

# EHRD 658 – Student Toolkit

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## From Topic → Problem Statement → Search-Ready Strategy

Use this alongside the **SLR Search-Strategy Coach** (our class ChatGPT assistant). The bot walks you through each step; this handout is your reference + worksheet. Built on PRISMA 2020 (Introduction: Rationale & Objectives) and Hart (2026, Table 4.3).

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### How to use the assistant

1. Open the **SLR Search-Strategy Coach** in our TAMU ChatGPT workspace (link in Canvas).
  2. Answer its questions one at a time — *you* do the thinking; it coaches.
  3. In ~15–20 min you'll leave with: a focused **problem statement + research question**, a **concept × synonym table**, **ready-to-run Boolean strings**, and a **seed row for your LR matrix**.
  4. Paste the outputs into this worksheet and bring them to class.
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### The 6-step workflow

#	Step	PRISMA / Hart link	You produce
1	Topic & motivation	PRISMA Item 3 (Rationale)	Why it matters + the gap
2	Pick a question framework	PRISMA Item 4 (Objectives)	PICO / CIMO / SPIDER...
3	Draft problem statement + RQ	PRISMA Item 4	2–4 sentences + 1–2 questions
4	Identify key concepts	Hart Stage 2	2–4 concepts
5	Build synonyms (grid)	Hart Stage 2	Concept × synonym table
6	Assemble + translate string	Hart Stage 3	Boolean strings per database

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### Worked HRD scaffolding examples (from real *Human Resource Development Review* articles)

Each example is modeled on a **published HRD review** so you can pull the actual paper and study how the authors framed their gap, question, and search. The framework label is the one that best **fits** the question — use it as a model, not a copy.

### Example A – Meaningful work (effects/antecedents → PICO)

- **Rationale / gap:** Meaningful work is central to engagement and development, yet the literature conflates conceptual claims with thin empirical evidence — no consensus on definitions, measures, antecedents, or outcomes.
- **Research question:** *What is the empirical evidence on the antecedents (e.g., job design, leadership, training) and outcomes (engagement, satisfaction, retention) of meaningful work?*
- **Framework:** PICO — antecedents act as the "intervention," well-being/performance as "outcomes."
- **Concepts → synonyms:**
  - *Meaningful work:* "meaningful work", "work meaning", "meaningfulness", "purpose in work"
  - *Antecedents:* "job design", leadership, training, "organizational culture"
  - *Outcomes:* "employee engagement", "job satisfaction", retention, commitment
- **Sample logic:** ("meaningful work" OR "meaningfulness") AND ("job design" OR leadership OR training) AND (engagement OR satisfaction OR retention)
- **Model paper:** Bailey, Yeoman, Madden, Thompson, & Kerridge (2019), *HRDR*, 18(1), 83–113.

### Example B – Women's leadership in male-dominated cultures (mechanism → CIMO)

- **Rationale / gap:** Leadership scholarship has been male-centric; we lack synthesis of *how* women leaders reshape organizational culture in male-dominated industries.
- **Research question:** *In male-dominated U.S. industries (Context), how does women's leadership (Intervention) influence organizational culture (Outcome), and through what mechanisms — value modeling, social learning, cultural reinterpretation (Mechanism)?*
- **Framework:** CIMO (HRD/management "how & why").
- **Concepts → synonyms:**
  - *Women's leadership:* "women\* leader\*", "female leader\*", "gender\* leadership"
  - *Male-dominated context:* "male-dominated", "masculine culture", "gender\* composition"
  - *Mechanism:* "social learning", "role model\*", "value\* modeling", "culture change"
  - *Outcome:* "organizational culture", "cultural norms", inclusion
- **Sample logic:** ("women\* leader\*" OR "female leader\*") AND ("male-dominated" OR "masculine culture") AND ("organizational culture" OR "culture change")
- **Model paper:** Campuzano (2019), *HRDR*, 18(4), 437–469.

### Example C – Mentoring functions & individual differences (relational synthesis → PEO)

- **Rationale / gap:** Formal mentoring often underperforms informal mentoring; research covers demographics well but neglects personality/individual differences that explain dyad "mismatch."

- **Research question:** *Among mentor–protégé dyads (Population), how do sociocultural factors and individual differences (Exposure) relate to functional vs. dysfunctional mentoring outcomes (Outcome)?*
- **Framework:** PEO (population–exposure–outcome; fits qualitative/integrative synthesis).
- **Concepts → synonyms:**
  - *Mentoring:* mentor\*, "developmental relationship\*", sponsorship
  - *Individual differences:* personality, "attachment style", "cognitive style", "locus of control"
  - *Sociocultural:* gender, ethnicity, culture, age
  - *Outcomes:* "career success", satisfaction, "turnover intention\*"
- **Sample logic:** (mentor\* OR "developmental relationship\*") AND (personality OR "attachment style" OR gender OR ethnicity) AND ("career success" OR satisfaction OR turnover)
- **Model paper:** Banerjee-Batist, Reio, & Rocco (2019), *HRDR*, 18(1), 114–162.

