

Human Resources and Organizational Behavior Resource Guide

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<u>General and Megasites</u>	<u>United States Government Sites</u>	<u>Massachusetts</u>
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This guide provides selected information resources on human resources and organizational behavior. Included are the Mildred F. Sawyer Library databases, governmental, academic, and private websites, and a brief list of print resources. For specific book and periodical titles, check the [Suffolk University Library Catalog](#). See Sawyer Library Research Guides: [Paralegal Resources](#) and [Politics and Government in the United States](#) for additional legal and governmental information.

Library Databases

The Sawyer Library subscription periodical indexes and full-text resources are available to current Suffolk University students and faculty.

[Business Source Complete](#)

Provides indexing and abstracts for the most important scholarly business journals, including the full-text of the *Harvard Business Review* back to 1922. Non-journal content includes financial data, books, conference proceedings, case studies, investment research reports, industry reports, market research reports, country reports, company profiles, SWOT analyses, and more.

[Sage Journals Online](#)

Provides searchable, online access to the full-text of individual SAGE journals (including deep backfiles). Includes journals covering human resources and organizational behavior.

[Emerald](#)

Provides over 35,000 articles from over 100 academic management journals, with full-text archives back to 1994. This database is good for articles that provide theoretical analysis of processes or trends within an industry.

[LEXIS/NEXIS Academic](#)

Provides full-text searching of newspapers, trade journals, wire services, and transcripts of broadcasts. Business, legal, medical, and reference sections are included. Newspaper coverage generally starts in the late eighties or early nineties.

[Gale Virtual Reference Library](#)

This database includes searchable titles, such as *Encyclopedia of Industrial and Organizational Psychology* and *Encyclopedia of Management*.

[JSTOR](#)

A full-text collection of back issues of core scholarly journals, covering specific subject areas. Business journals cover human resource topics. Years covered generally begin with volume I.

[PsycInfo](#) (1887+)

More than one million citations and abstracts to journal articles, book chapters, books, and dissertations. Very limited full-text.

[PsycArticles](#) (1988+)

Searchable full-text articles from 42 journals published by the APA and allied organizations.

[Education Research Complete](#)

Education Research Complete is a bibliographic and full-text database of scholarly educational research and information. It offers indexing and abstracts for more than 1,870 journals, full-text for more than 1,060 journals, full-text for 133 books and monographs, and full-text for education-related conference papers.

[ERIC](#)

ERIC, the Educational Resource Information Center, is a national information system supported by the United States Department of Education. This database contains abstracts and journal articles on educational research and practice. Limited full-text is available.

[Wall Street Journal](#) (ProQuest)

Provides abstracts and full-text articles and includes articles back to 1984.

[Academic Search Complete](#)

A full-text database with more than 5,500 full-text periodicals, including more than 4,600 peer-

reviewed journals. Covers all academic subjects, including the social sciences, economics, and human resources and training.

[Academic OneFile \(InfoTrac\)](#)

Academic OneFile is Gale's major source for peer-reviewed, full-text articles. It provides extensive coverage in all academic subjects and offers millions of articles in both PDF and HTML full-text.

[Wiley InterScience \(includes Blackwell publications\)](#)

Although the emphasis is on science journals, Wiley InterScience provides a business, financial, and accounting collection, which includes journals that cover human resource topics. All articles are available in PDF format.

Selected Websites:

General and Megasites

[BenefitsLink](#)

<http://www.benefitslink.com/index.shtml>

The purpose of this site is to provide compliance information and tools for employee benefit plan providers and participants in the United States. Includes a comprehensive list of links relating to company benefit plans, including federal and state legal information, news, job searching, conference information, product guide, speakers database, and more.

[Catherwood Library: Human Resources and the Internet](#)

<http://www.ilr.cornell.edu/library/research/subjectGuides/hrInternet.html>

Cornell University's School of Industrial and Labor Relations Catherwood Library provides annotated links to a wide variety of HR topics, including professional associations, salary information, recruiting, benefits and compensation, professional development, labor and employment law, global HR, news, and more.

[HR-Guide.com](#)

<http://www.hr-guide.com>

A well-organized and comprehensive commercial site with links to vast numbers of human resource websites. Topics covered include staffing, compensation, court cases, disability and discrimination, benefits, termination, incentive plans, job evaluation, training resources and seminars, safety, education programs, and associations.

[HRM Guide Network. International Human Resources](#)

<http://www.hrmguide.net/hrm/buscon1.html>

The HRM Guide Network's International site is a huge network of free HR links. Topics covered include recruitment, diversity, employee relations, associations, and training. Several gateways

are provided - Australia, Canada, New Zealand, United Kingdom, and United States.

