

Book Review

Work, Democracy and Development by Prayag Mehta, New Delhi : Sage Publications, 2001; pp.203; Rs. 395.00

The book is the outcome of the years of researches that Prayag Mehta has been doing. The volume provides standardized psychological instruments to evaluate and monitor organizations, movements and programmes in order to better understand their functioning and outcomes in terms of the values they promote.

The author adopts an inter-disciplinary approach based socio-psychological method and demonstrates the inter-relationship between workplace functioning, democracy and development performance. He reports his findings through seven chapters :

In *Chapter - I* the author has provided an account of the changing socio-cultural values in India, especially with reference to the changing self-concept among disadvantaged Dalit and tribal children and its impact on politics.

Chapter - II talks about how prejudices and communal clashes pose problems to democratisation in our country. The author reports his studies that he conducted to identify the important psychological dimension of secular behaviour. The findings of the study showed the need for understanding the sources of learning of attitudes and values early in life, which contributed to social prejudice, therefore, retarding inculcation of democratic and secular behaviour.

Thus, further efforts were made to examine the secular and democratic behaviour of school children and identify the sources of such social learning that is reported in *Chapter-III*.

In *Chapter-IV* the author talks about his studies, that he conducted to examine the influence of socio-economic status on parental as well as children's values and attitudes. He concludes the chapter by implications for democratisation and development. The findings disclosed a significant change in the self-

concepts of children from traditionally oppressed groups. Such changes therefore indicated the need for new development paradigm in terms of leadership styles and problem solving behaviour. This initiated another line of investigations that the author reports in *Chapter-V*. The underlying idea in this chapter is to understand leadership behaviour in the context of the national goals of strengthening democratic processes and practices and secular and scientific temper in the country.

Chapter-VI lists the trends in development related work behaviour. On the basis of his researches the author suggested some leads for HRD and other intervention.

Chapter-VII is like knitting the thread. This section of the book deals with the role of the state in promoting social and human development. The author emphasizes the need for reflective thinking in this regard.

The book is useful for those working in the area of developmental administration, organizational behaviour, human resource development etc.

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Conducting Environmental Impact Assessment for Developing Countries by Prasad Modak and Asit K. Biswas. Oxford University Press, New Delhi, 1999.

Environmental assessment of the developmental projects is needed for a broader reason : ensuring sustainable development and for a narrower reason : satisfaction of eligibility rule of national and international lending agencies and project clearing authorities. In such a situation, it is imperative to know how to prepare and evaluate an environmental assessment report which goes beyond the narrow objective and ensures implementation and monitoring of the projects towards sustainable development. This is true for all the nations