NEW ARRIVAL OF BOOKS

(1 - 31 October 2014)

GYAN GRIH

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### BUSINESS COMMUNICATIONS

   **Call No - 65.012.46 MCP P4**  
   **Acc No - 47918**

   Global Communication is the most definitive text on multi-national communication and media conglomerates, exploring how global media influences both audiences and policy makers around the world. This new edition is comprehensively updated to reflect the many fast moving developments associated with this dynamic field. This new edition of the most definitive text on multi-national communication and media conglomerates, each chapter updated with extensive new details and covers the expanding area of global communication and describes major multimedia conglomerates, particularly in the USA, including the purchase of NBC-Universal by Comcast and Disney's expansion in China. It includes new information on the phone hacking scandal by News Corporation's employees in the UK and also explains the significant changes in the communication industry both in the US and elsewhere.

2. **Internal communications: a manual for practitioners / FitzPatrick, Liam. 2014. London: Kogan Page.**  
   **Call No - 65.012.46 FIT P4**  
   **Acc No - 47688**

   Get internal communications right in your organization and the benefits are clear. Motivated staff, better financial performance, a strong external reputation and delighted customers are just a few of the reasons why getting your message over to staff effectively matters. Internal Communications explores what good practice in internal communications looks like, providing a no-nonsense approach to devising an internal communications strategy based on the authors' extensive experiences as consultants and in-house leaders in the private, public and not-for-profit sectors. It provides a step-by-step guide to: i) Building an internal communications team and plan; ii) Devising messages and deciding which channels to use; iii) Working with line managers and senior leaders; iv) Researching and evaluating internal communications; v) Supporting change within an organization.
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<td>Business planning and market strategy</td>
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<td>Business strategies for a messy world: tools for systemic problem-solving</td>
<td>Barabba, Vincent P.</td>
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All organizations recognise the importance of strategy creation and execution: strategy is the process of developing the corporate future. Unfortunately, it often doesn’t generate the required results. This book presents a new 8-step process for creating a strategy that really delivers. For each step, the book describes the key parts of the process, shows how to avoid the potential pitfalls, and points to the most useful strategic models and frameworks. Readers can see the process in action by following the intriguing case study that unfolds throughout the book. One of the critical determinants of strategic success is to see strategy not just as planning but as a process that involves dialogues with multiple stakeholders, both within and outside the company. This concept is integrated into every phase of the 8-step approach and is at the heart of its effectiveness in creating strategy that delivers in practice.

This title offers students, entrepreneurs, and executives penetrating insights into developing business plans and market strategies that bolster the odds of succeeding in today’s highly competitive marketplace. Rather than reduce the planning process to mechanistic, step-by-step instructions, which promote “thinking inside the box,” author E.K. Valentin provides practical planning guidelines that encourage creative strategic problem solving. Drawing on both his business experience and the business literature, he explains not only what entrepreneurs and executives should look at when pondering plans and strategies, but also what they should look for. The book’s unique applied perspective, sets Business Planning & Market Strategy apart from conventional “how to” planning guides.

The need to examine and challenge a host of critical, taken-for-granted assumptions is one of the most important tasks facing managers and leaders daily. Beyond recognizing the need to examine and challenge key assumptions, managers and leaders must develop a systematic way of surfacing and critiquing important assumptions, let alone keeping track of them over time so that key business strategies can change as important underlying assumptions change. Using current business examples and academic research, Tools for Systematic Problem-
Solving educates managers and executives on how to systematically examine key assumptions to ensure survival and success for their organizations.

   **Call No -  65.011.1 SPE P4**  
   **Acc No - 47900**  
   In this book Spender develops a different creative approach. Emphasizing that firms face uncertainties and unknowns (knowledge gaps) he argues that the core of strategic thinking and processes rests on the organization's leaders developing newly imagined solutions to the opportunities that these uncertainties open up. Drawing on a wide range of ideas from strategy, economics, entrepreneurship and philosophy he stresses the importance of judgment in strategy, and argues that a key element of the entrepreneur and executive's task is to engage chosen uncertainties, develop a language to express and explain the firm's particular business model for dealing with these, and thus create innovation and value. At the same time he shows how the language the strategist creates to do this gives the firm identity and purpose, and communicates this to its members, stakeholders, and customers. In an accessible and engaging style Spender introduces these ideas, and reviews the strategy tools currently available from consultants and academics. Throughout he stresses the uncertainties or knowledge absences that pervade business and make effective strategizing both necessary and valuable. He outlines a structured practice that managers and consultants might chose to follow, not a theory.

   **Call No -  65.011.1 STR P4**  
   **Acc No - 47709**  
   In today's fast-moving and competitive business environment, strong leadership, insightful strategy, and effective innovation are critical links to staying ahead of your competition. Getting your business house in order can often be complicated, but does it really have to be? How do you take MBA 101 lessons, great models, and exceptional concepts and put them into play in the real world? Business Strategy: Plan, Execute, Win! strives to answers these questions in an educational and entertaining format. Working as a Fortune 20 practitioner with C-level executives, author Patrick Stroh has a keen understanding of the role played by current day strategists. With 5 chapters following the format of "All I Ever Needed to Learn About Business Strategy I Learned..." At the Movies, On the Farm, On Shark Tank, On Hell's Kitchen, and From the Bible, readers will gain valuable strategic insight regardless of industry, business maturity, or current business turbulence and how to apply these insights based on the factors impacting their own business. Each chapter ends with a One Chapter Conclusion, Two Gold Nuggets the reader is to write down and Three Additional Resources/Tools for more information, offering a practical roadmap to simplifying your success.

   **Call No -  65.016.4 GAL P4**  
   **Acc No - 47715**  
   This title is a handbook for planning and managing post-merger integration. Packed full of "how to" guidance, tools, templates and resources that have been put to the test on numerous due diligence and integration efforts around the world, The Complete Guide to Mergers and Acquisitions has been the go-to guide for firms seeking to maximize the value of their deals since the release of the first edition in 1999. Poor integration management virtually ensures that a merger or acquisition will fail to meet financial and strategic goals. The Complete Guide to Mergers and Acquisitions provides the information that enables firms to quickly and prudently capture projected cost and revenue synergies, and to move
the combined organization forward. The book addresses strategic deal considerations, due diligence, integration management, people dynamics and cultural integration, common integration mistakes, communications strategies, and provides actionable steps toward creating measurable, positive results throughout the integration process. The updated third edition contains new information and tools to help firms in any industry manage deals of all sizes.

7 Corporate strategy in the age of responsibility / McManners, Peter. 2014. Farnham: Gower.
Call No - 65.011.1 MCM P4
Acc No - 47718

In this title, Peter McManners, who has for nine years run strategy workshops on the Henley MBA focusing on the global business environment, sets about providing a strategic framework for navigating the new economic environment. Chief Sustainability Officers (CSOs) now exist, but they struggle to find the strategic rationale for the improvements they champion. The author argues that their good intentions often lack traction, partly because others in management don’t get it, but also because they are not ambitious enough. The book is not about preaching semi-charitable behaviour or how to enhance the reputation of the corporation instead it is about surviving and thriving in a challenging and changing environment. A corporate audience familiar with strategy books will relate to this book, but will find it steers them towards radically new strategic thinking suitable for a turbulent period of transition.

Call No - 65.011.1 GRU P4
Acc No - 47912

Creating a successful strategy, and the process of strategic thinking, is key to the growth plans of all businesses. But how do business leaders engage with, define and manage this process? And what do today’s most successful CEOs consider to be the key components of creating a successful strategy? Using unique and original interviews with 6 top business leaders, Tony Grundy examines the key components of successful strategizing, from analysis versus synthesis, competitive strategy, economic values, and overcoming strategic constraints. Using examples from the manufacturing, retailing, services and trading industries, the book provides a strategy system for every business leader, and helps managers to develop and implement a winning strategy for their organization.

Call No - 65.011.1 BRA P4
Acc No - 47957

This title uses a series of workshops to strip away confusion and present popular and proven strategy frameworks in an easy-to-understand, straightforward, and entertaining manner. Using everyday language that avoids jargon, the workshops in this comprehensive toolkit help readers identify the competitive patterns of any industry, understand any company’s competitive position in its market, formulate a set of strategic solutions for a company, and recognize the risk-return trade-offs of those strategic solutions. The authors cover introductory competitive strategy concepts while also providing guidance for business people intent on taking their strategic thinking skills to the next level. From business professionals seeking to quickly grasp and employ strategy essentials, to would-be
entrepreneurs sizing up the potential of their business opportunity, to scientists pursuing commercialization of their inventions.

10 **Mergers and acquisitions: India under globalization / Beena, P. L. 2014. New Delhi: Routledge.**
   
   **Call No - 65.016.4 BEE P4**
   **Acc No - 47932**

This book provides an account of developments and patterns of mergers and acquisitions that have taken place in the Indian corporate sector, especially in the post-liberalisation era. It combines astute analyses with up-to-date data to present a all-inclusive picture of globalisation and its impact on business in contemporary India. This will serve as an important resource to researchers, scholars and students of economics, management, business administration, business studies, commerce and corporate law, as well as policy makers, legal practitioners, industrial houses, and industrial bodies.

11 **Scenario based strategy: navigate the future / Ruijter, Paul de. 2014. Farnham: Gower.**
   
   **Call No - 65.011.1 RUI P4**
   **Acc No - 47781**

This book is a manual for all those who want to apply strategy in organisations. It is intended for everyone who wants to put the future on the agenda, to look beyond the short term and beyond mere profit. It describes in practical terms the eight questions we must continually discuss in order to pursue a future-proof strategy in a dynamic and uncertain world: mission, trends, scenarios, options, vision, roadmap, action and monitoring. If you are dissatisfied with an approach to strategy based on simple backward looking analysis, management controls and problems solving after the fact, but would like to make a positive contribution to thinking about the future, Scenario-based Strategy offers the instruments to turn your intention into practice. The text provides examples from commercial to government and trade organizations; showing how others have undertaken future explorations and how they used these explorations to create a dynamic strategy.

12 **Strategic management of global manufacturing networks: aligning strategy, configuration, and coordination / Friedli, Thomas (ed) 2014. Heidelberg: Springer.**
   
   **Call No - 65.011.1 FRI P4**
   **Acc No - 47792**

The preceding process of globalization and the continuously rising competitive pressure on manufacturing companies in more developed economies unveiled the limits of classical site-focused optimization approaches. The focus of network optimization shifts ever more towards an integrative view of manufacturing networks, striving for a harmonization of the strategy, configuration and coordination levels. This book presents such an integrative approach to the strategic management of manufacturing networks. Besides strategic network requirements, this book discusses the derivation of an optimal global footprint and the optimization of network coordination activities. Special attention is paid to the site roles
concept, especially to the concept of 'lead factory'. A large number of up-to-date cases from the producing industry enrich the book and provide the reader with vivid examples for the application of the presented concepts.

13 Successful outsourcing and multi-sourcing / Parlour, Derek. 2014. Farnham: Gower. Call No - 658.72 PAR P4 Acc No - 47793

Multi-sourcing occurs where each individual function is contracted directly by the client rather than using a large system integrator or prime contractor. This approach lowers costs, reduces reliance on suppliers, speeds up change and generates a greater degree of innovation. The downside is it places much more of the risk on the client and needs specialist skills to run effectively. As well as a focus on multi-sourcing, the book addresses the question of why a business should outsource in the first place and how decisions to do this should be strategic, rather than it being something that happens by accident. Chapters then illuminate the benefits of single-sourcing; the benefits of multi-sourcing; how best to decide what outsourcing model to choose; how to transition to outsourcing; and what steps to take to maximise benefit and minimise risk. Downsides are clearly spelled out and alternatives to outsourcing are examined, including partial outsourcing and insourcing.
Call No - 519.2 DER P4  
Acc No - 47701  
Written at a readily accessible level, Basic Data Analysis for Time Series with R emphasizes the mathematical importance of collaborative analysis of data used to collect increments of time or space. Balancing a theoretical and practical approach to analyzing data within the context of serial correlation, the book presents a coherent and systematic regression-based approach to model selection. The book illustrates these principles of model selection and model building through the use of information criteria, cross validation, hypothesis tests, and confidence intervals. Focusing on frequency- and time-domain and trigonometric regression as the primary themes, the book also includes modern topical coverage on Fourier series and Akaike's Information Criterion (AIC). In addition, Basic Data Analysis for Time Series with R also features: i) Real-world examples to provide readers with practical hands-on experience; ii) Multiple R software subroutines employed with graphical displays; iii) Numerous exercise sets intended to support readers understanding of the core concepts; iv) Specific chapters devoted to the analysis of the Wolf sunspot number data and the Vostok ice core data sets.

Call No - 65.012.122.2 BUR P5  
Acc No - 47706  
This title focuses on this intuition-based decision making. The book does not discount data-based decision making, especially for decisions that are important and complex. Instead, it emphasizes the importance of applying intuition, gut feel, spirituality, experiential learning, and insight as key factors in the executive decision-making process. Explaining how intuition is a product of past experience, learning, and ambient factors, the text outlines methods that will help to enhance your data-driven decision-making process with intuition-based decision making. The first part of the book, the "Research Track", presents contributions from leading researchers worldwide on the topic of intuition based decision making as applied to management. In the second part of the book, the "Practice Track," global executives and senior managers in industry, government, universities, and not-for-profits present vignettes that illustrate how they have used their intuition in making key decisions.

