

FIRSTSEARCH

FirstSearch is an interactive online information system. FirstSearch provides information from journal articles, books, and other material. The 40+ databases span subjects from business, the social sciences, science and technology, and education, to the arts and humanities. The range of years covered varies for each database. For more information on FirstSearch or for assistance, please call an OCLS librarian. (1-800-274-3838)

- This set of FirstSearch instructions is designed to be a **general guide** so that you can easily learn to use a wide range of databases from one source to support your CMU course work.
- As you follow these instructions, remember that the FirstSearch web page interface is under constant revision by its commercial publisher, the Online Computer Library Center, Inc. (OCLC, Inc.). If you see discrepancies between this printed set of instructions and what is provided through the web page remain flexible in your searching and use FirstSearch's online help screens.

CONNECTING TO FIRSTSEARCH

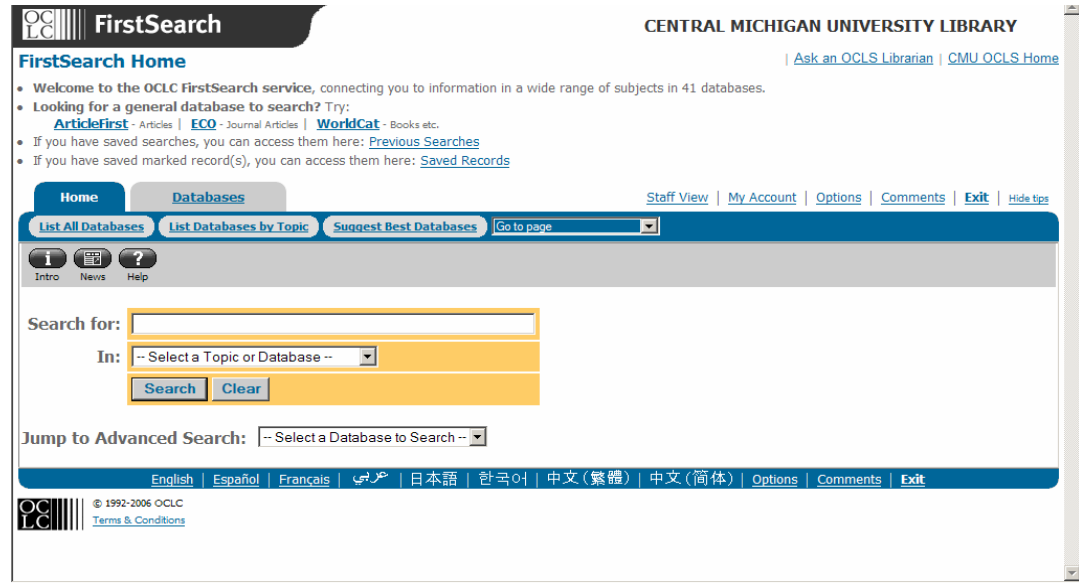
1. At your Internet World Wide Web prompt, type:
http://ocls.cmich.edu
2. Click on **Find Articles**.
3. On the **Find Articles** screen, select a database from one of the menus;
Databases by Subject/Choose a Subject, or **Databases by Name/Choose a Database**.
4. Enter your name and Campus ID number in the spaces provided.
5. Click on the **Submit** button.

*If you experience problems with the log-in procedures, please contact OCLS.
(1-800-274-3838)*

(Please have ready any error message(s) you receive and include them in your description.)