[Organizational Behavior Resources](#)

<http://www.cps.usfca.edu/ob/resources/>

Maintained by the College of Professional Studies of the University of San Francisco, this website provides external links to a wide range of organizational behavior resources, including benchmarking, human resources, organizational theory, research techniques, professional journals, and associations. Contains some dead links.

[Intute: Social Sciences. Human Resource Management](#)

<http://www.intute.ac.uk/socialsciences/cgi-bin/browse.pl?id=120269>

A free online service offering access to quality web resources for research and education. All resources are selected and evaluated by subject specialists. The database is keyword searchable and browsable by resource type and time period. Previously known as Humbul and Artifact, it is led by a consortium of universities within the UK, thus resources are largely British.

[Yahoo: Directory. Corporate Services. Human Resources](#)

Catalog of Human Resources sites arranged by broad category. Categories include Employment Law, Employee Benefits, Training, Payroll, Organizations, Outsourcing, Software and more.

[Human Resource Executive Online](#)

<http://www.hreonline.com/HRE/index.jsp>

"Human Resource Executive Online® is an interactive resource designed specifically for directors and vice presidents of HR." Provides some searchable news releases and some free content from the current *Human Resource Executive*.

[Human Resources Management: An Overview](#)

http://www.managementhelp.org/hr_mgmnt/hr_mgmnt.htm

This is part of the Free Management Library, a community online library which provides basic, "how-to management information to managers." The website offers a brief overview to HR management, and links to articles and other web sites.

[Learning, Performance, & Knowledge Links](#)

<http://www.nwlink.com/~donclark/hrd/hrdlink.html>

Don Clark provides extensive links to training, performance, and human resources websites. Includes organizations, journals, and training sites. Contains some dead links.

Professional Associations and Organizations

[Academy of Human Resource Development](#)

<http://www.ahrd.org>

The AHRD is a global organization, created by and for the human resource development academic community to advance the study of human resource development theories, processes,

and practices. This site provides conference and membership information and links to journals. Past conference proceedings are available in PDF.

[American Arbitration Association](http://www.adr.org)

<http://www.adr.org>

A comprehensive site about dispute resolution, mediation, and arbitration. Provides guides to alternative dispute resolution (ADR) ethics and standards and labor arbitration rules and regulations. Covers membership and conference information.

[American Society for Training and Development](http://www.astd.org)

<http://www.astd.org>

The ASTD is a “professional association and leading resource on workplace learning and performance issues.” This site provides membership and conference information, buyers guide, job bank, a few selected full-text articles from *Training & Development Magazine* and full-text [research reports](#). Training and performance links cover such topics as e-learning, organizational leadership and development training, and consulting. Much of the content is available only to members.

[International Federation of Training and Development Organizations](http://www.iftdo.net/)

<http://www.iftdo.net/>

The IFTDO is a non-governmental organization of the United Nations Department of Public Information in New York and the U.N.’s International Labour Organisation in Geneva. It is a world wide organization of human resource professionals. This site provides full-text research reports, conference and membership information and links to resource and development organizations, news, and research. The [IFTDO News](#) is available in full-text.

[International Public Management Association for Human Resources](http://www.ipma-hr.org/)

<http://www.ipma-hr.org/>

IPMA represents human resource professionals at the federal, state, and local levels of government. The site provides membership and certification information, publications for purchase, (plus some free downloads), news, press releases, and links.

[International Society for Performance Improvement](http://www.ispi.org/)

<http://www.ispi.org/>

The ISPI is a “leading international association dedicated to improving productivity and performance in the workplace.” The site provides membership and conference information, some full-text articles from professional journals, a buyers’ guide, and a bookstore. The site can be searched using keyword.

[Society for Human Resource Management](http://www.shrm.org/)

<http://www.shrm.org/>

SHRM is the world’s largest association devoted to human resource management. The website provides human resource job openings, portions of [HR Magazine](#) and other news, conference

information, links to internet resources by subject, and a buyers' guide. Some information is available to SHRM members only.

[WorldatWork](http://worldatwork.org)

<http://worldatwork.org>

Formerly known as the American Compensation Association, WorldatWork is a global nonprofit professional association of compensation, benefits, and human resource professionals. The website offers education and certification programs, publications for purchase, and conference and research information.