Call No - 519.2 BEA P4  
Acc No - 47756  
This step-by-step guide is written for R and latent variable model (LVM) novices. Utilizing a path model approach and focusing on the lavaan package, this book is designed to help readers quickly understand LVMs and their analysis in R. The author reviews the reasoning behind the syntax selected and provides examples that demonstrate how to analyze data for a variety of LVMs. Featuring examples applicable to psychology, education, business, and other social and health sciences, minimal text is devoted to theoretical underpinnings. The material is presented without the use of matrix algebra. As a whole the book prepares readers to write about and interpret LVM results they obtain in R. Each chapter features background information, boldfaced key terms defined in the glossary, detailed interpretations of R output, descriptions of how to write the analysis of results for
publication, a summary, R based practice exercises (with solutions included in the back of the book), and references and related readings. Margin notes help readers better understand LVMs and write their own R syntax. Examples using data from published work across a variety of disciplines demonstrate how to use R syntax for analyzing and interpreting results. R functions, syntax, and the corresponding results appear in gray boxes to help readers quickly locate this material. A unique index helps readers quickly locate R functions, packages, and datasets. The book and accompanying website at http://blogs.baylor.edu/rlatentvariable/ provides all of the data for the book’s examples and exercises as well as R syntax so readers can replicate the analyses. The book reviews how to enter the data into R, specify the LVMs, and obtain and interpret the estimated parameter values.

4 Lean enterprise: how corporations can innovate like startups / Owens, Trevor. 2014. New Jersey: Wiley. Call No - 658.5 OWE P4 Acc No - 47759

Even in a tough economic climate, the startup business community has found a way to create innovative, game-changing products in shockingly short timeframes. So why should larger, more established companies take notice? Because they have everything to gain when they examine and adopt the strategies, tools, and attitudes of these smaller competitors. The Lean Enterprise presents a groundbreaking design for revolutionizing larger organizations, one that draws on the ingenious tenets and practices espoused by the startup community. The guidelines in this book will help companies shake the lethargy, bureaucracy, and power struggles that plague large organizations and hold them back from true innovation. At the heart of this resource is a comprehensive, practical approach based on methods, timetables, compensation, financial investment, and case studies that reveal the startup mentality. Respected thought leaders in lean startup methodologies, the authors cover successful enterprise development, development innovation labs, corporate venture arms, and acquisition and integration of startups.


This Second Edition presents a practical and understandable approach that enhances and expands the statistical toolset for readers. This book includes new coverage of the sign test and the Kolmogorov-Smirnov two-sample test in an effort to offer a logical and natural progression to statistical power and SPSS (Version 21) software and updated screen captures to demonstrate how to perform and recognize the steps in the various procedures. Data sets and odd-numbered solutions provided in an appendix, and tables of critical values. Supplementary material to aid in reader comprehension, which includes: narrated videos and screen animations with step-by-step instructions on how to follow the tests using SPSS; online decision trees to help users determine the needed type of statistical test; and additional solutions not found within the book.


Statistics Explained is an accessible introduction to statistical concepts and ideas. It makes few assumptions about the reader’s statistical knowledge, carefully explaining each step of the analysis and the logic behind it. The book: i) provides a clear explanation of statistical analysis and the key statistical tests employed in analysing research data; ii) gives accessible explanations of how and why statistical tests are used; iii) includes a wide range of practical, easy-to-understand worked examples. This fully updated revision includes developments in statistical analysis, with new sections explaining concepts such as
bootstrapping and structural equation modelling. A new chapter - ‘Samples and Statistical Inference’ - explains how data can be analysed in detail to examine its suitability for certain statistical tests.

Call No - 65.012.122.2 SRI P4
Acc No - 47791

This book presents the essential concepts of operations research and engineering management in a structured manner. Starting with the basic functions of management - planning, organizing, leading and controlling - it introduces the reader to the process of strategic decision-making, covering the essentials of technological invention management, innovation and entrepreneurship, with ample examples of decision-making under certainty, uncertainty and risk conditions. It also exposes the reader to the fundamentals of managing projects and professional communication. In order to reinforce the theory used, practical case studies taken from relevant disciplines are introduced. For instance, case studies from the retail sector have been appended to the assignment problem, and cases related to traffic have been introduced for queuing formulation. The concept of game theory is discussed in greater detail with an introduction to topics such as incentive compatibility, Bayesian representations for different games, budget balance, auctions and a broad coverage of mechanism design. While a few of these problems have been solved in the book, a few others have been left unsolved to promote readers’ understanding. The mix of theoretical and practical examples reveals to the reader the underlying complexities and highlights the challenges entailed by field implementation.
1 Corporate social responsibility: readings and cases in a global context - 2nd ed. / Crane, Andrew; Matten, Dirk and Spence, Laura J. 2014. London: Routledge. 
Call No - 65:3 COR P4 
Acc No - 47819

As a relatively young subject matter, corporate social responsibility has unsurprisingly developed and evolved in numerous ways since the first edition of this textbook was published. Retaining the features which made the first edition a top selling text in the field, the new edition continues to be the only textbook available which provides a ready-made, enhanced course pack for CSR classes. Authoritative editor introductions provide accessible entry points to the subjects covered - an approach which is particularly suited to advanced undergraduate and postgraduate teaching that emphasises a research-led approach. New case studies are integrated throughout the text to enable students to think and analyze the subject from every angle. The entire textbook reflects the global nature of CSR as a discipline and further pedagogical features include chapter learning outcomes; study questions; ‘challenges for practice’ boxes and additional ‘further reading’ features at the end of each chapter. This textbook now also benefits from a regularly up-dated companion website which features a brand new ‘CSR Case Club’ presenting students and lecturers with further case suggestions with which to enhance learning; lecture slides; updates from the popular Crane and Matten blog, links to further reading and career sites, YouTube clips and suggested answers to study questions.

Call No - 343.352 ARN P4 
Acc No - 47719

The authors contend that in order to assess whether and how to regulate corruption, it is necessary to start with a thorough inquiry into the causes, institutional and social effects, and most of all, actual and potential economic and financial consequences of crimes. This, they argue, should inform and help shape a balanced legal and regulatory approach to corruption. Economic analysis is also the key to measuring the efficacy of current anti-corruption instruments, and in the light of this the book finds many existing legal counter-measures lacking. On the other hand, its assessment of new international instruments and their domestic implementation and enforcement, and the monitoring mechanisms embedded by certain international organizations, demonstrates a clear relationship between realistic economic analysis and effective solutions to the economic and legal problems posed by corruption. Offering a comprehensive legal study of corruption and grounded in economic analysis, this detailed book will appeal to scholars and researchers in crime and corruption, international public organizations and anti-corruption agencies.

3 Dynamics of spectrum management: legacy, technology, and economics / Prasad, Rohit And V. Sridhar. 2014. New Delhi: Oxford University Press. 
Call No - 654 PRA P4 
Acc No - 47969 - 70

This book covers the theoretical framework governing technology, and economics of spectrum. Examples derived from practices around the world are given to illustrate the underlying principles. Future technologies that enable use of spectrum spaces that have so far not been used are documented along with accompanying economic rationale and policy
prescriptions. The significant addition in this book is the illustration of the migration from the command and control regime of spectrum allocation to flexible methods and further towards the spectrum of the commons. The regulatory and policy implications are discussed, drawing parallels to practices around the world. The second part of the book is devoted to the spectrum management and policies in India, starting from the initial allocation in 1995 to the substantial controversies surrounding the first-come, first serve principle practiced during 2000s, to finally liberalization and auction of spectrum in 2012-13. The chapter on broadcast spectrum discusses the developments relating to digitization of terrestrial and satellite broadcasting and its implications for mobile services, including the release of digital dividend spectrum.

4 Economics of the family / Browning, Martin. 2014. New York: Cambridge.  
Call No - 392.5 BRO P4  
Acc No - 47726

The family is a complex decision unit in which partners with potentially different objectives make consumption, work and fertility decisions. Couples marry and divorce partly based on their ability to coordinate these activities, which in turn depends on how well they are matched. This book provides a comprehensive, modern and self-contained account of the research in the growing area of family economics. The first half of the book develops several alternative models of family decision making. Particular attention is paid to the collective model and its testable implications. The second half discusses household formation and dissolution and who marries whom. Matching models with and without frictions are analyzed and the important role of within-family transfers is explained. The implications for marriage, divorce and fertility are discussed. The book is intended for graduate students in economics and for researchers in other fields interested in the economic approach to the family.

Call No - 330.115 AIT P4  
Acc No - 47844

High-frequency trading is an algorithm-based computerized trading practice that allows firms to trade stocks in milliseconds. Over the last fifteen years, the use of statistical and econometric methods for analyzing high-frequency financial data has grown exponentially. This growth has been driven by the increasing availability of such data, the technological advancements that make high-frequency trading strategies possible, and the need of practitioners to analyze these data. This comprehensive book introduces readers to these emerging methods and tools of analysis. Yacine Aït-Sahalia and Jean Jacod cover the mathematical foundations of stochastic processes, describe the primary characteristics of high-frequency financial data, and present the asymptotic concepts that their analysis relies on. Authors also deal with estimation of the volatility portion of the model, including methods that are robust to market microstructure noise, and address estimation and testing questions involving the jump part of the model. As they demonstrate, the practical importance and relevance of jumps in financial data are universally recognized, but only recently have econometric methods become available to rigorously analyze jump processes.

6 Hub cities in the knowledge economy: seaports, airports, brainports / Conventz, Sven et.al. 2014. Farnham: Ashgate.  
Call No - 330.191.5 HUB P4  
Acc No - 47745

The overarching research topic addressed in this book is the complex and multifaceted interaction between infrastructural accessibility/connectivity of city-regions on the one hand and knowledge generation in these city-regions on the other hand. To this end, the book brings together chapters analysing how infrastructural accessibility is related to changing
patterns of business location of knowledge-intensive industries in city-regions. The chapters in this book specifically dwell on recent manifestations of and developments in the accessibility/knowledge-nexus, with a particular metageographical focus on how this materializes in major city-regions. In the different chapters, this shifting relation is broached from different perspectives (seaports, airports, brainports), at different scales (ranging from global-scale analyses to case studies), and by adopting a variety of methodologies (straddling the wide variety of methodological approaches currently adopted in human geography research). Researchers contributing to this edited volume come from different scholarly backgrounds (sociology, human geography, regional planning), which allows for a varied treatise of this research topic.

7 Informal economy in developing countries / Cling, Jean-Pierre et.al. 2015. London: Routledge. Call No - 330 INF P5 Acc No - 47749

This book aims to amend situation by presenting recent high level research which studies the informal sector and informal employment. Fresh research into this subject is presented through empirical analysis which covers Asia, Africa and Latin America. Each chapter relies on data and a detailed knowledge of the context of the countries studied in order to question the dominant schools of thought on the origins and causes of informality. The results provide interesting insights into the constraints faced by informal workers, the dynamics of the informal economy and its link with poverty issues. On the basis of the evidences provided by results adequate policies could be defined to address informality issues. The principal characteristics of the informal sector testify to some profound similarities between developing countries: low qualifications and the precariousness of jobs, mediocre incomes and working conditions, atomization of production units and lack of articulation with the formal economy, etc. This general statement does not contradict the observation that there is a high level of heterogeneity in the sector and in informal employment within each country, confirmed by several chapters in this work. In the absence of a sufficient number of job creations, the informal sector essentially constitutes a refuge for workers seeking and is here to stay in the short and medium term, even in emerging countries.


This title gets students working with the tools of modern microeconomics. Hal Varian, the chief economist at Google, took part in the economic revolution sparked by new forms of technology and commerce and integrates cutting-edge topics throughout the book in short, topical chapters. Students are introduced to a rigorous approach, with tools they can apply in the rest of their studies and throughout their careers.


This new and expanded edition builds upon the first edition’s powerful multi-perspective approach and breadth of coverage. A truly comprehensive introduction to sustainable development, it is designed specifically to allow access to the topic from a wide range of
educational and professional backgrounds and to develop understanding of a diversity of approaches and traditions at different levels. This second edition includes: i) a complete update of the text, with increased coverage of major topics including ecosystems; production and consumption; business; urban sustainability; governance; new media technologies; conservation; leadership; globalization and global crises; sustainability literacy and learning; ii) more examples from the Global South and North America, while retaining its unique coverage of first world countries; iii) a new chapter on Conservation with a focus on behaviour change and values.
1. **Entrepreneurial finance / Klionowski, Darek (ed). 2014. 4 V. London: Routledge.**
   Call No - 658.15 ENT P4  
   Acc No - 47729 - 32 (Ref)

   It is axiomatic that entities which bring together the factors of production play a vital role in any national economy. But, while entrepreneurial ventures may be a source of growth and innovation, they also face many challenges. In particular, access to finance can place particular constraints on a young firm’s ability to flourish and develop. Moreover, entrepreneurial firms are often operated in a haphazard manner; their internal processes are unsystematic. Planning, forecasting, and budgeting processes are either not well developed or, in some cases, non-existent. Now, to help advanced students and researchers make sense of an enormous—and growing—corpus of scholarship and practical thinking on the principles that underpin entrepreneurial finance, and the many associated issues and controversies that this topic generates. Furnished with a comprehensive introduction, newly written by the editor, which places the assembled materials in their historical and intellectual context, *Entrepreneurial Finance* is an essential collection, and is certain to be recognized as a vital one-stop resource.

   Call No - 338.93 BAR P4  
   Acc No - 47975

   Entrepreneurs are, in essence, individuals who take action to convert their ideas into reality. Doing so involves completing many steps; Robert Baron describes these steps, and provides guidance for performing them successfully. To do so, he incorporates several features: i) the information presented is based on current evidence, rather than 'informal knowledge' or comments of specific entrepreneurs; ii) the focus is primarily on the essentials – the issues and topics most central to the field; iii) the book does not assume extensive knowledge of basic management disciplines, and so is accessible to readers with a wide range of backgrounds.

   Call No - 338.93 KSH P4  
   Acc No - 47839

   This title provides a window into the economic, political, cultural, geographical, and technological environments that affect entrepreneurs as they exploit opportunities and create value in economies across the world. The book begins with a discussion of the theories, concepts, indicators, and measurements that impact entrepreneurship differently in different regions. From there, it offers helpful insights into global variations in entrepreneurial ecosystems and finance. Kshetri methodically examines entrepreneurship patterns in diverse economies through the lenses of economic system, political system, culture and religion, and geography (both by country and continent). *Global Entrepreneurship* offers case studies at the end of each chapter illustrating concepts learned, as well as three detailed cases in an appendix for broader reflection. The book also includes
online data resources, and international business planning support, making it a valuable resource for students in entrepreneurship, and international business classes.