CHOOSING A DATABASE

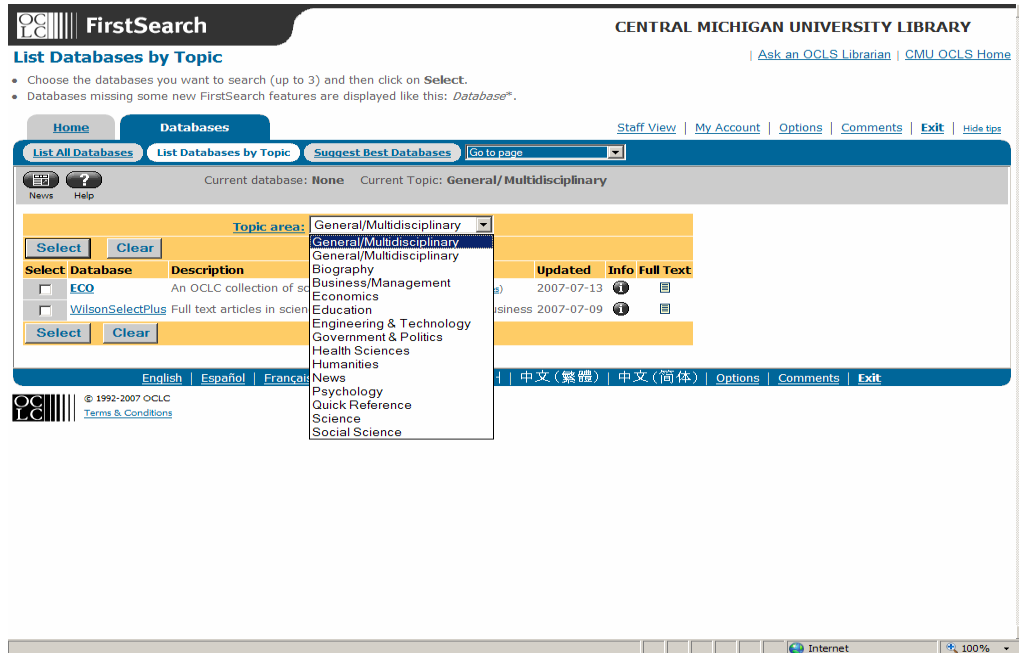
1. If you have logged on to FirstSearch from the OCLS Find Articles screen you will be connected to the database that you selected.
2. You can also select a database from the **FirstSearch Home Screen**. There are different ways to begin your search from this screen. We recommend that you click on the **List Databases by Topic** tab.



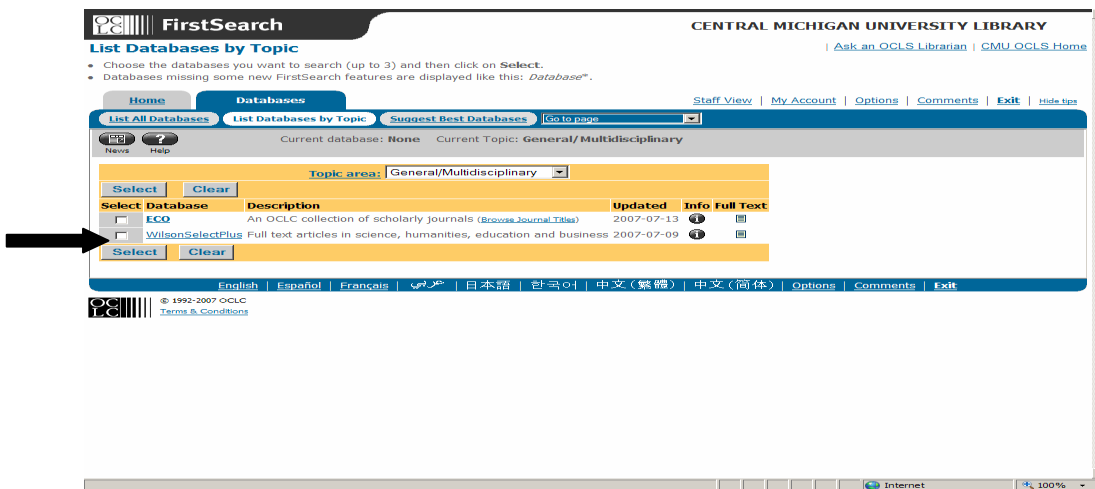
3. The next screen is **List Databases by Topic**. The topic listed when you first see this screen is **General/Multidisciplinary**. The databases displayed under this topic area are those that cover all subject areas in a general way.



- To see other topic areas that list different databases, click on the arrow on the right of the **Topic area** box. A menu listing the other topic areas will appear. Arrow to the topic area that you want and click on it.



- The topic you have chosen will appear in the **Topic area** box. Underneath will be a list of databases.
- Choose the database that you want to search (such as **Wilson Select Plus**) by clicking on the blank box to the left of the database. After you have clicked in the box, a “√” will appear. Click the **Select** button.



7. The search screen for the database you have chosen will come up on the screen.
8. You can change databases at any time by clicking the **Databases** tab.

