

Industrial Sociology in India : A Book of Readings, N. R. Sheth (ed.), Allied Publishers Pvt. Ltd., New Delhi, 1982, Rs. 16.50.

The principal merit of a book of readings lies in the advantage that it provides to readers several papers on the same subject published in different journals or books under one cover. From that point of view, Dr. Sheth has done a good job in bringing together several interesting papers or chapters of books on selected aspects of industrial sociology in the Indian context. The coverage of themes is wide and includes : industrial society : perspectives, social consequences of industrialization, the social context of industrialism, industrial organization, Trade Unions in the Indian society, Industrial Relations and Labour Policy in India. To provide the readers with the proper background, selected papers on the concepts relating to the perspectives of industrial society and social context of industrialism published earlier by well-known western scholars like Hoselitz, Dahrendorf, R. E. Cole and Milton Singer have been reproduced from some of their works. The contributions on the Indian industrial sociology have been selected partly from the papers published in different journals and partly from chapters of well-known books. Some of these papers and chapters of books reproduced in this book have been already accepted as significant contributions and no special comments are needed to draw attention to their merits.

Under the main topics in the volume, most of the important themes with which serious students should be concerned in the Indian context have been covered. Adequate attention has been given to such themes like growth of Indian entrepreneurship, the

role of Hindu ethics and socialist values in industrial leadership, the concept of the "new worker" in India and the myths and realities about the Indian workers in the changed context, the organisational culture of the Indian Managers, the impact of politics on organised labour, management and workers in the public sector. There has been also well drawn attention focussed on trade union leadership and the origin, background and basic characteristics of the professional managers in Indian industries or business organizations.

However, although the volume under review considers several important themes under well-written papers, the editor appears to have missed papers on some other important topics which have remained practically untouched. For example, although there are many papers on the characteristics of Indian workers in the organised large-scale industries, no paper on workers employed in the informal sectors has been included. In fact, the industrial relations scenes in the small scale industries and the unorganised sectors have entirely escaped attention of the editor. Similarly omissions of cases and papers on workers' participation in management or studies on motivation of Indian workers appear to be somewhat surprising. Surely there has been no dearth of studies in recent years in these two areas. Recruitment is another topic which has been practically neglected in this book of readings. In fact, the entire area of topics connected with labour market behaviour in India, which is greatly influenced by sociological parameters, has been completely forgotten in this book of readings, although there had been interesting light thrown on this subject in certain other studies in India.

However, apart from these omissions of deserving subject-matters which may be rectified in a future edition, this book of readings would really be useful to the students and teachers of Industrial Sociology, Industrial Relations and human aspects of industrializations.

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Quantitative Techniques for Managerial Decision Making, U. K. Srivastava, G. V. Shenoy and S. C. Sharma, Wiley Eastern, 1983, pp. 923, Rs. 63.50.

A fair amount of quantitative techniques is included in any management curriculum. Very few authentic and well written text books have appeared in the market keeping Indian environment in mind. The present book has made an effort in this direction. However, in an attempt to include too much material in one volume the authors have lost a sense of priority and at the same time are unable to devote sufficient space to motivate the students properly. The style of presentation varies considerably as the reader passes from one chapter to another. This is perhaps due to the presence of three authors instead of one. A few chapters have been written lucidly while there is lack of conceptual clarity in certain other places.

Chapter 1 : This chapter starts with a fairly authentic history of the management education in India. A brief introduction to statistical methods and operations research is also included here. While a substantial amount of space is devoted to describe the collection of data, the basic nature of statis-

tical methodology, its ability to deal with situations which have an inherent variability is not properly highlighted. From section 1.3 which discusses statistical methodology the authors have introduced operations research techniques in section 1.4 without showing the proper linkage. A history of development of Operations Research after the Second World War would have been a welcome addition to this chapter.

Chapters 2, 3 : Chapter 2 deals with the presentation of statistical data. It includes a large number of illustrations (presumably from live situations) of bar diagrams. It also contains illustrations of pictogram and Pie diagrams. A very important concept namely continuity of two adjacent classes in a frequency distribution has been omitted both in chapter 2 and chapter 3. In Table 3.1 page 45, for example the class boundaries after the introduction of continuity should be 2.05—2.65, 2.65—3.25 and so on considering the fact that time is a continuous variable. In fact, the basic distinction between discrete and continuous variable—a fundamental concept in statistics is not projected properly in these chapters. Simple algebraic properties of the arithmetic mean have not been included. Chapter 3, however, covers various measures of central tendency with examples illustrating their calculations.

Chapter 4 : This chapter covers various measures of dispersion, skewness and kurtosis. The sudden appearance of Chebyshev's theorem and normal distribution in page 77 is confusing. The computation of variance and higher moments as shown in Table 4.9 in page 93 should include a check column. The fact that variance or standard deviation depends only on a change in scale but not on change of location has been stated without