Agenda

1. Your Group Project
2. The Bronfman Library
3. Narrowing a Topic
4. Effective Searching
5. Finding Research
6. Citation Resources

Photo: Lia Leslie via Pexels
Your Group Project

- Present on topic related to recruitment, selection, or performance appraisal
- Have at least 10 sources – 3 must be scholarly
- Use APA citation
Your Group Project

- Present on topic related to recruitment, selection, or performance appraisal
- Have at least 10 sources — 3 must be scholarly
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Learning Objectives

- Conduct effective searches
- Find relevant library resources
- Access APA citation resources
The Bronfman Library

- 2nd floor of Schulich Building
- Individual study carrels
- Quiet study room on 2nd level
- Six bookable group study rooms
The Bronfman Library

Hours (Fall 2016):
• Monday-Thursday: 8am-11pm
• Friday: 8am-6pm
• Saturday: 9am-6pm
• Sunday: 11am-8pm

Research Help:
• Phone: 416-736-5139
• Email: bronfref@yorku.ca
• IM chat service available on Bronfman website
Narrowing a Topic

Recruitment

Diversity Recruiting Practices in Health Care

How do you get here?
Effective Searching

"health care" AND diversity

Combines **DISTINCT** terms
**Fewer** results
Makes search focused & specific

Phrase searching “double quotation marks” for exact phrases

Truncation manag* = manager, managing, management etc.

Combines **SIMILAR** terms
**GREATER** results
Makes search broader

Employee*
Worker*
Labourer*
Effective Searching

health care AND (recruitment OR training)

FIND THE MISTAKES
WITH A PARTNER
Effective Searching

health care AND (recruitment OR training)

1) **health care**: Put double quotations around it to search for it as a phrase

2) **OR**: recruitment and training are not synonyms. Hiring would be a better synonym.
Effective Searching

“effective diversity hiring practices in the workplace” AND “health care” OR Canada

FIND THE MISTAKES WITH A PARTNER
“effective diversity hiring practices in the workplace” AND “health care” OR Canada

1) **effective diversity hiring practices in the workplace**: This phrase is more like a sentence. Break it up into smaller keywords.

2) **OR**: use AND to connect distinct keywords

3) **Canada**: Could use truncation operator – canad*
Racial/Ethnic Diversity Management and Cultural Competency: The Case of Pennsylvania Hospitals

Robert Wacht-Malákova, Ph.D., assistant professor, Department of Health Policy and Administration, The Pennsylvania State University, University Park; Sabra I. Daughlin, Ph.D., associate professor of health policy and administration, Penn State College of Medicine; Kathryn H. Davie, Ph.D., associate professor, Department of Health Policy and Administration, The Pennsylvania State University, University Park; Gita De Swaan, Ph.D., assistant professor of business administration, Penn State Duquesne County Campus, Media; and Maria Cañizo, Health insurance specialist, Centers for Medicare and Medicaid Services, Chicago.

EXECUTIVE SUMMARY

Major demographic trends are changing the face of America’s labor pool, and healthcare managers increasingly face a scarcer and more diverse workforce. As a result, healthcare organizations (HCOs) must develop policies and practices aimed at recruiting, retaining, and managing a diverse workforce and must meet the demands of a more diverse patient population by providing culturally appropriate care and improving access to care for racially/ethnically minority. Ultimately, the goal of managing diversity is to enhance workforce and customer satisfaction, to improve communication among members of the workforce, and to further improve organizational performance.

Research on diversity management practices in HCOs is scarce, providing few guidelines for practitioners. This study attempted to close that gap. Results show that hospitals in Pennsylvania have been relatively inactive with employing diversity management practices, and equal employment requirements are the main drivers of diversity management policy. The number and scope of diversity management practices used were not influenced by organizational or market characteristics. The results suggest that hospitals need to adopt diversity management practices for their workforce and need to pay particular attention to marketing and service planning activities that meet the needs of a diverse patient population.

For more information about this article, contact Dr. Robert Wacht-Malákova at rwa212@psu.edu.
The Catalogue

Best way to locate books & ebooks
Scholarly Articles
• Usually peer-reviewed
• Inform/share scholarly research
• Written by scholars or researchers
• Lengthy bibliographies

Trade Articles
• Cover current industry issues
• Written by industry practitioners
• Published by professional organizations

Newspapers/Magazines
• Articles cover current issues
• Written for general public by journalists
• Meant to entertain, inform, or influence
Finding Articles

http://researchguides.library.yorku.ca/hrm
BRYT (Business Research at York Toolkit)

Short videos, PDFs, & database walkthroughs

http://bryt.library.yorku.ca/
Citation Resources

- Bronfman Library’s Business Citation Guide
- SPARK’s Creating Bibliographies Guide
- Humber Libraries’ APA in Minutes Videos
- The OWL at Purdue’s Citation Guides

Photo: startupstockphotos.com
We’ve covered

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Questions?

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