4 **Handbook of research on entrepreneurship: what we know and what we need to know / Fayolle, Alain (ed). 2014. Cheltenham: Edward Elgar.**

*Call No - 338.93 HAN P4 Acc No - 47739 (Ref)*

This handbook offers a fresh look at entrepreneurship research, addressing what we already know, and what we still need to know, in the field. Over the course of 17 chapters, a collaboration of 24 highly regarded researchers, experts in their fields, provide an insightful new perspective on the future of the study of entrepreneurship. They show that there is a need to redesign research in the field - enacting entrepreneurship out of the box - and to consider the history of entrepreneurship whilst developing the future course for research. They also underline the importance of developing research at the crossroads of different fields and the need to explore new domains and/or revisit existing ones from differing perspectives. Finally, they express a desire for more continuity in research, developing knowledge around key concepts and insightful domains.

5 **Handbook of research on small business and entrepreneurship / Chell, Elizabeth and Karatas-Ozkan, Mine (ed). 2014. Cheltenham: Edward Elgar.**

*Call No - 338.93 HAN P4 Acc No - 47741 (Ref)*

This handbook focuses on behaviour, performance and relationships in small and entrepreneurial firms. It introduces a variety of contemporary topics, research methods and theoretical frameworks that will provide cutting edge analysis, stimulate thought, raise further questions and demonstrate the complexity of the rapidly-advancing field of entrepreneurship. With an extensive introduction, logical sequencing and a collection of interesting and original contributions from across the globe, the Handbook commences with two thought-provoking chapters, which raise issues of theoretical framing and highlight the importance of paradigm choice, methodology and method. After considering different disciplinary approaches to entrepreneurship and small business, various issues are raised about entrepreneurship education and learning and the application of entrepreneurship to various sectors and sectional interests. For example, what conceptual framework is available for entrepreneurs and small businesses? How does innovation relate to entrepreneurship and small business behaviour? And what evidence is there of the links between better performing firms and effective learning? These issues are debated before the authors consider the future application of entrepreneurship research to different sectors.

6 **Innovation governance: how top management organizes and mobilizes for innovation / Deschamps, Jean-Philippe. 2014. San Francisco: Jossey-Bass.**

*Call No - 6.001.5 DES P4 Acc No - 47750*

Innovation governance is a hot topic in the business world. In a fast-paced business environment, the ability of corporate leaders to build purpose, direction, and focus for innovation is more important than ever. In this book, the authors provide a framework for encouraging and focusing innovation by explaining what innovation governance is, the various models for governance and their advantages and disadvantages, how to assess and improve governance practices, and behavioral tactics for maximizing the effectiveness of governance. It offers guidance for everyone from the boardroom through senior management, illustrating effective governance models with real case studies from a range of companies in the United States and Europe. It addresses an important yet underappreciated skill for CEOs, board members, and top management and features real-world examples and
case studies from a variety of business from around the world. It is written by an author team with hands-on experience in the subjects of innovation management, organizational learning, innovation leadership, organizational behavior, and individual leadership and teamwork.

7  Innovator's field guide: market tested methods and frameworks to help you meet your innovation challenges / Skarzynski, Peter. 2014. San Francisco: Jossey-Bass.  
   Call No - 6.001.5 SKA P4  
   Acc No - 47752

It is well recognized that succeeding at innovation is fundamental in today's hyper-competitive global marketplace. It is the only way to outperform current and emerging competitors sustainably. But what we call “innovation” is messy and difficult and too often lacks the rigor and discipline of other management processes. The Innovator's Field Guide: Market Tested Methods and Frameworks to Help You Meet Your Innovation Challenges changes that. It is a practical guide that moves beyond the “why” to the “how” of making innovation happen, for leaders and practitioners inside organizations of all sizes. Written by two pioneers in the field of embedding innovation in organization, The Innovator's Field Guide focuses on the most pressing innovation problems and specific challenges innovation leaders will face and offers concrete solutions, tools, and methods to overcome them. Each chapter describes a specific innovation challenge and details proven ways to address that challenge and includes practical ideas, techniques, and leading practices. Any leader or professional who needs concrete solutions—right now—to the critical challenges of innovation will find invaluable aid in the practical, easy-to-understand, and market-tested approaches of The Innovator's Field Guide.

8  Management innovation: antecedents, complementarities and performance consequences / Hervas-Oliver, Jose-Luis and Peris-Ortiz, Marta. 2014. Heidelberg: Springer.  
   Call No - 6.001.5 MAN P4  
   Acc No - 47764

The concept of organizational innovation encompasses the introduction of new administrative organizational and managerial activities, although currently it is accepted that these terms overlap. There are two different kinds of organizational innovation, usually inter-related: structural innovations (organizational arrangement and the division of labour within it) and managerial innovations (the way a firm organizes its activities or its personnel). Based on papers from the Organizational Innovation and its Background, Consequences and Technological Complementarities Performance Conference, this volume contributes to the organizational and innovation literature by providing insights on the antecedents of the adoption of management innovation; exploring the complementary roles of management and technological innovation; addressing the performance consequences of management innovation adoption with and without technological innovation; and discusses management innovation using the resource based view, thus enriching that theoretical approach.

   Call No - 338.93 GUO P4  
   Acc No - 47787

Social entrepreneurship is a hot topic in public and non profit management. Organizations everywhere are looking for innovative ways to respond to financial, social, and regulatory pressures. The next generation of transformative leaders will be risk takers who know how to face even the biggest challenges using market-driven strategies that get results. This book contains everything students and professionals need to know about the cutting-edge practice of social entrepreneurship. In this title, one will learn how to read markets and environments to identify opportunities for entrepreneurial activity. Then, the authors show to convert opportunities into successful ventures: one-time initiatives, ongoing programs and new, mission-driven organizations are all covered. Sector-specific strategies and
recommendations guide readers directly to the techniques that will have the biggest impact. Authors Guo and Bielefeld have been instrumental in advancing the study of social entrepreneurship, and they understand the trends and currents in the field. They bring readers up to date and ready them to begin implementing changes that really make a difference. In non-profits and government, leadership is already becoming synonymous with social entrepreneurship, and this book is its foundation.

    Call No - 338.93 NEC P4  Acc No - 47974

Teaching Entrepreneurship moves entrepreneurship education from the traditional process view to a practice-based approach and advocates teaching entrepreneurship using a portfolio of practices, which includes play, empathy, creation, experimentation, and reflection. Together these practices help students develop the competency to think and act entrepreneurially in order to create, find, and exploit opportunities of all kinds in a continuously changing and uncertain world. Divided into two parts, the book is written for those educators who want their students to develop a bias for action and who are willing to explore new approaches in their own classrooms. A set of 42 exercises with detailed teaching notes is also included to help educators effectively teach the practices in their curriculum. Entrepreneurship educators will find a great deal of useful knowledge in this volume, which provides relevant, targeted exercises for immediate application in the classroom.
   Call No - 657.37 TAN P4
   Acc No - 47699

The Asian region, and particularly China, is becoming a hotbed of investment activity. There have been quite a few accounting scandals in Asia in the recent years – now rivaling those we have seen in the Americas and Europe. Assessing potential or active overseas investments requires reliance on financial statements, the full parameters of which may vary from region to region. To effectively analyze statements, it is necessary to first understand the framework underlying these financial statements and then lay out a protocol for detecting irregularities. It’s impossible to create and implement a practical plan without a deeper knowledge of the various factors at play. Asian Statement Analysis: Detecting Financial Irregularities provides a framework for analysis that makes irregularities stand out. Authors Chin Hwee Tan and Thomas R. Robinson discuss international financial reporting standards, including characteristics particular to the Asian region. Tan and Robinson's combined background in academia and Asian finance give them a multi-modal perspective and position them as top authorities on the topic.

   Call No - 343.5 HUS P4
   Acc No - 47803

Corporate fraud is unlike any other risk that an organisation has to manage. It requires us to believe that one can be deceived by individuals that we know, trust and do business with - one of life's 'inconvenient truths'. So, we often choose to believe many of the myths that prevail: 'our people would not commit fraud'... 'fraud couldn't happen to us, we're a stable organisation'... 'we would know quickly if it happened, we watch the vulnerable areas'. The fact is that people are driven by complex motivations and fraudsters exploit opportunities and gaps in the fabric of their organisation, particularly during times of change. Notable cases include Bernard Madoff's $65 Billion fake Ponzi Scheme, and the Libor manipulation by Barclays who were consequently fined £450 million. To spot a fraud early relies on looking at the organisation through a different lens that brings the fraud trail into focus - you have to think like a fraudster, know what you are looking for and develop practical anti-fraud strategies. There are relatively few truly unique fraud schemes, but the nature of the trail and details change with economic development, advances in technology, and the emergence of new business models. Drawing on the practical experiences of fraud investigators from across the world, in this book we provide perspectives to help you identify the many guises of the 'fraud trail' - taking into account cultural, technological and social factors. Through stories of ordinary and extraordinary frauds and fraudsters and those that have investigated them, we will provide a 'fraud lens' - helping you to protect your organisation and spot the warning signs before a small problem becomes a huge fraud which could threaten its future.

   Call No - 658.167 DRE P4
   Acc No - 47720

Crowdfunding has gained considerable traction over the last few years. By combining the Internet/social media with equity-based financing, it is poised to usher in a new asset class
that will change how early stage and small business financing transactions are consummated. Author Steven Dresner, Founder and CEO of Dealflow.com, understands the nuances of how crowdfunding can help companies gain much needed access to capital, and now he shares those insights with you. Engaging and informative, this book will serve the needs of a global audience comprising entrepreneurs, financiers, and other professionals. It skillfully addresses the market dynamics that are catapulting crowdfunding into the mainstream and explores essential issues ranging from planning an online campaign, post-transaction management, and business planning to securities law and tax issues. Crowdfunding affords start-ups and other smaller businesses better access to capital via the Internet/social media. It also allows an investor of any size to back a business of their choosing. This new book will show you what this process entails and how it can benefit everyone involved.

4 Exploration and exploitation in early stage ventures and SMEs / Stettner, Uriel; Aharonson, Barak S. and Amburgey, Terry L. 2014. Bingley: Emerald. Call No - 658.115 EXP P4 Acc No - 47733

This volume seeks to enhance our understanding of the implications of Exploration and Exploitation in early stage ventures and SMEs. The various contributions explore how organizations engage the general paradox of having to balance their exploration and exploitation activities. The paradox may intensify in such firms as they generally lack an abundance of resources and capabilities drawing them away from balancing these activities and towards either exploration or exploitation. Despite a growing body of research on exploration and exploitation, scholars have tended to study the phenomena from a narrow prospective mostly within larger, well-established organizations. However, it is still far from oblivious how top management within small-to-medium sized enterprises (SMEs) are to address the liability of newness and seek access to resources and capabilities relevant for the pursuit of exploration and exploitation. Resource sourcing and allocation decisions are particularly critical in SMEs and must be aligned with the firm’s fundamental strategies intent and growth model. For examples, organizations following a stage-model by first developing a domestic market and then expanding globally will requires different bundles of resources and capabilities than organizations that are designed to conquer the global arena.


This title is now the standard text for explaining the implementation of financial models in Excel. This edition maintains the “cookbook” features and Excel dependence that have made the previous editions so popular. As in previous editions, basic and advanced models in the areas of corporate finance, portfolio management, options, and bonds are explained with detailed Excel spreadsheets. Sections on technical aspects of Excel and on the use of Visual Basic for Applications (VBA) round out the book to make Financial Modeling a complete guide for the financial modeler. The new edition of Financial Modeling includes a number of innovations. A new section explains the principles of Monte Carlo methods and their application to portfolio management and exotic option valuation. A new chapter discusses term structure modeling, with special emphasis on the Nelson-Siegel model. The discussion of corporate valuation using pro forma models has been rounded out with the introduction of a new, simple model for corporate valuation based on accounting data and a minimal number of valuation parameters.

The book deals with the concept of Heavy Work Investment (HWI) recently initiated by Snir and Harpaz. Since its introduction, the interest in the general HWI model has increased considerably. The book illustrates the development of HWI conceptualization, theory, and research. It deals with the foremost HWI subtype of workaholism. However, it also compares workaholism as a "negative" HWI subtype with work devotion/passion/engagement, as a "positive" HWI subtype. Most importantly, it addresses HWI in general, including its possible situational subtypes. In view of Snir and Harpaz’s claim that the study of situational heavy work investors is relatively scarce, this certainly constitutes a promising step in the right direction. Finally, it deals with timely and important topics examined by prominent international researchers on Heavy Work Investment and such issues as: personality factors of workaholism, work-life balance, cross-cultural similarities and differences in HWI, work addiction and technology, HWI and retirement, and intergenerational similarity in work investment.

Call No - 332.1 CHE P4 Acc No - 47753

The financial crisis that began in 2007 exposed many flaws in modern financial practice and highlighted much need for change. Key among those needs is a way of understanding how and why banks fail or succeed. Integrated Bank Analysis and Valuation provides readers with a practical guide to the ROIC for Banks methodology - one of the few ways of both understanding what makes a bank tick and getting a fundamentally robust indication as to how much a bank is worth. It provides all the necessary tools for use in the real environment of investment banking to analyse banks results, evaluate strategic options and assess regulatory changes - with an eye towards whether a bank is creating or destroying value. Up-to-date case studies of ten of the world's largest banks show how integrated ROIC analysis and valuation works in practice, and the accompanying website features ROIC spreadsheets for each of these banks, so that each step of analysis and valuation can be explored in detail.

