

Book Review

S S Khanka, Human Resource Management, S & Chand & Co. Ltd.,

New Delhi, 2003, pp 449, Price Rs.300/-

The last two decades have brought about revolutionary changes in every field and, therefore, the organizations have been confronted with highly turbulent environment. While all factors of production are vital at their own places, it is the human resource that comes to the forefront to help organizations in facing all types of odd situations. It is here that we need literature, especially in the Indian context, on human resource management which can enlighten the management students in the right direction. The book entitled, Human Resource Management, authored by S S Khanka appears to be an attempt to fill the felt- vacuum a great deal.

While Section I of the book deals with the nature, scope, evolution and development of human resource management, and also taking, of course, due care of strategic human resource management, Section II to IV appear to be most important parts of the book in as much as they encompass all the five constituents of human resource management, viz., procurement, development, compensation, integration, and maintenance of human factor. Section II, in a very befitting manner, starts with human resource planning, travels through job analysis, recruitment, selection and reaches its destination of placement, induction and socialisation. As is expected, Section III examines the issues related to training, development and organization development, etc., very appropriately. Section IV while discussing at length the third important aspect of human resource management, viz., compensation, also takes care of integration and maintenance aspects of HRM. The much needed and little explored issues of personnel research, HRM Accounting and HRIS

have been captured and given a fair treatment in Section V of the book while Section VI has examined some of the miscellaneous issue. Section VII has done a great service to the students and teachers of the subject by discussing cases related to Indian organizations.

The book reflects the exposure and command of the author on the subject dealt with. His rich and vast experience of teaching is obvious in every chapter. He deserves every word of appreciation for his hard and quality work.

However, it would have been in the fitness of things if Chapter 28 on Performance and Potential Appraisal had been placed around Chapter 15 or 16. The Chapter nos. 19 and 24 to 27 could have been summarised and merged into two chapters and topics like leadership, employee engagement, competency mapping, etc., could have also been included and discussed. Similarly, Chapter 33 on IHRM could have been more exhaustive and elaborative.

All said and done, the book is master piece and is expected to serve the interest of HRM students substantially besides creating a lot of interest among HRM practitioners.

R C Sharma

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Book Review

Deepak Tandon, Neelam Tandon, Kanhaiya Ahuja, Indian Banking- Technology, Innovation and Key Concerns, Kunal Books Publisher and Distributors,

New Delhi, pp 492, Price Rs.350/-

While most of us, even professional writers write long novels, poems etc. where no page perhaps has the quality to make reading a pleasure but are successful in completing a general design which is collectively heartening to read. But the book Indian Banking Technology Innovation and Key Concern by Deepak Tandon et al has been constant to discover the radical changes and development in the Banking sector. Even those who haven't had the privilege to meet him can sum up his personality from a look into his amazing masterpieces in the purest form of literature.

No doubt this book is among his finest works, head and shoulders above its compatriots. What made me to write the review of this book was its slenderness and that it was uncluttered with conceptual clarity. One probably doesn't require any beforehand preparations to read this, only can learn from easy examples and beautiful barrage of words. I might be opposed in my views but some chapters like Basel II and Basel III just merrily diver our minds and turn out to be quite amusing at the end.

In his book Section B Challenges and Opportunities in Banking attempts to provide a more in-depth analysis of these evocative issues and in doing so he hopes to dispel certain misconceptions about the Risk Management in Indian Banking.

Dr Deepak's insights on NPA provides a nuanced and comprehensive perspective of present day scenario of Indian banking industry, a perspective that is often missed by those who focus only on the profitability of the banks.

The author's assessment of Foreign Exchange Risk Management also sheds light on the many grey areas of

the FEMA and underpins the necessity of change in this act.

However this book is more than just a history lesson for Academician and is a storehouse of information that can be used to envisage future trends by the practitioners The importance of the book lies less in the clarification of past events (Basel 2) and more as a window into the future, as it is time to shed the ghosts of the past and look forward with regard to these subjects.

For instance, we all know about the growing banking needs of Indian industries , but one of the more fascinating observations in this book is the emergence of Risk associated with these needs. Chapter on Credit Risk models applicable to bank fills that gap.

On the whole, it was an honour to read and review Deepak's book. The authors have an extensive knowledge on banking. They have provided an insightful and comprehensive analysis of technological advancement blended with the risk appreciation and highlighted the core issues of corrective action through Basel 3

The Book is an excellent resource for the practicing Bankers, Academicians, researchers , students of MBA/ PGDM and the Risk Management Professionals, certified CPAs/CAs.

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DIAS Technology Review: International Journal for Business & IT	Delhi Institute of Advanced Studies	New Delhi
Global Business Review	International Management Institute	New Delhi
Gyan Management : An International Bi-Annual Journal of Management & Technology	Gian Jyoti Institute of Management & Technology	Mohali
IJTD : Indian journal of Training and Development	Indian Society for Training and Development	New Delhi
Indian Management Studies Journal	School of Management Studies, Punjabi University	Patiala
International Journal of Management Science	Shiva Institute of Management Studies	Ghaziabad
JIMS: The Journal of Indian Management & Strategy	Jagannath International Management School	New Delhi
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