SEARCHING IN A FIRSTSEARCH DATABASE

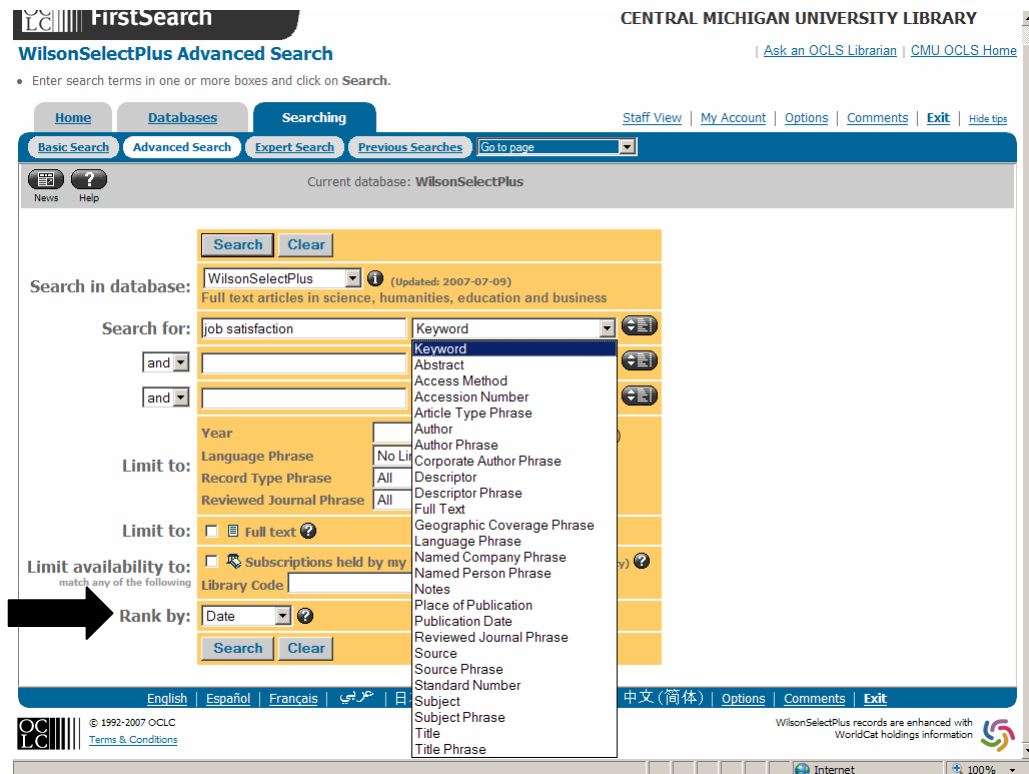
1. To start a search, type your search statement in the **Search for:** [box]. (For example, *job satisfaction*) (FirstSearch defaults to the **Advanced Screen** automatically when you click on the database of your choice).
2. To the right of the box where *job satisfaction* is typed is another box that has the word **keyword** already typed. Keyword is an index field that is broad in scope in that it searches all index fields in a database. If you want to do a keyword search, click on the **Search** button at this point.

The screenshot displays the WilsonSelectPlus Advanced Search interface. At the top, there's a navigation bar with 'Home', 'Databases', and 'Searching' tabs. Below this, there are search options: 'Basic Search', 'Advanced Search', 'Expert Search', and 'Previous Searches'. The current database is 'WilsonSelectPlus'. The main search area has a 'Search for:' field with 'job satisfaction' entered and a 'Keyword' dropdown menu. There are 'Search' and 'Clear' buttons. Below the search field, there are options for 'Limit to:' (Year, Language Phrase, Record Type Phrase, Reviewed Journal Phrase) and 'Limit availability to:'. At the bottom, there's a 'Rank by:' dropdown menu set to 'Date'. The page footer includes copyright information and a note about WorldCat holdings information.

3. If you want to do a search for something other than a keyword, such as the title of an article, the author's name, the title of a journal, etc.:
 - a. Enter your search terms in the **Search for:** box. (Omit common words such as articles and prepositions).
 - b. Click on the arrow on the box to the right of **Keyword**. From the menu,

highlight the type of search you want (for example, title). This will now appear in the right hand box.