Call No - 332.67 MOR P4 Acc No - 47754

This title provides an abundance of evidence for adapting a rules-based approach to investing by offering something most avoid, and that is to answer the “why” one would do it this way. It explains the need to try to participate in the good markets and avoid the bad markets, with cash being considered an asset class. The book is in three primary sections and tries to leave no stone unturned in offering almost 40 years of experience in the markets. Part I - The focus is on much of the misinformation in modern finance, the inappropriate use of Gaussian statistics, the faulty assumptions with Modern Portfolio Theory, and a host of other examples. The author attempts to explain each and offer justification for his often strong opinions. Part II - After a lead chapter on the merits of technical analysis, the author offers detailed research into trend analysis, showing how to identify if a market is trending or not and how to measure it. Further research involves the concept of Drawdown, which the author adamantly states is a better measure of investor risk than the oft used and terribly wrong use of volatility as determined by standard deviation. Part III - This is where he puts it all together and shows the reader all of the steps and details on how to create a rules-based trend following investment strategy. A
solid disciplined strategy consists of three parts, a measure of what the market is actually doing, a set of rules and guidelines to tell you how to invest based upon that measurement, and the discipline to follow the strategy.

Call No - 658.15 AND P4 Acc No - 47863

This book promotes good risk governance and risk management practices to corporate managers, executives, and directors wherever they operate around the world. The major corporate scandals have their roots in governance failure pointing to the link between risk governance and good performance outcomes. This topic is timely and of interest both to the academic community as well as to practicing managers, executives, and directors. The volume focuses on contemporary risk leadership issues based on recent research insights but avoids excessive technical language and mathematical formulas. The book is framed around the challenges imposed on executives and directors in dealing with an increasingly complex and unpredictable world. This requires a new risk leadership focus that not only avoids the downside risks but also considers ways to exploit the upside potential offered by a dynamic environment. The underlying logic is built on the principles of financial economics where benefits derive from reducing bankruptcy costs and increasing future cash inflows. This provides a stringent framework for analyzing the effect of different risk management actions and behaviors in effective risk-taking organizations. Hence, the book addresses the potential for upside gains as much as the threats of downside losses that represent the conventional risk perspectives. It states the simple fact that you must be willing to take risk to increase strategic responsiveness and corporate maneuverability. The text builds the arguments in logical steps explicating relevant techniques and practices along the way that invite to immediate applications and practical thinking.

10 Valuation: the market approach / Bernstrom, Seth. 2014. Chichester: Wiley.
Call No - 658.15 BER P4 Acc No - 47799

The market approach aims to establish the value of a company based on how similar firms are priced on the stock exchange or through company transactions. Using the market approach, price-related indicators such as price to earnings, sales and book values are utilised. An ever-present problem however, is that different valuation multiples and valuation methodologies tend to provide the analyst with contradictory outputs. The solution to this problem so far has been to claim that the market approach is more art than science, thus providing the analyst with the freedom to alter the multiples at their own discretion to reach a uniform value or range. Valuation: The Market Approach puts an end to this problem, providing the reader with a rational scientific based understanding and the necessary tools to perform a sound market approach valuation, or if reviewing such valuations, provide the tools to challenge the work of the arts based senior experts.
Call No - 65.012.3 WOR P4  
Acc No - 47696

What does it take to guarantee success and profitability over time? Authors Christopher G. Worley, a senior research scientist, Thomas D. Williams, an executive advisor, and Edward E. Lawler III, one of the country's leading management experts, set out to find the answer. In The Agility Factor: Building Adaptable Organizations for Superior Performance the authors reveal the factors that drive long-term profitability based on the practices of successful companies that have consistently outperformed their peers. Of the 234 large companies across 18 industries that were studied, there were few companies that delivered sustained performance across the board. The authors found that across industries, the most successful companies were not the "usual suspects" found in the media, but companies who possessed a quiet agility that allowed them to quickly perceive and respond to changes so that they could continue to grow. Agility gives organizations the ability to adapt to fluctuations in the environment, test possible responses, and implement changes quickly. This book offers specific, research-based case studies to help organizational leaders use agility to achieve sustained profitability and performance while also becoming more adaptable to a changing marketplace.

Call No - PAR/CKP P4  
Acc No - 47966

Many give us knowledge, some inspire us, but very few spur us to dream big. This book relives late Professor C K Prahalad’s dream life - from a boy who studied in a Tamil-medium school among the poor in Coimbatore, and went on to do MBA at IIM Ahmedabad, a doctorate at the Harvard Business School and sat on the boards of several large global corporations. Yet, this is not a biography. It is a melange of untold stories of the profound impact CK had on global and Indian business leaders, CEOs, executives, students and teachers and while doing so, looks at the timeless lessons he left behind for future generations. This book is for those who get excited and inspired by how path-breaking ideas and deep insights on leadership, strategy and behaviour change the way we run our lives and businesses. It’s for those who believe that the world’s most difficult problems like poverty can be addressed by asking simple questions and finding innovative solutions for solving them. Readers will find rare and riveting stories of how CK transformed the mindsets of frightened Indian business leaders after 1991 reforms into formidable global players. Just as fascinating is to learn how he also greatly influenced the direction and growth of India’s information technology sector. To those who have heard CK talk and have read his books, he seemed tough and distant. This book demystifies the man and makes him eminently approachable.

Call No - 65:301.172.6 MUR P4  
Acc No - 47904

Inspiring leaders make us want to achieve more. They persuade us to their cause, win our active support, help us to work better together and make us feel proud to be part of the teams they create. So if we want to be better leaders ourselves, how do we communicate in a way that inspires? What do we need to think about when framing our own leadership
communication? Communicate to Inspire is an essential manual for any aspiring leader, answering these key practical questions. Kevin Murray presents a model that charts the leadership process and draws stories from the years of experience he has had coaching top leaders from a wide range of organizations. He examines and analyzes some of the key successes (and failures) in leadership and provides a unique and successful model for developing your own leadership skills.

Call No - 65:301.172.6 CAM P4  Acc No - 47714

This book serves as the key source for understanding the Competing Values Framework, one of the most widely used and highly cited frameworks in the world. The authors, who have been at the foundation of developing, applying and studying this framework for over three decades, explain how it helps foster successful leadership, improve organizational effectiveness and promote value creation. It would be unusual for a framework as powerful and predictive as the Competing Values Framework to remain unchallenged and absent of criticism. In addition to updating the examples and references, this second edition provides a new chapter motivated by recent criticisms of the framework. In this chapter, the authors address these concerns and provide empirical evidence of the continuing effectiveness of the model. This book is widely applicable to a number of fields, including financial strategy, culture change, human resource management, leadership roles, and organizational change. Both academics and business leaders will find it to be an illuminating and useful reference.

Call No - 65.012.403 MUK P4  Acc No - 47818

Worldwide, organizations invest heavily on their employees to enhance their capabilities and manage growth and build competitive advantage. Through a comprehensive approach, Corporate Coaching shows how organizations can use coaching as a development tool to improve the effectiveness of employees at all levels of management. This book focuses on how to improve individual and organizational performance using coaching, develop the leadership pipeline and evolve a coaching culture. The book is a 'How To' guide for corporate coaching, written primarily for human resource and learning and development professionals. It will help readers understand the nuances of corporate coaching and make better decisions in introducing coaching as an intervention for organization development. Sponsors or decision makers of coaching intervention can use the methods given in this book for measuring the return on coaching investment and evaluating the effectiveness of corporate coaching.

Call No - 658.3 PEA P4  Acc No - 47721

Collectively, your workers are your company's most important and most valuable asset. To make the most of this asset, nothing beats quantitative performance and investment measurement. Learning and Development is an 80 billion-dollar industry, and every valuable employee represents a sizable investment on the part of your company. To keep your business moving forward, effective management of human capital is crucial. It generates plenty of data, and deep analysis of this data helps you provide feedback and make adjustments to capitalize on the combined knowledge, skills, and creativity of your workers. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments provides a guidebook for collecting, organizing, and analyzing the data surrounding human capital so you can make the most of your
employees' potential. Authors Gene Pease, Bonnie Beresford, and Lew Walker provide case studies in which major companies applied human capital analytics to guide people decisions, and expand upon the role of analytics in Learning and Development. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments is an essential guide to 21st century human resources and management practices, and can keep you from squandering your company's most valuable resource.

Call No - 658.3 DEV P4  Acc No - 47722

This book describes the historical development of human resource management (HRM) in seventeen countries around the world. The chapters, written by national experts, describe the origin of HRM in the late 19th - early 20th century and its evolution and development as a business practice to the present day. Offering a comprehensive cross-disciplinary perspective, the chapters discuss the economic, political and social factors that shaped HRM in each country, including the role of national labor movements and labor law regimes. The authors also provide an examination of HR practices and systems within firms, starting with rudimentary hiring and compensation a century ago, progressing to personnel and industrial relations programs in the last century, and culminating in modern human resource management practices today, including strategic high-performance systems. This unique book is the first to identify the commonalities and differences in HRM both across nations and over time. A book with real international appeal, 'The Development of Human Resource Management Across Nations' will interest researchers, students and practitioners involved with management, industrial relations, labor economics, organizational behavior and employment law.

Call No - 658.3 HER P5  Acc No - 47723

Diversity in Organizations argues that ensuring a diverse workforce composition has tangible benefits for organizations. Rather than relying on touchy-feely arguments, Herring and Henderson present compelling evidence that directly links diversity to the bottom line. Readers will learn: i) How and why diversity is related to business performance; ii) The impact of diversity training programs on productivity, business performance and promotions; iii) The biggest mistakes in diversity management, and how to avoid them; iv) What can be done to make diversity initiatives more effective and politically palatable; v) How to measure success in diversity initiatives in rigorous, non-technical ways to achieve desired results Presented accessibly, without shying away from the contentious aspects of diversity, the book also provides concrete advice and guidance to those who seek to implement diversity programs and initiatives in their organizations, and to make their companies more competitive. Students taking classes in diversity, human resource management, sociology of work, and organizational psychology will find this a comprehensive, helpful resource.

Call No - 658.31 AYL P4  Acc No - 47825

This title is a guide to the fundamental principles of employee relations. Tailored to the needs of practitioners it offers a complete overview of the field strongly aligned to the organizational and HR strategy and objectives. Using a combination of practical tools, assessments, scenarios and case studies from best practice it will build your knowledge of the area from understanding the labour market and the employment relationship to trade unions and international governing bodies. The book covers key areas such as conflict and dispute resolution, dismissal and redundancy, rights, ethics and much more. Aligning
effective employee relations with strategic objectives this book will equip you with the skills you need to plan, implement and assess relations in any type of organization.


   Call No - 347.998.4 WAI P4  
   Acc No - 47728

This handbook offers a comprehensive guide to bringing and defending a claim in the employment tribunal covering every stage from pre-action procedure and protocols through to conducting the hearing itself. It is a step-by-step guide and includes worked examples throughout to aid clarity and ease of comprehension. It also includes all relevant developments in case law since the previous edition. It includes coverage of: i) Reforms to the employment tribunal rules as proposed by Mr Justice Underhill; ii) The Enterprise and Regulatory Reform Bill; iii) Miscellaneous reforms, most importantly the introduction of fees for the filing of a Tribunal claim, changes to whistleblowing laws and the introduction of employee-shareholder (where the employee waves certain employment rights); iv) Pro bono representation and organisations; v) Direct Access (access to specialist barristers without using a solicitor); vi) Detailed guidance on the tribunals' and government's increasing emphasis on awards of costs in employment tribunals.


   Call No - 65.012.3 EMP P4  
   Acc No - 47826

This title prepares students to successfully engage in organizational change practice. The editors focus on “low power actors” - students, line staff, volunteers, clients, social workers - who can utilize their experience and knowledge gained from client and community interaction to initiate broadscale change. These workers are often the most informed about the clients’ needs and are well positioned to collaborate with clients, constituents, supervisors, and managers in ways that can empower everyone. The contributing authors provide extensive case examples of real-life organizational change instituted by low-power actors that demonstrate the theories discussed throughout the book. They then go on to discuss strategies to assess the structural characteristics of agencies, organizational culture, and empowerment. This book also covers present force field analysis as an assessment framework to help promote change within human service agencies at the client service level.


   Call No - 65:301.172.6 HOB P4  
   Acc No - 47735

A new generation of workers is forcing employers to rethink the workplace. Generation Y, or Millennials, bring new ideas, innovation, and energy as they enter the workforce AND their expectations and demands are unique. In Gen Y Now, top team leadership gurus Buddy Hobart and Herb Sendek explore all the myths about this up and coming generation and show you how Millennials can be your most creative, motivated, and loyal employees. This book goes from demographic research to concrete practice, explaining that Generation Y is more than we’ve been led to believe. They value authenticity flexibility, and recognition. Using the strategies in Gen Y Now, you can hire and retain these demanding workers, and the payoffs could be huge. There are 80 million Millennials, and they are transforming the modern workforce. Your organization stands to gain from Gen Y
employee engagement—if you know how to achieve it. *Gen Y Now* contains the leadership strategies you need to manage and motivate the Millennial generation.


   *Call No - 658.386 GLO P4 Acc No - 47736* 

This book bridges the research and practice of global talent management. It opens important theoretical and practical avenues to understand the concept internationally while focusing on developing and emerging countries. Chapters derive from various geographic regions and embrace cross-national, comparative, and interdisciplinary perspectives. An open and inclusive approach is used in assessing the challenges of global talent management, strategies to overcome these challenges, and in charting opportunities for future talent management. These three dimensions are crucial to academic researchers and business practitioners for envisioning a positive future role of talent management in businesses and societies.


