interests spanned a wide domain that included participative decision making, control and empowerment, work and personal values, stress and burn-out, dysfunctional behavior including lateness and absenteeism, achievement motive and entrepreneurship, leadership style, and cross cultural research. He was a member of the editorial board of various international journals including the *International Journal of Cross Cultural Management*, the *International Journal of Manpower* and *Nurse Education Today*.

Dr Sagie was an internationally respected scholar and much sought after for his competence and expertise. In 1996, Rami was invited to teach as a summer visiting professor in the department of psychology at Doshisha University in Kyoto, Japan. While in Japan, he received a grant from the Japan Society for the Promotion of Science for his work in cross cultural analysis of achievement motivation. In the summer of 1997, he was a visiting professor at the faculty of management at McGill University in Montreal, where he was awarded the Canadian Studies Faculty Enrichment Award from the Government of Canada for the development of a course in international perspectives on participative decision making. In 1999, he received a grant from the European Union Training and Mobility of Researchers Program for his work on cross cultural analysis of personal values; he was also invited to lecture for the European Union in Vienna. In 2002, he was named honorary professor at the University of Flores in Buenos Aires, Argentina. During the same year, he received a research grant from Lingnan University in Hong Kong for a cross cultural study of work stress and well-being in Hong Kong, Israel and the United States.

Rami Sagie was a man of varied interests

and experiences. He started his career writing for a children's magazine and soon switched to the world of computers and systems analysis where he distinguished himself. In 1975 he was awarded a prize from the IRA Foundation for Human Engineering in Israel, in recognition of his design of an onboard aircraft computer that was based on principles of human engineering. In 1984 he received a prize from the System Analysts' Association in Israel for his research on worker responses to organizational computing. In 1990 he was awarded a second prize from the System Analysts' Association in Israel for his work on computer-based selection of programming staff. His work experience includes both public and private sector, in addition to being an entrepreneur. He had his own company, offering his services as a professional psychological and organizational consultant to clients including, among others, the Israel Association of Community Centers, the Postal Service, the Israel Broadcasting Authority and Bet Shemesh Aircraft Engines. He was also a man who combined broad intellectual horizons encompassing psychology, management, Jewish philosophy, Judaism, and politics with human values. Shortly before his death he co-authored a paper called 'Facets of Personal Values: A Cross-cultural Investigation of the Israeli-Palestinian case'.

In August 2002 Professor Sagie was diagnosed with a brain tumor. Not many were aware of this and even during his treatment, which included several operations and radiation, he continued teaching and writing until two weeks before he died. He was very modest and soft spoken; his words of criticism towards students and colleagues alike were tempered at all times by his respect for them. He was always interested in the well-being of his friends and students and his door was never closed to them.

I had the personal good fortune of working with Professor Rami Sagie on a collaborative research project on employee empowerment. He also provided me with advice and encouragement when I was first entrusted with the task of editing this special issue. I am grateful for the opportunity to pay tribute to a distinguished scholar and wonderful human being. He will be greatly missed and his memory will be cherished for a long time to come.

Note

- 1 The material for this 'In Memoriam' article was obtained online from the Graduate School of Business Administration, Bar Ilan University (www.mba.biu.ac.il) and from a resume provided for verbatim usage by Inbal Sagie, daughter of the late Professor Rami Sagie.

