Agenda

1. Your Assignment
2. Building Effective Search Strategies
3. Best Resources for HRM Topics
4. Zotero: Research Manager
Your Assignment
Your Assignment

Option 1
• An organizational issue/event/topic facing organizations today

Option 2
• Focus on a key course topic

For Both Options:
• Produce a lit review, which includes academic & practitioner articles
Your Assignment

1. Choose
   • Option 1
     • An organizational issue/event/topic facing organizations today
   • Option 2
     • Focus on a key course topic

Objectives

- Create effective search strategies
- Identify & access best resources for project
- Organize & store resources using a research management tool

Academic & practice
Effective Search Strategies
It all starts with a broad research topic…

The role of HRM in downsizing

What would be your first step for researching this topic?
Brainstorming

- Helps generate ideas/key concepts for broad topics
- Identifies framing questions you can use to develop keywords & search strategies

SPARK – Brainstorming Worksheet
The role of HRM in downsizing
HRM’s role in planning organizational downsizing
HRM’s role in planning organizational downsizing

Keywords:
- HR
- HRM
- SHRM
- IHRM

Keywords:
- Strategy
- Legal consequences/issues
- Communication plans
- Work plans
- Education/retraining

Keywords:
- Layoffs
- Work reduction
- Restructuring
- Redundancy
2. **Activity 1**

1. In your groups, brainstorm some key concepts for the broad research topic: **Diversity and HRM**

2. Once you have identified some areas you want to investigate further, create a list of keywords for your key concepts.

Combine Keywords Accurately

- "Human resources" AND downsizing
  - Combines DISTINCT terms
  - Fewer results
  - Makes search focused and specific

- Phrase searching “double quotation marks” for exact phrases

- manag*
  - management, manager, manages, managing, etc.
  - Combines SIMILAR terms
  - GREATER results
  - Makes search broader

- Restructur*
- Redundanc*
- Layoff*
  - Combines SIMILAR terms
  - GREATER results
  - Makes search broader
Activity 2

1. In your groups, create some search statements using the keywords you developed for the topic, **Diversity and HRM**.

Best Resources
Scholarly Articles

- Lengthy bibliographies
- Typically focused on original research
- Written by scholars or researchers

Trade Articles

- Main audience are professionals or practitioners in the field
- Typically focused on industry trends
- Written by practitioners
Jelena’s List of Journals

Scholarly Journals
- Human Resource Management Review
- International Journal of HRM
- Personnel Psychology
- Personnel Review
- Journal of Management
- Academy of Management Journal
- Academy of Management Review
- Academy of Management Executive
- Journal of Applied Psychology
- Organizational Dynamics

Trade/Practitioner Journals
- Human Resource Planning
- HR Magazine
- People Management
- Harvard Business Review

Scholarly & Trade Coverage
- Human Resource Management
- Human Resource Management Journal

How can we search them?
Searching Within Individual Journals

1. Library Resources
   - eResources
   - Research Guides
   - Course Reserves

2. Periodical Title Search
   - Human Resource Management Review

3. Scholars Portal Journals
   - Diversity
   - Date limit: From
   - Sort by: Relevance
   - Limit search to this journal

Learn how to search within individual journals in other databases like Proquest or EBSCO
ProQuest Business: Includes 5 ProQuest Databases and simultaneously searches all business and trade journals in ProQuest.

Business Source Complete: Contains full-text for over 11,200 business resources, including over 1,200 scholarly business journals. Also provides access to trade journal content such as Harvard Business Review.

Scholars Portal Journal: Includes almost 9,000 full-text academic journals covering a wide-range of topics.

PsycINFO: Covers literature in psychology and related behavioral sciences and is a useful database for psychological aspects of HRM topics.

Google Scholar: Allows users to search for academic articles, conference papers, & books from all disciplines.
Using Ulrich’s to Double-Check if a Journal is Scholarly or Trade

1. Find Ulrich’s in catalogue

2. Type in Journal Title (NOT article title)

3. Results 1 - 5 of 5

   1. Ulrich's international periodicals directory
      New York, R. R. Bowker
      Journal/Magazine, Online
      [Online] Click to access this resource

   4. Basic Description
      - Title: Harvard Business Review
      - ISSN: 0017-8012
      - Publisher: Harvard Business School Publishing
      - Country: United States
      - Status: Active
      - Start Year: 1922
      - Frequency: Monthly except Jul./Aug.
      - Volume Ends: Dec
      - Language of Text: Text in: English
      - Abstracted / Indexed: Yes
      - Serial Type: Magazine

   5. Content Type: Trade

   6. Harvard Business Review
      Harvard Business School Publishing
      0017-8012 United States Active Magazine
1) Each group will be given a specific resource to search.
2) Use some of your search strategies from Activity 2.
3) Answer the questions for your resource & post to Padlet: http://bit.ly/hrm6500
3 Final Tip: Cited Reference Searching

Cited Reference Searching Guide

- Google Scholar
- Web of Science
- Scopus

Research Management Tools
4 Research & Citation Management Tools

- Stores citations from library catalogues & periodical databases
- Formats & prints bibliography in citation style of your choice
- Stores full-text PDFs & helps you organize your research

Zotero Guide
Citation Resources @ York
• Business Citation Guide (APA & MLA styles)
• SPARK’s Creating Bibliographies Guides (APA, MLA, & Chicago)

Additional Resources
• Purdue OWL’s style guides (APA, MLA, & Chicago)
Today we’ve covered…

1. Your Assignment
2. Building Effective Search Strategies
3. Best Resources for HRM Topics
4. Zotero: Research Manager
Questions?

Stephanie Quail
Business Librarian
quailste@yorku.ca
Feb 24, 2017