#### Example D — Performance management (map the landscape → PCC scoping)

- **Rationale / gap:** Performance *management* (developmental) is conflated with performance *appraisal* (administrative ratings); the evidence base for developmental PM lags practice.
- **Research question:** *Among employees/managers (Population), how has performance management vs. appraisal (Concept) been studied across organizational settings (Context), and where are the gaps?*
- **Framework:** PCC (scoping — maps breadth, not effects).
- **Concepts → synonyms:**
  - *Performance management:* "performance management", "performance development", "continuous feedback"
  - *Performance appraisal:* "performance appraisal", rating\*, "annual review", evaluation
  - *Practices:* "goal setting", coaching, feedback, alignment
- **Sample logic:** ("performance management" OR "performance appraisal" OR "performance development") AND ("goal setting" OR coaching OR feedback)
- **Model paper:** Brown, O'Kane, Mazumdar, & McCracken (2019), *HRDR*, 18(1), 47–82.

#### Example E — Generative AI in instructional design (emerging topic → PICO + TAM)

- **Rationale / gap:** Generative AI is reshaping training, but organizational (vs. higher-ed) use is understudied, and adoption is slowed by ethics concerns (hallucination, plagiarism, critical thinking).
- **Research question:** *How has generative AI (Intervention) been used across the ADDIE phases for trainers and learners (Population) to affect learning outcomes and raise ethical concerns (Outcome)?*
- **Framework:** PICO framed by the Technology Acceptance Model.

- **Concepts** → **synonyms:**
  - *Generative AI:* "generative AI", "GenAI", ChatGPT, "large language model\*", LLM
  - *Instructional design:* "instructional design", ADDIE, "training design", "instructional systems design"
  - *Outcomes/concerns:* "learning outcome\*", engagement, ethic\*, plagiarism, "critical thinking"
- **Sample logic:** ("generative AI" OR ChatGPT OR "large language model\*") AND ("instructional design" OR ADDIE OR training) AND ("learning outcome\*" OR ethic\*)
- **Model paper:** Chai, Kim, Kim, Ha, Shin, & Yoon (2025), *HRDR*, 24(4), 388–417.

## Framework quick-pick

If your study is about...	Use	Components
The <i>effect</i> of an intervention	<b>PICO / PICOT</b>	Population, Intervention, Comparison, Outcome (+Time)
<i>How/why</i> an HRD practice works	<b>CIMO</b>	Context, Intervention, Mechanism, Outcome
Lived <i>experience</i> / qualitative	<b>SPIDER</b>	Sample, Phenomenon, Design, Evaluation, Research type
Mapping the <i>breadth</i> of evidence	<b>PCC</b>	Population, Concept, Context
Exposure → outcome (qual.)	<b>PEO</b>	Population, Exposure, Outcome

## Your concept × synonym grid (fill this in)

Concept	Natural-language terms (join with OR)	Variants / truncation*	Controlled vocab (VERIFY in thesaurus)	Notes
Concept 1				
Concept 2				
Concept 3				
Concept 4 (opt.)				

**Rules:** OR *within* a concept · AND *across* concepts · "quotes" for phrases · \* for truncation (e.g., train\* → train, training, trainer).

## Databases & tools

**Core databases (TAMU Libraries):** ERIC · APA PsycINFO · Business Source Complete / ABI-INFORM · Scopus · Web of Science. **Helper tools:**

- **Polyglot Search Translator** — converts one Boolean string into each database's syntax.
  - **Database thesaurus** (ERIC Descriptors, APA Thesaurus, MeSH) — find the "official" subject terms.
  - **PRESS checklist** — have a librarian peer-review your final strategy.
  - **Rayyan / Covidence** — screen results, remove duplicates.
  - **PRISMA flow diagram** — track records identified → screened → included.
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## Search documentation log (PRISMA requires this — fill one row per run)

Date	Database (platform)	Full search string	Filters/limits	# results

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## Before you finish — checklist

- Problem statement names a real **gap** and why it matters now.
- Research question fits a **framework** and is answerable/bounded.
- Each framework component became a **concept** with synonyms.
- Boolean string uses **OR within / AND across**, quotes, and truncation.
- Strategy **tested** in at least one database and **documented** in the log.
- Plan to have a **librarian** peer-review before the full run.