   *Call No - 658.3.018 RAO P4 Acc No - 47850* 

Human capital is an essential component of the market value as well as brand value of every organization. *HRD Audit* presents the first-ever comprehensive approach to evaluating and re-designing human resource development (HRD) function and interventions, and maximizing their contribution to business goals and human capital formation. A unique feature of the book is the HRD Score Card approach that organizations can use to assess and benchmark their level of HRD and its alignment with business goals. The second edition is thoroughly updated and revised to cater to the needs of current practitioners and students. It aligns the chapters with the HRD Score Card 2500, which itself is based on the first edition of *HRD Audit* and developments thereafter.


   *Call No - 658.3 ZIE P4 Acc No - 47746* 

The demise of communism in 1989 in eastern Europe, followed by the break-up of the Soviet Union and the spectacular rise of China and India in the 1990s, brought about a new world order. In eastern Europe communism not only caused large-scale impoverishment and technological slowing, but also signified managerial wastefulness and disregard for employee voice. Yet, since the collapse of the old system, 25 years has passed and things have dramatically improved. Crucially, much has changed in the workplace: a transfer of modern HRM thought led to a shift in the way employees were treated. *Human Resource Management in Emerging Economies* explores - by means of qualitative and quantitative research methods - the problematic of human resource management in post-communist emerging economies. It also focuses on such interrelated issues as privatisation, trade-unionism, corporate social responsibility, work-life balance and senior employment. The book adopts a multidisciplinary perspective, referring to theories and concepts associated with management,
economics, occupational psychology and sociology. Moreover, it contextualises the discussion by including a politico-historical background, and substantiates its claims with findings from empirical research.

Call No - 658.3 HUM P4 
Acc No - 47747

This volume places social innovation between human resource management (hrm) and technology. There is a growing acceptance of the theory that HRM is strategically important for social innovation within organisations. To meet the requirements of globalization, diversity, “war for talent”, and fast technological developments, HRM should allow a greater amount of flexibility and innovation in their policies and practices. In order for this to happen, however, HRM needs to be modernised by replacing inefficient and unsustainable HR practices and forms with flexible, sound, and pioneering ones, crossing inter and intraorganizational boundaries. Built within the Social Innovation research tradition, this volume views innovation of HRM from two ends of one continuum: At one end, HR practices and policies should be designed to support innovative organizational members, the creation of new ideas, an innovative organizational climate, and enlargement of the innovation capacity of organizations. At the other end, the HRM function evolves through applying new structures and new channels for delivery of the HR practices, and through involving new agents in the management of Human Resources.

Call No - 65:301.172.6 TEM P4 
Acc No - 47757

Training for frontline managers and supervisors is being ignored as a business improvement tactic at the worst possible time. As management jobs become increasingly complex, we continue to be inundated with the latest methods for improving job performance, along with less time to sort through all this information. Focused on interpersonal management skills, this title explains what it takes to improve how you communicate and relate to your employees, customers, and bosses. It presents 25 chapters grouped into four categories: Personal Effectiveness, Leadership, Communication, and Your Career. After reading this book, one will better understand: i) How to deal with information overload; ii) The best ways to manage during tough times; iii) How to handle difficult co-workers; iv) How to run more effective meetings v) The basics of giving and receiving feedback; vi) How to manage your career more effectively. Each chapter dissects a different management skill and concludes with a list of bullet points to help you take action immediately.

Call No - 65:301.172.6 BRE P4 
Acc No - 47758

This volume presents evidence-based ideas on all three converging forces to suit an array of individuals and their organisations. The volume is rich with evidence, detail and case studies that the reader can draw upon and apply to their own situations. Defining exactly what is leadership has been a persistent problem for researchers and theorists. Discovering how to generate or develop leaders likewise has been a difficult challenge over the years in all walks of life. Written by an academic, executive and coach, the author focuses on three important converging aspects: leadership, followership and coaching. A focus on leaders is disproportionate to what actually occurs within most organisations especially the relationship between the leader and the followers. That leadership is tantamount with being
in control of a situation is challenged, together with the belief that leadership capability is primarily shaped in line with a set of success criteria. The coach plays a significant part in this process although rarely visible.

Call No - 65:301.172.6 REF P4  Acc No - 47858

Political Intelligence (PQ) is a new leadership requirement that will allow governments and businesses to build relationships and work together in a new and more effective way. Successful leaders have built the capability to interact strategically in a world where government and business share power to shape the future. Leadership PQ explains why political intelligence is now a critical leadership requirement; presents exclusive case studies and interview material to demonstrate the impact of PQ in action; and provides practical advice to on how to develop it by effectively navigating the Golden Triangle of business, government and society.

Call No - 658.386 PAG P4  Acc No - 47859

Learning and Development is a complete guide to the fundamental principles of training and L&D. Tailored to the needs of HR and L&D practitioners, it offers a comprehensive overview of the field strongly aligned to organizational and HR strategies and objectives. Using a combination of practical tools, assessments, scenarios and case studies, this essential handbook will build your knowledge of the area - from diagnosing L&D needs and types of intervention and development categories, to assessment and training evaluation. Aligning learning and development with strategic objectives, it will equip you with the skills you need to implement a successful L&D strategy in any type of organization.

Call No - 331.5 MAN P4  Acc No - 47763

Over the past two decades the use of flexible employment relations has increased in most developed countries. The growth of temporary agency work constitutes a significant component of this development. Organizations are now facing the challenges of managing a ‘blended workforce’, i.e. a workforce consisting of both direct hires and contractors. At a time when Europe, as well as the rest of the world, is facing enhanced global competition and a severe labor market crisis, an understanding of temporary employment practices becomes all the more acute. With the evolution of the use of agency work in the Western world over the past decade, the chapters in this volume show how a focus on the management and organization of temporary agency work can be helpful to see possibilities and pitfalls for the use of temporary employment in the wake of changed employment practices and challenges to labor market stability and welfare structures. Together, the new case studies presented in this volume provide a wide scope of analysis of the organization and management of temporary agency work,
offering a much-needed contribution to the discussion of issues and priorities that guide and shape organizational practices today. Its particular uniqueness lies in the empirical richness and variety of local case studies and the way in which these are related to wider policy aims, ideological shifts, and the dynamics of organizational practice, with a particular focus on the organization and management of ‘blended workforces’.

22 Manager: inside the minds of football’s leaders / Carson, Mike. 2013. London: Bloomsbury.
Call No - 653.01.172.6 CAR P3
Acc No - 47765

From the post room to the board room, everyone thinks they can be the manager. But how do you manage outrageous talent? What do you do to inspire loyalty from your players? How do you turn around a team in crisis? What’s the best way to build long-term success? How can you lead calmly under pressure? The issues are the same whether you’re managing a Premier League football team or a FTSE 100 company. Here, for the first time, some 30 of the biggest names in football management reveal just what it takes. With their every act, remark, and success or failure under constant scrutiny from the media and the fans, these managers need to be the most adroit of leaders. In The Manager they explain their methods, offer lessons they’ve learned along the way, and describe the decisions they make and the leadership they provide. Each chapter tackles a key leadership issue for managers in any walk of life and, in their own words, shows how the experts deal with the challenges they face in an abnormally high-pressure environment. Offering valuable lessons for business leaders and fascinating behind-the-scenes insights for football fans, The Manager is an honest, accessible and unprecedented look at the day-to-day work of these high-profile characters and the world of top-level football management. Featuring: Roy Hodgson, Carlo Ancelotti, Arsène Wenger, Sam Allardyce, Roberto Mancini, José Mourinho, Brendan Rodgers, Harry Redknapp, Sir Alex Ferguson, Walter Smith, Mick McCarthy, Gerard Houllier, Tony Pulis, Martin O’Neill, Neil Warnock, Howard Wilkinson, Kevin Keegan, Dario Gradi, Andre Villas-Boas, David Moyes, Alex McLeish, Hope Powell, Martin Jol, Glenn Hoddle, Chris Hughton, David Platt, Paul Ince, and George Graham.

Call No - 658.3 HAS P4
Acc No - 47766

In a global economy full of multinational firms, international human resource management (including expatriation, career management, and talent management) is a growing topic in the business and management literature and in universities. A thorough understanding of the adjustment of expatriates to their new environment is critical not only for selection and preparation of potential expatriates, but also for the management of expatriate performance. Managed well, expatriates can be key contributors to organizational success while abroad and even after repatriation. Poor understanding and management of expatriate issues, on the other hand, may lead to underperformance and increased turnover of expatriates and repatriates. Managing Performance Abroad summarizes and extends what is known about the topic of expatriate management and adjustment, covering all the major authors and presenting a new approach to the adjustment process. At present, expatriate adjustment is only covered as a chapter in books on international HRM and HRD. Much of this literature relies on outdated concepts and evidence. Furthermore, most business research and management publications use an expatriate adjustment model that was originally published about two decades ago. This book is the first dedicated solely to the subject of expatriate adjustment, enabling readers to formulate research questions ad hypotheses and to develop expatriation policies and support systems that optimize the performance of expatriates. It presents a re-formulation of the model underlying management research about expatriate adjustment, providing guidance for researchers and practitioners alike.

Written specifically for those with no prior programming experience and minimal quantitative training, this accessible text walks behavioral science students and researchers through the process of programming using MATLAB. The book explores examples, terms, and programming needs relevant to those in the behavioral sciences and helps readers perform virtually any computational function in solving their research problems. Principles are illustrated with usable code. Each chapter opens with a list of objectives followed by new commands required to accomplish those goals. These objectives also serve as a reference to help readers easily relocate a section of interest. Sample code and output and chapter problems demonstrate how to write a program and explore a model so readers can see the results obtained using different equations and values. A website provides solutions to selected problems and the book's program code output and examples so readers can manipulate them as needed. The outputs on the website have color, motion, and sound. The book opens with an overview of what is to come and tips on how to write clear programs followed by pointers for interacting with MATLAB, including its commands and how to read error messages. The matrices chapter reviews how to store and access data. Chapter 4 examines how to carry out calculations followed by a review of how to perform various actions depending on the conditions. The chapter on input and output demonstrates how to design programs to create dialogs with users (e.g., participants in studies) and read and write data to and from external files. Chapter 7 reviews the data types available in MATLAB. Readers learn how to write a program as a stand-alone module in Chapter 8. In Chapters 9 and 10 readers learn how to create line and bar graphs or reshape images. Readers learn how to create animations and sounds in Chapter 11. The book concludes with tips on how to use MATLAB with applications such as GUIs and Psychtoolbox.


World-renowned leadership expert Manfred F. R. Kets de Vries draws on his extensive experience in group leadership coaching to provide an in-depth look at the coaching process through the lens of psychodynamic mindfulness, considering the diversity of individual and organizational learning. Kets de Vries advises on how the best leadership coaches help their executive clients create the tipping points that lead to significant personal and professional change and explains the innovative tools to support this intervention technique. Including case studies and questionnaires that facilitate a deep understanding of the psychodynamics of personal and organizational change, this book will help coaches and executives to transform their teams' attitudes, beliefs, and behaviors and create a 'best place' to work.


What is it that makes certain organizations more successful? Organization design and its management has long been the fixation of leaders and scholars alike. Cracking the code to the perfect organizational ecosystem appears to be the dividing line between great success and mediocrity. The 21st century launched with great volatility and a level of cultural and global diversity unknown by previous generations. This instability demands new approaches and methods for the delivery of products, services and ideas. We can no longer afford to run organizations with 19th and 20th century ideas. The pressures of shifting demographics, culture and technology require new approaches to organizational leadership and structures. Welcome to the era of the Open Organization. The title is divided into three distinct parts; the first explores the foundations of an Open Organization, covering the evolution of
leadership and organization theories from the beginning of known time through to the 21st century; the second discusses the elements of such an organization, presenting the ecosystem of an Open System with its structure, culture and decision-making functions, while the third examines the 21st century organization, questioning ‘who should go Open’ and reviewing the reality of creating this type of organization, understanding control and resistance and addressing the matter of bringing about change.

Call No - 65.012.3 CIC P4  
Acc No - 47690

With the rate of change in organizations at an all-time high, the need for strong organization design has never been more pressing. Organization Design provides a complete road map to design and delivery and covers all the critical areas including downsizing, outsourcing, job design, change management and re-structuring. This thoroughly revised edition is a practical toolkit to take organization designers from start to finish, outlining the basic theory, providing a step-by-step approach to implementation, and offering solutions to the recurring challenges that will inevitably be met along the way.

Call No - 174 ORG P4  
Acc No - 47869

Organizational ethics involves the institutionalized principles, guidelines, and norms that influence how a company and its employees function in an ethical manner. Ultimately, these processes collectively influence a firm’s 1) overall sense of business ethics, 2) management of employees, and 3) interactions with partners outside of the immediate work environment. Researchers and practitioners are interested in organizational ethics because the different approaches used to develop such a context generate many other positive business outcomes. While the connection between organizational ethics and employee/stakeholder well-being has been explored, moving forward with a number of new investigations should push the literature forward. This book seeks to explore these important topics and present a more comprehensive overview of organizational ethics and stakeholder well-being in the business environment. Such inquiry is important because the linkages between business ethics and stakeholders, if well-managed, have the capacity to benefit both companies and employees. In addition, the content of this book should serve to guide future investigations within this area of business ethics.

Call No - 65:301.172.6 RAO P4  
Acc No - 47874

360 Degree Feedback, or multi-rater feedback, is an established HR methodology used in organizations across the world. This book presents in-depth details about the process of developing managers into leaders and outlines methodologies for designing and using a 360 Degree Programme for managers at all levels. This second edition draws extensively from the authors’ own experiences in the last decade since the first edition was published. The book also includes research done using over 8,000 top-level managers whose leadership roles and qualities were profiled using the authors’ Roles, Styles, Delegation and Qualities (RSDQ) model. Lessons from their stories and practices of some of the HR award-winning organizations are presented in this edition. The book also presents a section on the various
tools of 360 Degree Feedback for a variety of groups. It is hoped that this edition will give an update of the 360 Degree Feedback the Indian way.

