

for developing intervention strategies to enhance leadership skills in order to successfully cope with complex social and economic situations.

Sunita Singh Sengupta
IIM Calcutta

Managing the Future : Unlocking 10 of the Best Management Books by Vic zbar
(Hyderabad : Universities Press (India) Ltd., 1994)

Key Management Concepts : Unlocking 10 of the Best Management Books by Vic zbar
(Hyderabad : Universities Press (India) Ltd., 1996)

If one were to scan the publication list of many of the major publishing companies around the world it would immediately become apparent that Management, as a separate discipline, has come of age. In the last ten years there has been a veritable explosion in the number of titles published in the field. Many of them have gone on to become international bestsellers bringing both fame, and the fortunes that accompany it, to their authors.

The proliferation of titles has also meant that management students and practitioners find it difficult to keep themselves acquainted with the latest publications in the field. Vic Zbar the author of the two books under review, attempts to provide a solution to this problem by compiling brief synopses of twenty well-known books in two volumes. The first, *Managing the Future*, includes among others Robert Reich's *The Work of Nations*, Stephen Covey's *The Seven Habits of Highly Effective People*, and Peter Drucker's *Post-Capitalist Society*. The second book, *Key Management Concepts* includes Kenichi Ohmae's *The Borderless World*, Michael Porter's *The Competitive Advantage of Nations* and Gary Hamel and C. K. Prahalad's *Competing for the Future*.

Both the books are written in the same format. In brief introductions the author gives his reasons for selecting the twenty books that he has chosen for the two volumes. This is followed by ten chapters in which these books are summarized. Each chapter begins with a brief note on the author of the book, followed by an analysis of its significance

for the study and practice of management. The basic arguments of the author are then stated and followed up with brief condensations of the various sections. A final section in each chapter lists the chapters of the book being discussed along with a brief note on their contents. The important chapters of the book are also highlighted.

The author himself warns that his work is not a substitute for reading the original texts. These volumes are meant to "give the reader a taste of what each of the books has to offer and encourage a fuller reading of those that capture the imagination". The author has succeeded in his attempt to provide his readers with succinct summaries of these books, and their main arguments and conclusions. The two volumes would be especially useful for students and working managers who would have heard or read about many of these books, but have not yet had the time to read them.

While the two volumes succeed in giving the reader an idea of what each of these books contain, there is the danger that the reader might decide that it is no longer necessary to read the original work. That would be a pity. No attempt at summarizing can succeed in bringing out the wealth of data and complexity of the arguments that support the conclusions and recommendations of many of these books. The two volumes are useful as an introductory review to these books that would enable readers to chose those that they would like to peruse in greater detail later.

Biju Paul Abraham
IIM Calcutta

Industrial and Human Resource Management in Transition by J. S. Sodhi, Published by Shri Ram Centre for Industrial Relations and Human Resource, New Delhi, 1999.

In the preface, the author mentions that the book is based on case studies of eight Indian companies, to find out how these companies were responding to the growing competition in the wake of liberalisation of the Indian economy; particularly in relation to their policies and practices in the areas of industrial relations and human resource management.

The book is divided into eleven chapters of which eight (Chapters 3 to 10) are devoted to the case studies – one each for eight firms studied. The firms selected are two each