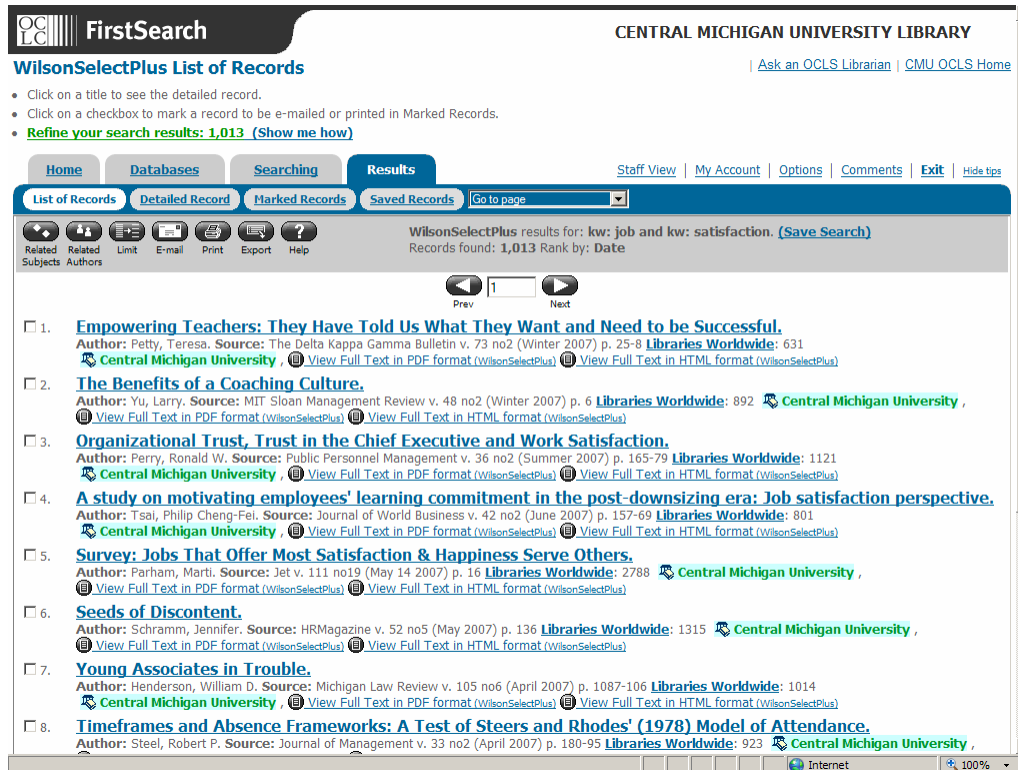
4. Some databases allow you to do a search for full text articles that you can immediately access on line. Click on the **Full Text** checkbox in the **Limit to:** section of the search screen (if available). Your search results will contain only full text articles. For a further explanation, see **Obtaining Copies of Full Text Articles Online on page 8** of this guide.
5. Depending on the database that you select, you can limit your search by year.



Some databases allow you to click the arrow next to the **Rank by:** option and select **Date**. Other databases allow you to type in a range of years and dates from which to search. Your search results will then be listed chronologically by the most recent year.

6. Click on the **Search** button.
7. You can return to the search screen at any time by clicking on the **Searching** tab.
8. Your next screen will be the **List of Records** screen. You will see a display that

tells you the name of the database, your search statement, and the number of items, which are the results of your search. The first ten or fewer titles that resulted from your search are displayed. An icon of a library/book displayed at the end of a record may indicate that CMU owns this item.



9. You can page down through this list of titles or move back and forth to the next titles/screens by either clicking on the **Next/Prev** buttons located at the top of the title lists or by clicking on the arrows located at the bottom of the title list.
10. Click on the title of an item in the list. This will take you to the **Detailed Record** of that particular title.

FirstSearch CENTRAL MICHIGAN UNIVERSITY LIBRARY

WilsonSelectPlus Detailed Record | [Ask an OCLS Librarian](#) | [CMU OCLS Home](#)

• Click on a checkbox to mark a record to be e-mailed or printed in Marked Records.

Home Databases Searching Results Staff View My Account Options Comments Exit Hide tips

List of Records Detailed Record Marked Records Saved Records Go to page

WilsonSelectPlus results for: kw: job and kw: satisfaction. Record 4 of 1,013.