Call No - 658.3 FIT P4  
Acc No - 47774

For any human resource professional that wants to harness the power of analytics, this essential resource answers the questions: “Where do I start?” and “What tools are available?” Predictive Analytics for Human Resources is designed to answer these and other vital questions. The book explains the basics of every business—the vision, the brand, and the culture, and shows how predictive analytics supports them. The authors put the focus on the fundamentals of predictability and include a framework of logical questions to help set up an analytic program or project, then follow up by offering a clear explanation of statistical applications. Predictive Analytics for Human Resources is a how-to guide filled with practical and targeted advice. The book starts with the basic idea of engaging in predictive analytics and walks through case simulations showing statistical examples. In addition, this important resource addresses the topics of internal coaching, mentoring, and sponsoring and includes information on how to recruit a sponsor.

Call No - 658.386 QUI P4  
Acc No - 47778

Existing training and development practices need a major overhaul. Learning and development practitioners and managers must increasingly face the fact that old methods are no longer relevant in today's tech-savvy world and, in many cases, they simply don't work. In Revolutionize Learning and Development, you'll get a straightforward look at how people really learn and get introduced to practical steps for rethinking, redesigning, and reestablishing learning delivery. This book shows you how to take advantage of new understandings and new technologies so you can make a meaningful impact on your organization. In four sections, the book lays out crucial background knowledge, conceptual frameworks, and practical steps for transforming learning and development so that it has the greatest return for businesses. Managers, practitioners, and executives will benefit from the illustrations, vignettes, and sidebars that highlight the author's advice and expertise.

Call No - 65.013 ROU P4  
Acc No - 47780 (Ref)

This book explores economic and organizational possibilities which extend far beyond the narrow imagination of economists and management theorists. Chapters on co-operatives, community currencies, the transition movement, scrounging, co-housing and much more paint a rich picture of the ways in which another word is not only possible, but already taking shape. The aim of this companion is to move beyond complaining about the present and into exploring this diversity of organisational possibilities. Our starting point is a critical analysis of contemporary global capitalism is merely the opening for thinking about organizing as a form of politics by other means, and one that can be driven by the values of solidarity, freedom and responsibility. This comprehensive companion with an international cast of contributors gives voice to forms of organizing which remain unrepresented or marginalised in organizational studies and conventional politics, yet which offer more
promising grounds for social and environmental justice. It is a valuable resource for students, activists and researchers interested in alternative approaches to economy and society in a variety of disciplinary and interdisciplinary fields.

   Call No - 658.3 STR P4
   Acc No - 47888

Containing simple explanations of complex ideas and written in plain English, this text has been designed with your needs as a student firmly in mind. Whether you are studying at undergraduate or postgraduate level, our team of expert authors will guide and develop your understanding of each key area of the curriculum, from the fundamentals through to critical evaluation towards the end of each chapter. Key features: i) Numerous practical examples and case studies in each chapter bring the rigorous theoretical and academic underpinning alive; ii) Cases and examples from across the globe as well as chapters on culture and globalization reflect the global nature of the contemporary workplace; iii) Final chapter on the future of HRM by Linda Holbeche, former director of research at the CIPD, will equip you to deal with new and emerging issues and challenges; iv) Excellent range of learning features including an end of book glossary to help you quickly understand new and complex terminologies.

34 **Towards Organizational Fitness: a guide to diagnosis and treatment** / Randell, Gerry. 2014. Farnham: Gower.
   Call No - 65.012.3 RAN P4
   Acc No - 47890

Gerry Randell and John Toplis’ in this title addresses two main issues: firstly, how to investigate and manage problems involving people at work - a task analogous to that of a medical doctor working with a sick patient; secondly, how to assess and develop the capability and fitness of an organization - like a medical doctor who wishes to improve a patient’s health. The message of this book is clear, that organizations should not proceed to change any of their policies, procedures, processes or practices until a systematic thorough diagnosis of the root cause underpinning the need to change has taken place. The process of diagnosis that leads to a technically sound, administratively convenient, politically defensible and socially acceptable decision to change an organization in some way is fraught with difficulty. Towards Organizational Fitness provides managers with a conceptual and practical path through this complex and difficult arena.

35 **Uncommon leadership: how to build competitive advantage by thinking differently** / Higson, Phil. 2014. London: Kogan Page.
   Call No - 65:301.172.6 HIG P4
   Acc No - 47949

Leaders are expected to show the way forward, especially in unpredictable circumstances or when resources are constrained. Yet frustratingly, what is common to good leadership is not often widely practised. Uncommon Leadership will help one explore the uncommon insights that can make a significant difference to his/her leadership. It will lead one to fresh strategic thinking by challenging conventional wisdom and asking to reflect on some thought-provoking questions. Using their wealth of experience as managers, educators and consultants, Phil Higson and Anthony Sturgess will help to think differently about leadership. In this highly readable book, they stimulate fresh thinking on leadership and give you the practical platforms you need to deliver uncommon success in your organization. They bring uncommon leadership to life, combining insights from some
remarkable leaders and their surprising stories, with their own individual take on leadership.

*Call No - 658.324 BYR P5 Acc No - 47796*

Employee engagement is a novel concept that has been building momentum in recent years. Understanding Employee Engagement: Theory, Research, and Practice exposes the science and practice of employee engagement. Grounded in theory and empirical research, this book debates the definitions of engagement, provides a comprehensive evaluation of empirical findings in the engagement field including a focus on international findings, and offers implications for science and practice in organizations. Employers can learn how to foster and drive engagement to increase productivity and happiness, and researchers can master the existing engagement literature and begin to study the many propositions and new models Zinta S. Byrne, Ph.D. proposes throughout the book.

*Call No - 65:301.172.6 USI P4 Acc No - 47798*

Research increasingly and conclusively shows that effective leaders continue to learn, grow, and change throughout their careers and that a significant part of this development occurs through on-the-job experiences. Co-Published by the Society of Industrial and Organizational Psychology and sponsored by the Center for Creative Leadership, Using Experience to Develop Leadership Talent provides real-world strategies, best practices, lessons learned, and global perspectives on how organizations effectively use experience to develop talent. Provides an in-depth look at a variety of leader development initiatives that have taken up the challenge of putting experience at the center of the development process. It shares new development planning tools, systematic approaches to managing the assignments of high potentials, tools to educate managers on how to find assignments that meet their employee's development needs. Describing challenges and practices in multinational companies around the world, Using Experience to Develop Leadership Talent will serve as a focused guide to how organizations can use on-the-job development to reshape leader development practices that better integrate work and learning.

**38 View from the top: an inside look at how people in power see and shape the world / Lindsay, D. Michael. 2014. New Jersey: Wiley.**
*Call No - 65:301.172.6 LIN P4 Acc No - 47800*

View from the Top brings readers inside the corridors of power and relates the personal stories and powerful findings from the Platinum Study, a groundbreaking study of 550 elite American CEOs, senior government leaders, and nonprofit executives based on ten years of research. The largest study of its kind, the Platinum Study delves into the domains of the elite with stories that illustrate both the use and misuse of power across the landscape of prominent American institutions such as AT&T, Harvard University, UnderArmour, JP Morgan Chase, Bain & Company, and the White House. The book explores not only how leaders wield power, but it also provides readers with insight into applying the strategies of the successful in their own lives. In the United States, only a few thousand individuals make the decisions that influence the lives of over 300 million people. Whether in the
government, business, higher education, or the arts, these individuals direct policy and set the terms of national debates, yet remain virtually unknown. View from the Top explores the real lives of the elite and the social worlds they inhabit, revealing lessons about influence at the top, and the seven principles that shape those in power.

Call No - 159.95 WIL P4  Acc No - 47801
With contributions from a multi-disciplinary group of expert contributors, this is the first handbook to discuss all aspects of genius, a topic that endlessly provokes and fascinates. It covers the origins, characteristics, careers, and consequences of genius with a focus on cognitive science, individual differences, life-span development, and social context. With contributions from a multi-disciplinary group of expert contributors, this is the first handbook to discuss all aspects of genius, a topic that endlessly provokes and fascinates. It covers the origins, characteristics, careers, and consequences of genius with a focus on cognitive science, individual differences, life-span development, and social context. It explores individual genius, creators, leaders, and performers as diverse as Queen Elizabeth I, Simón Bolívar, Mohandas Gandhi, Jean-Jacques Rousseau, Leo Tolstoy, John William Coltrane, Georgia O'Keeffe, and Martha Graham. It utilizes a variety of approaches—from genetics, neuroscience, and longitudinal studies to psychometric tests, interviews, and case studies—to provide a comprehensive treatment of the subject.

Call No - 658.3 WOR P4  Acc No - 47802
This book provides support to academics as well as managers, who deal with policies and strategies related to work issues. Effective work practices and good employee relations are a real necessity of nowadays organizations, as they can help to reduce absenteeism, employee turnover, and organizational costs. Instead, they support high levels of commitment, effectiveness, performance as well as productivity. The book focuses on the implications of those changes in productivity and organizations management. It explores the models, tools and processes used by organizations in order to help managers become better prepared to face the challenges and changes in work and, consequently, in the way how to manage today's organizations.
   Call No - 65.011.56WAG STU P4
   Acc No - 47703

Your business generates reams of data, but what do you do with it? Reporting is only the beginning. Your data holds the key to innovation and growth – you just need the proper analytics. In Big Data, Big Innovation: Enabling Competitive Differentiation Through Business Analytics, author Evan Stubbs explores the potential gold hiding in your un-mined data. As Chief Analytics Officer for SAS Australia/New Zealand, Stubbs brings an industry insider’s perspective to guide you through pattern recognition, analysis, and implementation. Big Data, Big Innovation: Enabling Competitive Differentiation Through Business Analytics details a groundbreaking approach to ensuring your company’s upward trajectory. Use this guide to leverage your customer information, financial reports, performance metrics, and more to build a rock-solid foundation for future growth. Effective management means combining data, people, and analytics to create a synergistic force for innovation and growth. If you want your company to move forward with confidence, Big Data, Big Innovation: Enabling Competitive Differentiation Through Business Analytics can show you how to use what you already have and acquire what you need to succeed.

   Call No - 65.011.56WAG DEA P4
   Acc No - 47704

Big data is big business. But having the data and the computational power to process it isn’t nearly enough to produce meaningful results. Big Data, Data Mining, and Machine Learning: Value Creation for Business Leaders and Practitioners is a complete resource for technology and marketing executives looking to cut through the hype and produce real results that hit the bottom line. Providing an engaging, thorough overview of the current state of big data analytics and the growing trend toward high performance computing architectures, the book is a detail-driven look into how big data analytics can be leveraged to foster positive change and drive efficiency. With continued exponential growth in data and ever more competitive markets, businesses must adapt quickly to gain every competitive advantage available. Big data analytics can serve as the linchpin for initiatives that drive business, but only if the underlying technology and analysis is fully understood and appreciated by engaged stakeholders. This book provides a view into the topic that executives, managers...

   Call No - 65.011.56GEN P4
   Acc No - 47707

This book is a guide for managers and others involved in using cloud computing to create business value. It starts with a discussion of the media hype around cloud computing and attempt to pull together what industry experts are saying in order to create a unified definition. Once this foundation is created—assisting the reader’s understanding of what cloud computing is - the discussion moves to getting business benefits from cloud computing. Lastly, the discussion focuses on examples of cloud computing, public clouds, private clouds, and virtualization. The book emphasizes how these technologies can be used
to create business value and how they can be integrated into an organization's business intelligence system. It helps the user make a business case for cloud computing applications—applications that are used to gather/create data, which in turn are used to generate business intelligence.


   Call No - 658.114.9 HOR P4

   Acc No - 47713

Human beings create knowledge as a result of interaction with others. This book is devoted to the idea that collective knowledge management can be strategically promoted through these interactions in order to enhance a firm's competitiveness. Haruo H. Horaguchi explores a new perspective of knowledge management as an ecosystem, a theory that explains why Japanese multinational enterprises lead the way for innovation in the 21st century. While the concept of personal knowledge through tacit knowing describes how knowledge is understood as input for individuals, the concept of collective knowledge management contributes to the creation of intellectual resources for firms. This book provides a critical assessment of the classic theories of innovation and an intensive empirical study on industrial agglomeration and collective intelligence. It then goes on to offer a new theory of management. This book will appeal to academics and students of business and management, business administration, sociology and organizational behavior. It will also be of great interest to managers and business owners looking at new methods of promoting knowledge in the workforce.


   Call No - 38:65.011.56WN HAN P4

   Acc No - 47742

This research handbook provides a comprehensive, integrative, and authoritative resource on the main strategic management issues for companies within the e-business context. It covers an extensive set of topics, dealing with the major issues which articulate the e-business framework from a business perspective. The handbook is divided into the following e-business related parts: background; evolved strategic framework for the management of companies; key business processes, areas and activities; and, finally, emerging issues, trends and opportunities, with special attention to diverse Social Web-related implications. The articles are varied, timely and present high-quality research; many of these unique contributions will be especially valued and influential for business scholars and professionals interested in e-business. Many of the contributors are outstanding business scholars who are or have been editors-in-chief of top-ranked management and business journals or have made significant contributions to the development of their respective fields.

6 **How concepts solve management problems** / Metcalfe, Mike. 2014. Cheltenham: Edward Elgar.

   Call No - 658 MET P4

   Acc No - 47744

This book offers a process for conceiving solutions to complex, wicked, messy, swampy or socio-technical problems. When charged with complex problem solving, a useful set of concepts needs to emerge, be agreed, and acted upon. Using relevant examples and solution mapping, Mike Metcalfe explains how pragmatic philosophy can be used as a process for solving such issues. To explain why and how to formulate reflective, pragmatic,
or concept driven problem-solving, this book uses the concepts of: i) Pragmatic inquiry; ii) Stakeholders' concerns; iii) Idea networking; iv) Solution concepts; v) Paradoxical outcomes, and Intent (with related actions).

