Today’s Plan

- Please sit with your group, open a browser & go to http://libguides.ust.hk/mgmt2110
- Group project expectations & tips (Prof Chao)
- Quiz game on “Search Smart for Useful Information” (Celia)
- Hands-on workshop on locating good reference sources (Celia)
- Group discussion & exercise (Student Groups)
MGMT 2110
Organizational Behavior

Library Workshop
Fall 2019

Celia Cheung
Information Instruction Librarian
Email: lbcelia@ust.hk
Open: http://libguides.ust.hk/mgmt2110

Using EBSCOhost today! Techniques learned can also be applied in ProQuest.
Check “Select all”

Choose Databases
To search within a single database, click the database name listed below. To select more than one database to search, check the boxes next to the databases and click Continue.

Select / deselect all
Note: Selecting all databases for search may result in slow response time.

- **Academic Search Premier**
  
  This multi-disciplinary database provides full text for more than 4,500 journals, including full text for nearly 3,900 peer-reviewed titles. PDF backfiles to 1975 or further are available for well over one hundred journals, and searchable cited references are provided for more than 1,000 titles.

  [Title List]  [More Information]

- **Business Source Ultimate**
  
  *Business Source Ultimate* works for your students like a solid business plan – it offers an unprecedented wealth of peer-reviewed, full-text journals and other resources that provide historical information and current trends in business that spark discussion on future developments and changes in the business world.

  [Title List]  [More Information]

- **Business Source Premier**
All here: Advanced Search
Sample Research Topic
Reward / Incentive

Sample Research Question
How does pay (below- vs. above-market) influence work motivation?

Possible Keywords & Related Words
Pay, money, incentive awards, financial rewards, pay for performance, monetary incentives, monetary rewards, financial incentives, underpaid, overpaid, non-financial rewards, influence, impact, effect, motivation, work motivation, employee motivation, job performance, work performance, employees, underpayment, overpayment, job equality, inequality, satisfaction, productivity, organizational performance, workplace, etc.
Search Example

(pay or salar* or compensation* or “monetary incentive*”) AND (impact* or affect*) AND (“job performance” or “work performance” or motivation)
Refined Results

Refine Results
- **Publication Date**: 2010 - 2019
- **Source Types**: Academic Journals, Magazines, Journals

1. **Compensation, Transparency, and Motivation** Effects on the Performance of Junior High School Teachers in Western Seram, Indonesia


2. Disentangling horizontal **pay** dispersion: Experimental evidence.
The Impact of Negative Compensation Changes on Individual Sales Performance.

Authors: Dustin, Susan L.1
Belasen, Ariel R.2


Abstract: This study examines the impact of a reduction in compensation on individual sales performance over time. Sales performance data over a two-year time period were obtained for individuals who remained with their organization after experiencing a reduction in compensation. Using labor economic theory, this study examines how negative compensation changes affect performance and whether individuals' pay levels affect their reactions to a negative change in pay. To examine these questions, the study uses an interrupted time series with a nonequivalent no-treatment control group method of design. In addition, an alternative panel specification is used for verification. Data on 292 sales individuals are analyzed. The results show that in response to a reduction in compensation, individuals at higher pay levels change their effort less than individuals at lower pay levels. The practical implications of these findings provide important insights into contingencies that affect the outcomes of pay-for-performance sales programs. [ABSTRACT FROM AUTHOR]
Go to **RADAR** tab

http://libguides.ust.hk/mgmt2110/radar
Use **RADAR** to Evaluate Information

**Relevance (the importance of the information for your needs)**
• How is the information that you have found relevant to your assignment?

**Authority (the source of the information)**
• Who is the author/publisher/source?
• What are the author’s credentials?
• Does anyone else cite the author?

**Date (the timeliness of the information)**
• When was the information published? Does your research require timely sources?

**Accuracy (the reliability, truthfulness, and correctness of the information)**
• Where does the information come from?
• Is the information supported by evidence? Has it been peer-reviewed?
• Does it have citations and references? Are they mostly authoritative sources?

**Reason for writing (the reasons the author wrote the information)**
• Why did the author publish this? Was it written to inform, educate, persuade, advertise or entertain?
RADAR Example

http://libguides.ust.hk/ld.php?content_id=35747700
In-text citations (author-date method)
• Provide the author’s surname & year of publication

End-of-paper references
• Start on a new page. The word References appear in uppercase & lowercase letters, centered.
• Double-space all reference entries, & put them in a hanging indent format.
• Arrange them in alphabetical order by the surname of the first author followed by initials of the author’s given name.
Introduction

Different subject disciplines use different citation styles. This guide focuses on how to make references in APA style.

APA stands for American Psychological Association. This style is widely used in the field of psychology and social sciences. When using APA style, references are cited in text with an author-date method and are listed alphabetically in the reference list at the end of the paper, which provides the necessary details to identify and retrieve the sources used.

Most Useful Site

Publication Manual of the American Psychological Association, 6th ed. by American Psychological Association
Call Number: BF70.7 .P83 2010 (Reference Collection, Library GIF)
ISBN: 1433805619
Publication Date: c2010

The APA website provides useful tips and guidance to help you master APA Style, including:

- Tutorials on the Basics of APA Style
- Quick Answers - References (websites, in-text citations, e-books, interviews, Facebook, YouTube, etc.)
- Quick Answers - Formatting (title page, table of contents, margins, tables, figures, etc.)
- APA Style Blog
- FAQs
- Facebook
- Google+
- Twitter

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Celia Cheung
Email: lbcelia@ust.hk
Tel: 2358 6768
Group Discussion & Exercise