Prev 4 Next Mark:

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GET THIS ITEM

Full Text: [View Full Text in PDF format \(WilsonSelectPlus\)](#) [View Full Text in HTML format \(WilsonSelectPlus\)](#)

Availability: **FirstSearch indicates your institution subscribes to this publication.**

- Libraries worldwide that own item: 801 [Central Michigan University](#)
- [Search the catalog at Central Michigan University Library](#)
- [Local Holdings Information: 32-\(1997-\)](#)
- [Local Holdings Information: 32-\(1997-\)](#)

External Resources: [Find It!](#)

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More Like This: [Advanced options ...](#)

Author(s): [Tsai, Philip Cheng-Fei](#)

Title: **A study on motivating employees' learning commitment in the post-downsizing era: Job satisfaction perspective.**

Source: *Journal of World Business* v. 42 no2 (June 2007) p. 157-69 Journal Code: J World Bus
Additional Info: United States

Standard No: ISSN: 1090-9516

Details: bibl tab.

Language: English

Abstract: From the resource-based perspective, organization learning is the foundation of firms creating their special resources and thereby increasing their competitive advantage. Organization learning is indeed derived from individual learning within the organization. However, many firms have adopted downsizing strategies to reduce the redundancy. Nevertheless, it had a great impact both on laid-off employees and remaining ones. The remaining employees lost their trust, loyalty toward the firm and eventually left. The consequence not only affected the firms' daily operation but also impacted employees' learning motivation for improving their ability to enhance the firm's competitive advantage. In the post-downsizing era, applying appropriate human resource management practices to motivate employees would be a critical issue. The study began with two psychological constructs: **job satisfaction** and learning commitment to explore the content of **job satisfaction** which significantly influenced remaining employees' learning commitment. The study used both qualitative and quantitative methods to collect and analyze the data. The results revealed that the two criterion in **job satisfaction** "the relationship with colleagues" and "the relationship with the family" significantly influenced employees' learning commitment. However, this was clearly different from managers' subjective expectation. The findings provide important implications for both the research field and practical management of downsizing, employee motivation, cross-culture management and strategic HRM practices. Reprinted by permission of the publisher.

SUBJECT(S)

Descriptor: [Human resource management -- Strategic planning.](#)
[Organizational loyalty.](#)
[Corporate downsizing -- Human resource management.](#)
[Corporate downsizing.](#)
[Job satisfaction.](#)
[Learning organizations.](#)

Record Type: article
Article Type: Feature
Date of Entry: 20070601
Accession No: BBPI07133178
Database: WilsonSelectPlus

- The **Detailed Record** lists the citation (author, title of the article, title of the periodical, volume, issue, & date of the periodical, and the article's pages), subject headings and an abstract.
- At the top of the **Detailed Record** display, an ownership statement appears. If you see **Availability: FirstSearch indicates your institution subscribes to this publication**, it is highly likely that CMU has this article available for you to request. You can also click on **"Find It!"** to search for full text availability in other databases, or click on the link **"Search the catalog at Central Michigan University Library"** to determine the dates of ownership. If you wish to request a copy of the article from OCLS, you can do so by calling 1-800-274-3838, by faxing to 1-877-329-6257, by emailing to oclibsvc@cmich.edu, or by entering your request on the OCLS website at <http://ocls.cmich.edu/delivery/index.html>

13. To move to another **Detailed Record** display, you can either click on the **Next** or **Prev** buttons at the top, click on the arrows at the bottom of the page, or return to the title list by clicking on the **List of Records** tab. From the title list, you can browse and then click on another title.

OBTAINING COPIES OF FULL TEXT ARTICLES ONLINE

In some of the FirstSearch databases, you can get a copy of the actual article online in HTML or PDF format.

1. After you have obtained your search results on the **List of Records** screen, if the article is available in full text online, the phrase, "Full text" will appear next to the citation. (The phrase will generally read "View Full Text in HTML format" or "View Full Text in PDF format")
2. Click on the "Full Text" phrase and the actual article will appear on the screen. *You can also click on "**Find It!**" to search for full text availability in other databases*
3. Use your browser print button to print the screen.
4. You can email the article:
 - a. Click the **E-mail** button on the screen.
 - b. Enter your e-mail address in the box on the screen and click the **Send** button.
 - c. You will receive a message saying that your e-mail has been sent.
5. You can download the article to a disk:
 - a. Click on **File** at the top of your browser screen.
 - b. Click on **Save as**.
 - d. Select the place where you wish to save the file, and save it.