[Pension Research Council](http://www.pensionresearchcouncil.org/)

<http://www.pensionresearchcouncil.org/>

Provided by the Wharton School of the University of Pennsylvania, this site includes information and research on pensions and other employee benefits. Offers some publications, working papers, and an online newsletter. Most information must be ordered and cannot be accessed online.

Research

[American Productivity & Quality Center](http://www.apqc.org/portal/apqc/site)

<http://www.apqc.org/portal/apqc/site>

APQC is a nonprofit education and research organization that works with other organizations in fields, such as manufacturing, healthcare, labor, academia, and government, for the purpose of improving process and performance. This website provides some free full-text articles, case studies, and other publications. Free resources are grouped by broad topic: Measurement, Industry Best Practices, and K-12 Education.

[Center for Advanced Human Resource Studies: CAHRS](http://www.ilr.cornell.edu/CAHRS/)

<http://www.ilr.cornell.edu/CAHRS/>

A partnership between 60 leading world companies and Cornell University's School of Industrial and Labor Relations, this site provides full-text working papers (PDF) from 1994 through 2008 and index back to 1987. The site also includes a full-text newsletter, research summaries, and news.

[Knowledge@Wharton. Human Resources](http://knowledge.wharton.upenn.edu/category.cfm?cid=10)

<http://knowledge.wharton.upenn.edu/category.cfm?cid=10>

The University of Pennsylvania's Wharton School shares its research through Knowledge@Wharton - a bi-weekly online resource that provides business information and research from a variety of sources. These sources include analysis of business trends, interviews with industry leaders and Wharton faculty, recent business research articles, book reviews, and conference reports. This is the Human Resources web page.

[International Workplace Studies Program](http://iwsp.human.cornell.edu/)

<http://iwsp.human.cornell.edu/>

Cornell University's International Workplace Studies Program is a leader in the study of Integrated Workplace Strategies (IWS). Research areas covered include cost, multiple work settings, leadership styles, teams, and more. Some IWSP [publications](#) are available free in PDF.

[Ray Marshall Center for the Study of Human Resources](#)

<http://www.utexas.edu/research/cshr/>

The Ray Marshall Center at the University of Texas conducts research on a broad array of human resource development issues including employment training, education, child care and welfare reform. Executive summaries and full-text reports are available for downloading.

[Institute for Research on Labor and Employment](#)

<http://www.iir.berkeley.edu/library/laborportal/index.html>

created by the Library at UC Berkeley, this site offers a well-organized grouping of sites to national and international labor resources.

United States Government Sites

[United States. Department of Labor](#)

<http://www.dol.gov>

This is the starting point for accessing the Department of Labor agency websites. Includes statistics, research, news, and statutory and regulatory information on labor-related issues.

[Bureau of Labor Statistics](#)

<http://www.bls.gov/>

The Bureau of Labor Statistics is the chief fact-finding agency for the Federal Government in the field of labor economics and statistics. Provides detailed labor force statistics, including wages, benefits, employment, unemployment, safety, and much more.

[Occupational Outlook Handbook](#)

<http://stats.bls.gov/oco/home.htm>

Published by the Department of Labor and revised every two years, this resource describes specific careers or jobs, and their working conditions, training or education, earnings, and job prospects.

[Occupational Safety & Health Administration \(OSHA\)](#)

<http://www.osha.gov>

OSHA's mission is to guard the health and safety of workers covered by the Occupational Safety and Health Act of 1970. This site provides the text of laws, regulations, compliance directives, and Review Commission Decisions.

[BLS: Compensation and Working Conditions Online](#)

<http://www.bls.gov/pub/cwc/>

The Bureau of Labor Statistics provides this online periodical. It includes articles, summaries of studies, and data produced by BLS economists, and others. Data includes information on the Employment Cost Index (ECI), Employee Benefits Survey, the National Compensation Survey, and occupational injuries.

[United States. Department of Labor Topic - Wages](http://www.dol.gov/dol/topic/wages/index.htm)

<http://www.dol.gov/dol/topic/wages/index.htm>

Covers statutes, regulations and standards affecting wages.

[U.S. Equal Employment Opportunity Commission \(EEOC\)](http://www.eeoc.gov/)

<http://www.eeoc.gov/>

The EEOC is the federal agency responsible for handling complaints of workplace discrimination. The website provides texts of laws and regulations, statistics, and enforcement guidelines.

[United States. National Labor Relations Board](http://www.nlr.gov)

<http://www.nlr.gov>

An independent federal agency created to enforce the National Labor Relations Act, focusing on unfair labor practices by employers or unions. This website includes the text to rules, regulations, decisions, forms, procedural instruction manuals, and more.