Call No - 65.011.56WL SCH P2
Acc No - 47978

The use of open-source software (OSS) - readable software source code that can be copied, modified, and distributed freely - has expanded dramatically in recent years. The number of OSS projects hosted on SourceForge.net (the largest hosting Web site for OSS), for example, grew from just over 100,000 in 2006 to more than 250,000 at the beginning of 2011. But why are some projects successful--that is, able to produce usable software and sustain ongoing development over time--while others are abandoned? In this book, the product of the first large-scale empirical study to look at social, technical, and institutional aspects of OSS, Charles Schwei k and Robert English examine factors that lead to success in OSS projects and work toward a better understanding of Internet-based collaboration. Drawing on literature from many disciplines and using a theoretical framework developed for the study of environmental commons, Schwei k and English examine stages of OSS development, presenting multivariate statistical models of success and abandonment. Schwei k and English argue that analyzing the conditions of OSS successes may also inform Internet collaborations in fields beyond software engineering, particularly those that aim to solve complex technical, social, and political problems.

8 **Securing the cloud: cloud computer security techniques and tactics** / Winkler, Vic. 2011. Amsterdam: Syngress.
Call No - 65.011.56 WIN P1
Acc No - 47953

As companies turn to burgeoning cloud computing technology to streamline and save money, security is a fundamental concern. Loss of certain control and lack of trust make this transition difficult unless you know how to handle it. Securing the Cloud discusses making the move to the cloud while securing your piece of it! The cloud offers flexibility, adaptability, scalability, and in the case of security resilience. This book details the strengths and weaknesses of securing your company's information with different cloud approaches. Attacks can focus on your infrastructure, communications network, data, or services. The author offers a clear and concise framework to secure your business' assets while making the most of this new technology.
MARKETING

   Call No - 658.8:631 VEN P4
   Acc No - 47896
   Agri-input companies have played a significant role in transforming the post-Independence “ship-to-mouth” Indian economy, dependent on food grain imports, into a self-sufficient economy. Though agricultural productivity is declining and environmentalists are questioning the use of agri-inputs, Indian agriculture cannot do away with agri-inputs. This book, after understanding the past policy environment, agri-input marketing, and promotion strategies of both the government and private companies, suggests frameworks for agri-input marketing companies to align their strategies to the new objective of sustainable agriculture. The book will serve as a text for students in the agribusiness management programmes and also as a guide for practicing managers and policy makers.

   Call No - 658.8:629.1 PAR P4
   Acc No - 47807
   Auto Brand provides a roadmap to branding and marketing success in the automotive industry from a leading industry expert. Case studies on major car brands personally conducted by the author including: Audi, BMW, Holden, Mercedes-Benz, Opel, Porsche, Saab, Seat, Skoda, Vauxhall, Volkswagen, and Volvo. The findings from 100 interviews conducted with CEOs, marketing managers, sales managers, sales people, after sales managers at all levels from the manufacturer level to small rural dealers, as well as industry experts, policy makers, free-stranding repair shops and professional organizations. The results of a new international study on car buyer behaviour based on 4,700 survey answers. Auto Brand is essential reading for marketing managers, sales managers, CEOs, development managers and dealers in all types of companies in the car industry including: manufacturers, national sales companies/importers, dealers, finance companies, insurance companies, free-standing repair shop channels and more.

   Call No - 658.8(094.8) RYA P4
   Acc No - 47808
   In the second volume of The Best Digital Marketing Campaigns in the World, best-selling author Damian Ryan presents an international showcase of the most successful digital marketing campaigns in recent history, analysing what they did right and their impact. This privileged insight into some of the freshest, most creative thinking in the industry covers 40 new campaigns from 40 different agencies/brands around the world, 16 in the UK, 5 in the US/Canada, and the rest from Europe, Australia, the Middle East and North Africa, South Africa and South America. Full of behind-the-scenes insights into campaign strategy, implementation and results, this title explores how businesses and agencies, large and small, have harnessed social media, blogs, video, email, mobile and search to boost their brand and attract customers. Covering a wide range of world-class, award-winning campaigns from brands such as Activia, Red Bull, Heinz, Harley Davidson, O2, Peugeot, Nike,
Samsung, and UEFA, and agencies including Tribal DDB, Scholz and Volkmer, Red Bee, Bell Pottinger Wired, We Are Social and Symbio Digital, this is an inspirational must-read for everyone working in marketing and advertising.

   Call No - 658.626 DEF P4 Acc No - 47911

With the growing body of knowledge on branding, there are now more facets of branding that brand custodians need to know than ever before. A unique compilation of branding experts, The Definitive Book of Branding addresses the needs of branding professionals across the world. The book walks the reader through the different ways in which brands drive the company's strategy, bring meaning to employees, instil passion in consumers, and maintain their appeal over time and across countries. It does not look only at the marketing aspect of brands but also at the organizational aspects of branding, which provides a holistic approach to the subject.

5 **Political marketing: principles and applications - 2nd ed / Lees-Marschment, Jennifer. 2014. London: Routledge,**
   Call No - 658.8 LEE P4 Acc No - 47772

Substantially revised throughout, Political Marketing second edition continues to offer students the most comprehensive introduction to this rapidly growing field. It provides an accessible but in-depth guide to what political marketing is and how it is used in practice, and encourages reflection on how it should be used in the future. Features and benefits of the second edition: i) Expanded discussion of political public relations, crisis management, marketing in the lower levels of government and volunteer-friendly organizations; ii) Examination of the new research on emerging practices in the field, such as interactive and responsive leadership communication, mobile marketing, co-creation market research, experimental and analytic marketing, celebrity marketing and integrated marketing communications; and iii) Extensive pedagogical features, including 21 detailed case studies from around the world, practitioner profiles, best practice guides, class discussion points, an online resource site and both applied and traditional assessment questions.

6 **ROI of pricing: measuring the impact and making the business case / Liozu, Stephan M. and Hinterhuber, Andreas. 2014. London: Routledge.**
   Call No - 658.8.03 ROI P4 Acc No - 47779

This book, edited by renowned thought leaders Andreas Hinterhuber and Stephan Liozu, is the first to outline contemporary theories and best practices of documenting pricing ROI. It provides proven methods, practices and theories on how to calculate the impact of pricing activities on performance. Marketing ROI is now a common concept; this collection proves to do the same for pricing. Hinterhuber & Liozu introduce the concept of pricing ROI, documenting and quantifying the return on pricing activities and on the pricing function itself is of increasing relevance today and in the future - in times of budget constraints. 20 world class specialists explore the concept of pricing ROI under both a theoretical perspective and a managerial perspective to shed much needed light on how to measure and increase pricing ROI.
In order to expand your business in existing and into new and diverse markets, it is vital that strategies and plans can be developed with realistic prospects of success. Understanding Markets and Strategy explains the context, meaning and value of markets. It shows you how to analyze them, develop appropriate strategies and respond appropriately to changing competitive dynamics, ensuring that resources are used to create the greatest chances of success. Debunking myths around how markets are defined, it explores how to exploit the assets you currently possess and how to develop new assets for the target market. It also explores the implications for the strategies, resources, competencies and capabilities of expansion into international territories on your organization. The author explains, with practical tools and techniques, how marketing needs to be a product of, and consistent with, strategic competitive and corporate analysis.
RESEARCH METHODOLOGY

   Call No - 65.001.5 CHA P4  
   Acc No - 47817

   Kathy Charmaz presents the definitive guide to doing grounded theory from a constructivist perspective. This second edition text retains the accessibility and warmth of the first edition whilst introducing cutting edge examples and practical tips. This expanded second edition: i) explores how to effectively focus on data collection; ii) demonstrates how to use data for theorizing; iii) adds two new chapters that guide you through conducting and analysing interviews in grounded theory; iv) adds a new chapter on symbolic interactionism and grounded theory; v) considers recent epistemological debates about the place of prior theory; vi) discusses the legacy of Anselm Strauss for grounded theory.

   Call No - 8.08 BOL P4  
   Acc No - 47852

   Gillie Bolton introduces her three ‘key phases’ method (Write for Myself, Redraft for my Reader, Edit for Posterity) to make the writing process less daunting, and offers support and advice on how to develop your own writing voice to use this to engage readers in your research. ‘Characters’ at different career stages help you to identify your own writing level, and before and after examples of work from a range of disciplines clearly illustrate the key writing techniques. Drawing on case studies, as well as their own extensive writing experience, the authors suggest strategies for dealing with common difficulties such as: i) Time and energy management; ii) Restoring flagging enthusiasm; iii) Maintaining inspiration; iv) Dealing with potential burnout and writer’s block. Each chapter concludes with a set of constructive exercises which develop these critical skills and inspire you to improve and enjoy your own academic writing.

   Call No - 3.001.5 MCK P4  
   Acc No - 47856

   Conducting a successful professional interview is more than an exercise of technical skills. The specific approach an interviewer takes with any client should be informed by the interviewer's understanding of the client’s needs and preferences exhibited within the developing relationship. Interviewing for the Helping Professions promotes a theory-driven, relational approach to professional interviewing across disciplines. The author’s aim is to organically illustrate the theories and techniques of interviewing within the context of building and utilizing the therapeutic relationship. The author uses example interviews to illustrate the variety of settings, clients, and issues interviewers encounter. Each interview is fully annotated with the theory and practice skills being exhibited. The emphasis on theory
allows the reader to fully understand the underlying principles of interviewing, encouraging them to be present and in-the-moment with their clients. This comprehensive book is an indispensable resource for practice courses in counseling, human services, psychology, and social work programs.

   Call No - 3.001.5 ROS P5
   Acc No - 47861

This title provides just such a resource. Structured around the key stages of a research project, it is designed to provide answers to the questions faced by new researchers but without neglecting the underlying principles of good research. Each chapter includes ‘next steps’ activities to help readers apply the content to their own live research project. The companion website provides extensive resources, including video tutorials, to support the development of practical research skills. The text reflects the richness and variety of current business and management research both in its presentation of methods and techniques and its choice of examples drawn from different subject disciplines, industries and organizations. Management Research: Applying the Principles combines diversity of coverage with a singularity of purpose: to help students complete their research project to a rigorous standard.

   Call No - 3.001.5 MIX P4
   Acc No - 47769

This edited volume demonstrates the potential of mixed-methods designs for the research of social networks and the utilization of social networks for other research. Mixing methods applies to the combination and integration of qualitative and quantitative methods. In social network research, mixing methods also applies to the combination of structural and actor-oriented approaches. The volume provides readers with methodological concepts to guide mixed-methods network studies with precise research designs and methods to investigate social networks of various sorts. Each chapter describes the research design used and discusses the strengths of the methods for that particular field and for specific outcomes.

   Call No - 3.001.5:614 PUB P4
   Acc No - 47880

This title is a comprehensive collection of research methods used in the field of public health. This text is about providing researchers, and future researchers, with an up-to-date and comprehensive set of tools to investigate public health issues and problems, to ultimately better inform public health policy and practice. The contents of this book go beyond traditional epidemiologic approaches and cover the various research methods and technologies that are emerging in the new public health landscape.
Call No - 3.001.5 SIN P4  
Acc No - 47785

In this edition of Single Case Research Methodology, David L. Gast and Jennifer R. Ledford detail why and how to apply standard principles of single case research methodology to one's own research or professional project. Using numerous and varied examples, they demonstrate how single case research can be used for research in behavioral and school psychology, special education, speech and communication sciences, language and literacy, occupational therapy, and social work. This thoroughly updated new edition features two entirely new chapters on measurement systems and controversial issues in single subject research, in addition to sample data sheets, graphic displays, and detailed guidelines for conducting visual analysis of graphic data. This book will be an important resource to student researchers, practitioners, and university faculty who are interested in answering applied research questions and objectively evaluating educational and clinical practices.

Call No - 3.001.5 SIL P4  
Acc No - 47891

This title is an essential introduction to the practice and principles of Computer Assisted Qualitative Data Analysis (CAQDAS). The book will help you to choose the most appropriate package for your needs and get the most out of the software once you are using it. This book considers a wide range of tasks and processes in the data management and analysis process, and shows how software can help you at each stage. In the new edition, the authors present three case studies with different forms of data (text, video and mixed data) and show how each step in the analysis process for each project could be supported by software.
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### 1. Adaptation to climate change in Asia

The frequency and scale of damage inflicted by climate-related disasters, including floods, drought, heat waves and hurricanes, has been increasing at an alarming rate. This volume provides a thoughtful discussion of strategies for adaptation to climate change, which can complement mitigation strategies being developed by other experts throughout the world. The book focuses on eight geographically diverse territories in Asia, which are among the areas that will experience the most severe impacts of climate change and are the most vulnerable in terms of capacity to cope with the damage. The authors discuss adaptation strategies to safeguard food and water supplies, address urban problems, support migrant workers, protect coastal cities and preserve biodiversity. They also offer a critical analysis of plans that have proven successful to explore what additional steps can be taken to address the gaps. The collection of observations and recommendations in this book will prove invaluable to policy makers in countries that are facing similar threats and looking to build their adaptive capacity to cope with climate change. It will also appeal to academics interested in environmental ecology, sustainable development, global climate change and Asian studies.

### 2. Asian religions: a cultural perspective

This title offers a complete overview of the main Asian religions, their traditions and contemporary relevance, and how they are lived and practiced today. Provides readers with an all-embracing introduction to Asian religions, covering each of the main traditions in a style that is lively and distinctive and also focuses on Asian religions as lived and practiced by real people, leading readers to a deeper understanding of Asian spiritualities and traditions, and their contemporary relevance. Uses exercises, activities, and an appealing mixture of examples, such as novels, throughout the book, to both inform and engage readers and employs a comparative approach, highlighting the contrasts between Asian and Western modes of thinking and living. It debates the influence of religion on real-world issues including work, economic growth, the environment, human rights, and gender relations.

