

Book Review

Title: The Power of Positivity–Optimism and the 7th Sense

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Reviewed by: Prof. (Dr) Vikas Madhukar, Professor and Dy. Director, Amity Business School, Amity University Gurugram

We humans are embodiments of intelligence, feelings, emotions, hope and pride. All that we feel and do is propelled by an attitude, and that attitude controls, drives and lifts us when the chips are down – a power that shows us the light when darkness is ready to engulf us. What is the driving force? A force, a sense, an intelligence, a quotient which is bigger and loftier than any that we know of! It's 'seventh sense' – a miracle that helps one achieve the impossible.

The book under review talks about a 'seventh sense', which can be understood as optimism intelligence, to be nurtured throughout life with far-reaching benefits to individuals, both personally and professionally.

The whole book is divided into seven chapters which takes you through a roadmap of life situations and emphasizes the fact that cultivating the spirit of optimism can empower individuals to achieve their dreams. The first chapter simplifies the concept of optimism with an introduction to the seventh sense, analyzing the lives of self-actualized leaders

by providing a quick snapshot of their life stories, which include, spiritual leaders like Gautam Budha, Swami Vivekanand to international political leaders Mahatma Gandhi, Mother Teresa; from business leaders like Bill Gates, Steve Jobs to eminent scientists Prof Stephens W Hawking. These stories provide us glimpses of lifetime experiences that they went through, thereby making a complete transformation of respective communities of their dwelling. Optimism act as a tonic in realization and empowerment of individual to work in a constructive manner, provides desired inner strength of mind that has divine potential to effect change in positive direction leading success and happiness.

The second chapter describes the concept of 'optimism' with the help of some past and present studies, and unfolds the ideas of optimism linking this with higher levels of engagement, proactive networking and coping capabilities in individuals. Author states that one can experience a beautiful life even in adverse situations by developing an attitude of positivity and optimism, which also enhances the mental health and well being of people.

The third chapter presents optimism as an effective tool which keeps us healthy, happy and supports us in living a meaningful life. The author explained all this with a plenty of research backed evidences which indicates that optimists seem to have a better quality of life than pessimists which eventually leads to the longevity of life, faster recovery from illness, better quality of sleep, high immunity levels and graceful aging and satisfying life.

Chapter four represents the most important part of the book which describes the framework of measuring, enhancing and sustaining optimism attitude for overall success of an individual and an organization. The framework called PEROMA comprises of Positive Emotion= The Affect, Engagement = Involvement and Commitment,

Relationship Network, Meaningfulness and Achievement. The framework uses 'Optimism Index' (Oi 1.1) – a powerful psychometric tool and OAM model - which reveals a step by step process to improve self-efficacy to predict success. The test to calculate the Optimism Index includes 60 items measuring various dimensions of the PEROMA framework. Thus, besides the overall score of optimism, which ranges from (100 -300), Oi computes scores on the six dimensions of the PEROMA framework. The Optimism Index further classifies the individuals into 10 categories based on the different bands of their scores which highlights their attributes and strengths and creates distinction. The chapter ends with describing the real cases in which OAM therapy was used on individuals to overcome their emotional barriers.

The fifth chapter describes peace through mindful meditation, which can help people deal with conflicts of day-to-day life. The author recommends a practical tool to practice mindful meditation, which is the 'Labyrinth Meditation' – an approach to practice mindful meditation.

Outcomes and impacts are dealt with in the sixth chapter. It describes how cultivating the power of

optimism has a transformational effect on all of us to realize the power of 'seventh sense' that lies within us to deal effectively and successfully with dynamic life situations and enable us to achieve glory and self-actualization.

Seventh and the last chapter of the book, titled, 'Every Time You are Happy, You Win' talks about the lives of harbingers of optimism and describes real life examples of great leaders who became stars despite all odds and found new meaning in their life by following spirit of optimism.

The author has written this book with an objective to unfold the concept of Optimism as the 'seventh sense' for its readers from all walks of life and to cultivate and practice optimism for living a successful, happy, contented and a blissful life. The key message it conveys to its readers is that the world can be transformed into a happier place through attitude of positivity and optimism. Overall, the book represents an excellent work of the author discusses the overwhelming effects of being positive, inculcating a sense of optimism in all endeavors of life. The book is a valuable aid for students, academicians, leaders, psychologists, practitioners and other thinkers to learn and practice the optimism and promotes happiness and well being all round.

Book Review

Title: Human Resource Management: Theory and Practice

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Reviewed by: Prof. (Dr) Deependra Sharma, Professor, Amity Business School, Amity University Gurugram

Good business needs good HR management and all the organizations need to understand it. Selecting, retaining and managing the employees are few of the most crucial activities that may facilitate or hamper business's capability to flourish.

In reality, there exists a chasm between appreciating the significance of HRM and having the knack to manage various HR issues, effectively and efficiently. The present text is an endeavor in the direction of bridging this gap.

The book makes an honest attempt to pacify this urgent need for an active collaboration between the academia and the industry. This text book is, therefore, is a fine blend of the theoretical concepts, definitions, theories, tools and techniques on the one hand and the practices being followed/likely to be followed in human resource management in the near future, particularly in the corporate sector, on the

other hand. The text provides conceptual clarity of human resource management and helps understand the current problems in this domain that require programmatic research and realistic solutions. This approach makes this HR book an excellent resource.

The text is divided into six parts. The first part comprising two chapters addresses the basics and fundamentals of HRM - in retrospect and prospect. While the second part consisting of three chapters deals with the complicated issues related to acquiring human resources and placement and induction. The third part includes the next two chapters and deals with the current problems of training and executive development. The fourth part comprises another four chapters and discusses the problems of compensation and reward management including performance and potential appraisal, employee compensation and fringe benefits and services. While the fifth part contains the next four chapters and takes care of issues relating to relational issues like employee motivation, job satisfaction, employee morale, communication, supervision, leadership, employee discipline, and grievance handling. Last i.e., the sixth part comprises the next four chapters of the text and deals with the employee relations including human and industrial relations, collective bargaining, trade unions and international human resource management.

Additionally, another two chapters numbered 20 and 21, dealing with technological change, industrial accidents and safety, industrial health and hygiene, working environment and fatigue, HR records, reports, audit and research, are available on companion website (https://study.sagepub.in/sharma_HRM). However, it would have been better if these two chapters could have also been included in the book itself instead of placing the same on website. Anyway, the book takes care of the complete anatomy of HRM.

The style followed is very lucid and authors have explained the complex concepts in a very easy-to-understand approach. The book is rich in pedagogical features, including learning objectives mentioned in the beginning of the chapter, and summary, key terms, discussion questions, individual and group activities at the end of each chapter. Numerous case studies are provided in the text. Another special feature of the book is that it throws light on the recent developments related to relevant topics and also suggests probable management strategies for the issues concerned.

The book is heavily loaded with authentic data, tables and figures to enhance conceptual

understanding and know the current status. There are 212 exhibits included in the book to illustrate the issues concerned. Several annexure provided at appropriate places afford a rigorous approach to the chapters. Footnotes widen the scope for study. Author and subject indices provided towards the end of the text, help in locating the issue(s) concerned. It would have been better if the number of models given in the book could have been increased.

All said and done, the text is a magnum opus and will prove extremely useful not only to the students of management courses but also to professionals, corporate trainers and researchers.