Compensation, Benefits, Wages

[United States. Department of Labor. Wages](http://www.dol.gov/dol/topic/wages/index.htm)

<http://www.dol.gov/dol/topic/wages/index.htm>

Covers federal statutes, regulations and standards affecting wages.

[United States. Bureau of Labor Statistics. Employee Benefits Survey](http://www.bls.gov/ncs/ebs/)

<http://www.bls.gov/ncs/ebs/>

Offers comprehensive and detailed data from the National Compensation Survey - Benefits. Includes additional publications and news.

[United States. Bureau of Labor Statistics. Compensation Research & Program Development](http://www.bls.gov/crp/)

<http://www.bls.gov/crp/>

Links to Bureau of Labor Statistics Compensation working papers, journal articles, and conference reports.

[United States. Bureau of Labor Statistics. Wages by Area and Occupation](http://www.bls.gov/bls/blswage.htm)

<http://www.bls.gov/bls/blswage.htm>

This site provides comprehensive wage data by occupation and area. Includes regional, state, and metropolitan area data.

[United States. Department of Labor. Health Plans and Benefits. ERISA](#)

<http://www.dol.gov/dol/topic/health-plans/erisa.htm>

The Employee Retirement Income Security Act of 1974 (ERISA) sets standards for most voluntarily established pension and health plans in private industry. This Department of Labor website discusses this law and provides compliance assistance, consumer information, and general benefit explanations.

[Benefits Link](#)

<http://benefitslink.com/index.html>

The purpose of this site is to provide compliance information and tools for employee benefit plan providers and participants in the United States. Includes a comprehensive list of links relating to company benefit plans, including federal and state legal information, news, job searching, conference information, product guide, speakers database, and more.

[Payscale](#)

<http://www.payscale.com/mypayscale.aspx>

A commercially-owned database of online worldwide employee salary data. Individual user may create a free, detailed salary and benefit report based on personal job information. Offers job searching, cost-of-living data, company information, and more. More detailed data is available for a price.

Legal

See the Mildred F. Sawyer Library's [Paralegal Resources](#) research guide for more general and extensive legal links.

[FindLaw. Labor and Employment Law](#)

<http://www.findlaw.com/01topics/27labor/>

Legal links to a wide range of labor and employment issues. Includes links to the full-text of federal statutes and regulations.

[Legal Information Institute at Cornell Law School. \(WEX\)](#)

<http://topics.law.cornell.edu/wex/labor>

WEX (formerly "Law About...") is the Legal Information Institute's combined legal dictionary and encyclopedia. It covers ADR, Collective Bargaining, Employment, Labor, Workplace Safety, and more. Includes federal and state statutes, regulations, and cases.

[Human Resource Law Mega-Links Page](#)

<http://www.hrmgt.com/hrlaw.htm>

Maintained by Edward H. Hernandez, Assistant Professor at the California State University at Stanislaus, this site contains a vast collection of links covering specific human resource topics. Some dead links.

[CCH Human Resources: Business and Corporate Compliance](#)

<http://hr.cch.com/>

Includes explanations of important new legislative and administrative rules. Covers news concerning employment, benefits, pensions, social security, safety, and more. Provides summaries of federal and state legal changes applicable to news items.

[ERI. Economic Research Institute. Employment Law](#)

<http://www.eridlc.com/hr-laws/index.cfm?fuseaction=hrlaws.main>

The Economic Research Institute provides human resource and capital research for private and public organizations in the form of reports and database products. This site provides links to compensation and benefit laws and other information for the U.S., Canada, and other countries.

[Employment Law Guide. U.S. Department of Labor](#)

<http://www.dol.gov/compliance/guide/index.htm>

This Department of Labor handbook covers wages and hours, safety and health standards, health benefits, work authorization, federal contracts and more. Offers texts of laws, regulations, and technical assistance services, and more.

Massachusetts

[Massachusetts Labor and Workforce Development](#)

<http://www.mass.gov/?pageID=dlwdhomepage&L=1&L0=Home&sid=Edwd>

This state agency website allows registration for online services, including unemployment insurance claims. Also included are job searching, training information, employment and wage statistics, and news.

[Massachusetts Labor and Workforce Development. \(Economic Data\)](#)

<http://lmi2.detma.org/Lmi/LMIDataProg.asp>

Provides information and data of jobs, unemployment rates, wage data, and more. Includes [LMI publications](#), monthly reports for the five geographic regions of Massachusetts which cover labor force, claimant, and jobs data for the State, NECTAs, and Workforce Areas.