If there is no indication of full text availability, you can click the **"Find it"** button to determine if the article is available in full text in another database.

Items that are not available full text online may be requested free of charge from the OCLS Document Delivery Office. Items that are not owned by the CMU Libraries may be obtained through Interlibrary Loan (ILL) through the OCLS Document Delivery Office

PRINTING, E-MAILING OR DOWNLOADING A DETAILED RECORD/ (CITATION)

Printing

1. You can mark and print a maximum of 50 records at a time.
2. On the **List of Records** page(s), mark the record(s) that you want to print by clicking on the square to the left of the title. A "✓" should appear indicating that you have selected the record for future printing. You can mark all of the records on one page by clicking the **Mark All** button at the bottom of the page.
3. Click on the **Next** button to go to the next page of titles.
4. You can also go to other databases and mark records. After you have marked the items you want to print, click on the **Marked Records** tab.
5. The page will then show the citations that have been marked. Click on **Detailed View** above the **Clear Marks** button to see the detailed record of each title (including abstract).
6. Click on the **Print** button above the first citation to print the list of marked records. FirstSearch will reformat the screen for printing. Use your browser print button to print the screen.
7. Click on **Return** on the top right side of the screen. Click on **Clear Marks** to clear the marked records. Click on the **List of Records** tab to get back to the list of titles. You can now mark more titles for printing if you wish.

E-mailing records

1. You can mark and email a maximum of 50 records at a time.
2. On the **List of Records** page(s), mark the record(s) that you want to e-mail by clicking on the square to the left of the title. A "✓" should appear indicating that you have selected the record for future emailing. You can mark all of the records on one page by clicking the **Mark All** button at the bottom of the page.
3. Click on the **Next** button to go to the next page of titles.
4. After you have marked the items you want to e-mail, click on the **Marked**

Records tab. The page will then show the citations that have been marked.

5. Click on the **E-Mail** button above the first citation.
6. Enter your e-mail address in the **E-Mail Address** box on the screen if you want to e-mail the records to yourself.
7. If you prefer to email your requests directly from FirstSearch to the OCLS Document Delivery Office: **Please do not include abstracts in this request. Send the BRIEF display.**
 - a. In the **E-Mail Address** box, enter oclibsvc@cmich.edu
 - b. In the **Notes** box, enter the following information (**your request cannot be filled without it**):
 - your Campus ID number
 - your name
 - mailing address
 - home and work phone numbers
 - CMU center where you take classes
 - course number
 - last possible date any missing items can be sent
 - indicate if you would like to receive the articles electronically
 - c. Send no more than 50 records per week.
8. Click on the **Send** button.
9. You will receive a message stating “*Your mail has been sent to <email address you entered>*”.
10. Click on **Clear Marks** to clear the marked records. Click on the **List of Records** tab to get back to the list of titles. You can now mark more titles for emailing if you wish.

Downloading records

1. You can mark and download a maximum of 50 records at a time.
2. On the **List of Records** page(s), mark the record(s) that you want to download by clicking on the square to the left of the title. A "✓" should appear indicating that you have selected the record for future downloading. You can mark all of the records on one page by clicking the **Mark All** button at the bottom of the page.
3. Click on the **Next** button to go to the next page of titles.

4. After you have marked the items you want to download, click on the **Marked Records** tab.
5. The page will then show the citations that have been marked. Click on **Detailed View** to see the detailed record of each title (including abstract).
6. Click on the **Print** button above the first citation. FirstSearch will reformat the screen.
7. Click on **File** at the top of your browser screen.
8. Click on **Save As**. Select the place where you wish to save the file. Save the file as plain text (.txt).
9. Click on **Return** on the top right side of the screen. Click on **Clear Marks** to clear the marked records. Click on the **List of Records** tab to get back to the list of titles. You can now mark more titles for downloading if you wish.

When you have finished printing, e-mailing or downloading all of the records that you want, you can do any of the following:

- Return to the list of titles by clicking on the **List of Records** tab.
- Return to the search screen to revise your current search or enter a new one by clicking on the **Searching** tab.
- Change to a new database by clicking on the **Databases** tab.
- Leave FirstSearch by clicking on **Exit**.

EXITING FIRSTSEARCH

When you have finished your searching, you can exit FirstSearch by clicking **EXIT**.

Revised July 2007