



# APA PsycInfo® Topic Guide

## MANAGEMENT

### Topics in APA PsycInfo of Relevance to Management

APA PsycInfo is a research database published by the American Psychological Association. Executives and managers can use it to find information about work team dynamics, employee motivation, conflict resolution, leadership, cultural change, and more.

#### *Sample Searches in Management*

**Scenario:** An executive at a small financial firm is interested in learning more about how ethical behavior among senior staff can influence the organization's performance.

**Search:** *Business Ethics AND Organizational Effectiveness*

**Results:** Articles on corporate ethics and market performance, job satisfaction and employee performance, and more.

**Scenario:** A human resources manager saw an article in the Sunday newspaper about job satisfaction and work-life balance, and is interested in looking at some studies.

**Search:** *Job Satisfaction AND Family Work Relationship*

**Results:** Articles on organizational support for employees balancing family and work, studies looking at the role of an employee's supervisor in managing work-life balance, and the ways in which this support, or lack thereof, impacts job satisfaction and performance.

**Scenario:** The manager of a large department would like to know how professional development opportunities affect employee attitudes.

**Search:** *Professional Development AND Employee Attitudes*

**Results:** Articles exploring turnover rates, mentoring relationships, workplace learning, and more.



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### Selected Search Terms

The search terms provided here are just a few excerpts from the many relevant terms in APA's *Thesaurus of Psychological Index Terms*®. If you aren't sure how to use these terms (called Subject Terms, Subject Headings, or Index Terms depending on your interface), check with your librarian or consult the APA PsycInfo Quick Reference Guide.

#### Employee Characteristics

- Employee Productivity
- Job Experience Level
- Job Satisfaction
- Occupational Aspirations
- Occupational Stress
- Skilled Industrial Workers
- White Collar Workers
- Workaholism

#### Human Resource Management

- Affirmative Action
- Employee Turnover
- Job Applicant Screening
- Labor Market
- Outsourcing
- Personnel Selection
- Personnel Termination

#### Job Characteristics

- Peer Evaluation
- Private Sector
- Public Sector
- Telecommuting
- Working Conditions
- Work Load
- Work Scheduling
- Work Teams

#### Management

- Business Ethics
- Followership
- Leadership Style
- Management Decision Making
- Management Methods
- Middle Level Managers
- Participative Management
- Supervisor Employee Interaction

#### Organizational Development

- Organizational Change
- Organizational Commitment
- Organizational Effectiveness
- Organizational Learning
- Organizational Objectives
- Organizational Structure

#### Personnel Training

- Career Development
- Communication Skills Training
- Computer Training
- Inservice Training
- On the Job Training
- Professional Development
- Work Adjustment Training

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