[Massachusetts Law About Employment](#)

<http://www.lawlib.state.ma.us/subject/about/employment.html>

Provided by the Massachusetts Trial Court Law Libraries, this site provides links to laws, regulations, cases, and legal articles pertaining to Massachusetts Employment Law.

[Massachusetts Division of Labor Relations Commission](#)

<http://www.mass.gov/?>

[pageID=elwdagencylanding&L=4&L0=Home&L1=Government&L2=Departments+and+Divisions+\(EOLWD\)&L3=Division+of+Labor+Relations&sid=Elwd](http://www.mass.gov/?pageID=elwdagencylanding&L=4&L0=Home&L1=Government&L2=Departments+and+Divisions+(EOLWD)&L3=Division+of+Labor+Relations&sid=Elwd)

The Division of Labor Relations includes the state Labor Relations Commission and the Board of Conciliation and Arbitration. The website offers links to appropriate statutes, regulations, and

procedures. Includes summaries of recent decisions.

Print Resources

[Alternative Dispute Resolution](#) 3rd Ed.

REF KF9084 .G74 2005 (2 vols.)

These volumes covers the arbitration of most commercial disputes, intellectual property disputes, health care disputes, family disputes, labor and employment disputes, and more.

[Blackwell Encyclopedic Dictionary of Human Resource Management](#)

REF HF5549 .A23 .B58 1998

Contains over 600 brief essays on current human resource topics. Most articles are signed and include bibliographies. Applies to both academic and professional audiences.

[Blackwell Encyclopedic Dictionary of Organizational Behavior](#)

REF HD58.7 .B57

Contains over 500 brief essays on current and historic organizational behavior topics. Most articles are signed and include bibliographies.

[Essential Dictionary of Management and Human Resources](#)

REF HF5549.5 .R67 2004

Provides brief definitions of the most widely used management and human resources terms. Offers over 8,00 entries and includes cross references.

[Dictionary of Human Resources & Personnel Management](#) 3rd. Ed.

Provides a comprehensive, searchable listing of terms used in personnel management. Available online only through [Credo Reference](#).

[Employment Discrimination Law](#) 4th ed. 2 Vols.

REF KF3464 .L56 2007

Produced by the American Bar Association's Section of Labor and Employment law, this is a valuable treatise on employment discrimination. Covers the various categories of discrimination, as well as procedure, discovery, and remedies. Includes a table of cases and a table of laws and rules.

[Every Employee's Guide to the Law](#) 3rd Ed.

REF KF3319.6 .J64 2001

This handy book discusses the rights of the employee from the hiring process to unemployment compensation.

[Glossary of Compensation & Benefits Terms](#)

REF. HF5549.5 .C67 G56 2002

Contains over 1,200 terms compiled from WorldatWork's certification programs. Essential for

the HR practitioner.

[Handbook of Industrial and Organizational Psychology](#) 2nd Ed. 4 vols.

REF HF5548.8 .H265 1990

This comprehensive set is divided into seven sections- Theory in Industrial and Organizational Psychology; Measurement and Method in Industrial and Organizational Psychology; Attributes of Individuals in Organizations; Individual Behavior and Organizational Practices; Work Roles, Work Functions and Consumer Responses; Social-Group Processes, Organizational Factors and Other Facets of Organizational Functioning; and Industrial and Organizational Psychology in the Cross Cultural Context. Each section contains several chapters, and every chapter includes an extensive bibliography.

[Human Resources Glossary](#) 3rd Ed. 2004

REF HF5549 .A23 .T73 2004

A comprehensive glossary of human resources acronyms, abbreviations, and terms. Contains over 8,500 entries. Each definition explains the context and application of the term.

[Legal Guide to Human Resources](#)

REF KF3319 .P4722 2 vols.

These loose-leaf volumes provide updates on current human resource issues, such as sexual harassment, discrimination, employment-at-will, privacy, employer and union unfair labor practices, collective bargaining, compensation and benefits, retirement, and other laws.

[Labor Law in a Nutshell](#)

REF KF3369.3 .L39 2008

Covers basics of statutory regulation, NLRB structure, collective bargaining, state legislation, and antitrust laws which effect labor.

[Federal Law of Employment Discrimination](#)

REF KF3464 .Z9 P55 2004

Offers summary of federal law regulating discrimination in the workplace. Includes coverage of enforcement, procedures, statutes, and cases.

[Training and Retraining](#)

REF LB1027.47 .T72 2000

Provides a comprehensive overview of research in corporate training. Sponsored by the American Psychological Association, this volume offers guidelines for applying theory to business, government, and military training programs.