### 3. Bourdieu's theory of social fields: concepts and applications

Bourdieu's theory of social fields is one of his key contributions to social sciences and humanities. However, it has never been subjected to genuine critical examination. This book fills that gap and offers a clear and wide-ranging introduction to the theory. It includes a critical discussion of its methodology and relevance in different subject areas in the social sciences and humanities. Part I "theoretical investigations" offers a theoretical account of the theory, while also identifying some of its limitations and discussing several strategies to overcome them. Part II "Education, culture and organization" presents the theory at work...
and highlights its advantages and disadvantages. The focus in Part III devoted to "The State" is on the formation and evolution of the State and public policy in different contexts. The chapters show the usefulness of field theory in describing, explaining and understanding the functioning of the State at different stages in its historical trajectory including its recent redefinition with the advent of the neoliberal age. A last chapter outlines a postcolonial use of the theory of fields.

   Call No - 658(51) CHI P4        Acc No - 47710

The nature, institutional foundations, and issues surrounding the apparent success of Chinese business networks are examined in this book. Major concepts such as guanxi, xinyong and gangqing, exploring the nature of trust, relationships and sentiments in Chinese business networks, are re-examined. A significant amount of literature has been devoted to the study of Chinese business, and it largely falls into two broad schools: the culturalist approach, arguing for an essentialist formulation to explain success and the market approach, suggesting that there is nothing inherently unique about Chinese business. This book critiques both these approaches and argues, based on primary data collected in various countries, and with case studies of a large number of Chinese businesses, that another approach, the institutional embedded approach, provides a better explanation for the success, and failure of Chinese business and Chinese business networks.

   Call No - 577.4 CHO P4          Acc No - 47711

The focus as we approach 2015 must be on how to solve the climate crisis in a way that is fair and informed by human rights. This is the only approach that will ensure that climate actions are good for the planet and for people. This publication –and the Journal of Human Rights and the Environment generally– is a great contribution to the international discourse. The issue is no longer whether climate change is happening; it is rather what we should now be doing about it. Drawing together key thinkers and policy experts, this unique volume - also a Special Issue of the Journal of Human Rights and the Environment - engages with the human dimensions of climate change, offering a timely intervention into contemporary debates about the challenging relationship between law and society in a time of climate crisis. The result is an imaginative, well-informed and provocative collection of contemporary engagements with the greatest challenge of the age, concerned not only to understand the current crisis but to offer perspectives on how it can be addressed. At the heart of this volume is the conviction that change is urgent, possible and morally imperative.

   Call No - 577.4 CLI P4          Acc No - 47712

Due to the lack of success in climate change mitigation efforts, the importance of adaptation is becoming more and more apparent and is now one of the main imperatives of international research and action. However, research on adaptation is mostly not directly applicable to adaptation policy or practice, leaving a gap between scientific results and practical advice for decision makers and planners. This book seeks to address this problem and bridge the gap and should provide readers with practical and applicable information on climate change adaptation. Following an introduction, the book is organised into four main sections, each reflecting an essential component in the adaptation process. Climate change
adaptation is an emerging subject area and has gained increased political and academic attention within the last decade. Whereas most books in the field focus on adaptation in developing countries, this volume provides an examination of predominantly European policy and offers inter-disciplinary insight into cutting edge knowledge and lessons learnt in a relatively new field of implementation.

Call No - 351.79 JAR P4 Acc No - 47717

The world increasingly relies on groundwater resources for drinking water and the provision of food for a growing population. The utilization of aquifer systems also extends beyond freshwater supply to include other resources such as heat extraction and the storage and disposal of substances. Unlike other books about conflict resolution and negotiations over water resources, this volume is unique in focusing exclusively on conflicts over groundwater and aquifers. The author explores the specific challenges presented by these "hidden" resources, which are shown to be very different from those posed by surface water resources. Whereas surface watersheds are static, groundwater boundaries are value laden and constantly changing during development. The book describes the various issues surrounding the governance and management of these resources and the various parties involved in conflicts and negotiations over them. Through first-hand accounts from a pracademic skilled in both process and substance as a groundwater professional and professional mediator, the book offers options for addressing the challenges and issues through a transdisciplinary approach.

Call No - 658.114.9 CRO P4 Acc No - 47908

The need to appreciate cross-cultural perspectives and orientations is increasingly seen as indispensable. Globalization and emerging markets have highlighted the challenges of working in a multicultural environment. Strategically, these challenges can be viewed positively and can be a source of competitive advantage for individuals, organizations, as well as communities and nations. Presented in the form of empirical research papers, contributed by scholars from emerging economies such as India, China, Pakistan, South Africa, and Taiwan, Cross Cultural Management: Practice and Research focuses on a variety of issues including competencies, communication, tacit knowledge, entrepreneurial attitudes across cultures, multicultural work teams, models of organizational learning and 'crossvergence'.

Call No - 39 CAM P5 Acc No - 47724

Doing Ethnography Today explores the methodologies and theories behind contemporary, collaborative ethnography and provides an opportunity to cultivate experience with included exercises. It presents ethnography as creative and artful rather than analytical or technical and emphasises the collaborative nature of ethnography. Structured exercises cultivate practical experience and also include a discussion on indexing and interpreting
project materials. Provides guidance on interview questions and selecting appropriate field equipment.

In today’s networked economy, each organization is more and more shaped by the system of its long-term business interactions. Innovation processes cannot be successfully designed and managed unless the complex influences of business networking on innovation processes and innovation-related performances are clearly understood. But extant theories on business networks are fragmented, and each of them, taken singularly, provides only partial or poor understanding of the impacts of business networking on innovation performances. Based on qualitative research on three exemplary worst practices and on expert panel discussion and validation, Francesca Ricciardi develops novel quantitative models in this theory-building work to explain innovation performances in different inter-organizational networks.

The vocabulary and discourse of water resource management have expanded vastly in recent years to include an array of new concepts and terminology, such as water security, water productivity, virtual water and water governance. While the new conceptual lenses may generate insights that improve responses to the world’s water challenges, their practical use is often encumbered by ambiguity and confusion. This book applies critical scrutiny to a prominent set of new but widely used terms, in order to clarify their meanings and improve the basis on which we identify and tackle the world’s water challenges. More specifically, the book takes stock of what several of the more prominent new terms mean, reviews variation in interpretation, explores how they are measured, and discusses their respective added value. It makes many implicit differences between terms explicit and aids understanding and use of these terms by both students and professionals. At the same time, it does not ignore the legitimately contested nature of some concepts. Further, the book enables greater precision on the interpretational options for the various terms, and for the value that they add to water policy and its implementation.

If nonprofits influence policy, make policy, are affected by policy, and are subject to policy, then shouldn’t every nonprofit manager fully understand the policy world in which they operate? In explicitly tying the policy realm to management skills, Vaughan and Arsneault’s foundational book sheds new light on how nonprofit managers can better navigate policymaking and regulatory contexts to effectively lead their organizations. Vaughan and Arsneault provide a comprehensive overview of the nonprofit sector and the policy environment, with a focus on skills and strategies managers can use to advance the causes of their organizations. Abundant examples and rich case studies explore the complexity of
the policy-nonprofit relationship and highlight both management challenges and successes. While coverage of the nuts-and-bolts is in here, what sets this book apart is tying everyday management to the broader view of how nonprofits can thrive within the policy ecosystem.

13 **New natural resource: knowledge development, society and economics / Johnsen, Hans and Christian Garmann. 2014. Farnham: Gower.**

Call No - 165 JOH P4

Acc No - 47771

The new knowledge economy is driven by knowledge development, innovation and highly skilled employees. Increasing investment in higher education and in universities is in line with this strategy and understanding. In an earlier book, Creating Collaborative Advantage edited with Richard Ennals, Professor Hans Christian Garmann Johnsen argued that it is knowledge that links social and economic processes. He believes that what is missing in the current discussion on innovation is a conceptualisation of exactly what knowledge is. In The New Natural Resource, he digs deeper into what it is and how it develops and subsequently leads to widespread change. The author argues that knowledge is inherently a social phenomenon. That is why social processes are closely linked to economic development, and why this relationship becomes even more apparent in the new knowledge economy. Knowledge is not an objective entity, established once and for all. Knowledge development is interrelated with values, norms, perceptions and interpretations. We need to know what the mechanisms are by which knowledge becomes legitimate, true and relevant.

14 **Science and spirituality: making room for faith in the age of science / Ruse, Michael. 2010. New York: Cambridge University Press.**

Call No - 215 RUS P0

Acc No - 47782

Michael Ruse offers a new analysis of the often troubled relationship between science and religion. Arguing against both extremes - in one corner, the New Atheists; in the other, the Creationists and their offspring the Intelligent Designers - he asserts that science is the highest source of human inquiry. Yet, by its very nature and its deep reliance on metaphor, science restricts itself and is unable to answer basic, significant questions about the meaning of the universe and humankind's place within it: why is there something rather than nothing? What is the meaning of it all? Ruse shows that one can legitimately be a skeptic about these questions, and yet why it is open for a Christian, or member of any faith, to offer answers. Scientists, he concludes, should be proud of their achievements but modest about their scope. Christians should be confident of their mission but respectful of the successes of science.

15 **Shared services as a new organizational form / Bondarouk, Tanya. 2014. Bingley: Emerald.**

Call No - 658 SHA P4

Acc No - 47783

Organizations increasingly establish Shared Service Centers, either for transactional (administrative) or transformational (organizational change) purposes. Their popularity originates from a combination of efficiency gains and an increase in service quality, without giving up control of the organizational and technical arrangements. The belief is that shared services should maximize the advantages of centralized and decentralized delivery of business functions. The volume deals with sample questions, including: What do shared service models involve? What are the structural arrangements between shared services and the organizations? Which business processes can and/or should be shared? What are the
structural differences between shared services in different business processes? This ASM volume intends to move towards more systematic research action. Five main theoretical priorities shape the content of the volume: conceptualizing shared services for different types of business processes, business strategy and shared services, shared services and performance, pluralism in organizing shared services, and governance of shared services in different types of organizations.

Call No - 301 SOC P4  
Acc No - 47786

This volume is a collection of original studies based on one of the first research programs on comparative analysis of social capital. Data are drawn from national representative samples of the United States, China and Taiwan. The three societies selected for study allow the examination of how political-economic regimes (command versus market) and cultural factors (family centrality versus diverse social ties) affect the characteristics of social ties and social networks from which resources are accessed and mobilized.

Call No - 347.78 HAL P4  
Acc No - 47789

This book seeks to make an intervention into the ongoing debate about the scope and intensity of global copyright laws. While mapping out the primary actors in the context of globalization and the modern political economy of information ownership, the argument is made that alternatives to further expansion of copyright are necessary. By examining the multiple and competing interests in creating the legal regime of copyright law, this book attempts to map the political economy of copyright in the information age, critique the concentration of ownership that is intrinsic in the status quo, and provide an assessment of the state of the contemporary global copyright landscape and its futures. It draws upon the current narratives of copyright as produced by corporate, government, and political actors and frames these narratives as language games within a global political project to define how information and culture will be shared and exchanged in the future. The text problematizes the relationship of the state to culture, comments on the global flows of culture, and critiques the regulatory apparatus that is in place to commodify culture and align it with the contemporary nation-state. In the end, the possibility of non-commodified and more open futures are explored.

Call No - 347.78 TRI P4  
Acc No - 47795

TRIPS reflects the dominant view that enforcing strong intellectual property rights is necessary to solve problems of trade and development. The global ensemble of authors in this collection ask, how can TRIPS mature further into an institution that supports a view of economic development which incorporates the human rights ethic already at work in the multilateralist geopolitics driving international relations? In particular, how can these
human rights, seen as encompassing a whole ‘new’ set of collective interests such as public health, environment, and nutrition, provide a pragmatic ethic for shaping development policy? Some chapters address these questions by describing recent successes, while others propose projects in which these human rights can provide ethical ground for influencing the forces at play in development policies.

Call No - 337 MAL P4  
Acc No - 47692

This Commentary on the WTO Agreement on Trade-Related Aspects of Intellectual Property Rights (TRIPS) provides a detailed textual analysis of TRIPS - a pivotal international agreement on intellectual property rights. TRIPS sets minimum standards for national laws on copyright, patents, trademarks and other forms of intellectual property rights. TRIPS profoundly impacts upon the regulation of access to medicines, compulsory licensing of copyright material, geographical indicators and other significant IP-related matters. This reference book is a work that is clearly organised and presented, allowing users to navigate quickly to commentary on any element of TRIPS. The book begins with a context-setting section, providing guidance on interpreting TRIPS. It considers the salient elements of the Vienna Convention on the Law of Treaties, the WTO Understanding on Rules and Procedures Governing the Settlement of Disputes, and the preamble to the Agreement Establishing the WTO. The book then follows the seven part structure of TRIPS, and provides an article-by-article analysis of each of its 73 provisions and specifically addresses the interpretation of key phrases in each article.
### RECREATIONAL & GENERAL READINGS

**1. And the mountains echoed / Hosseini, Khaled. 2013. New Delhi: Bloomsbury.**  
*Call No - HOS/AND P3  Acc No - 47697*

Ten-year-old Abdullah would do anything for his younger sister. In a life of poverty and struggle, with no mother to care for them, Pari is the only person who brings Abdullah happiness. For her, he will trade his only pair of shoes to give her a feather for her treasured collection. When their father sets off with Pari across the desert to Kabul in search of work, Abdullah is determined not to be separated from her. Neither brother nor sister know what this fateful journey will bring them. And the Mountains Echoed is a deeply moving epic of heartache, hope and, above all, the unbreakable bonds of love.

*Call No - MON/BAL O8  Acc No - 47700*

This title collects all of Montague’s short stories, together with the erotic novella The Lost Notebooks (which he hoped to have banned, but which ended up winning a major literary prize). In the shorter stories, from The Road A head, which comments poignantly on the loss of established landmarks, to the title story, in which a series of chance encounters helps unlock a painter’s creativity, he casts a cool yet sympathetic eye over his environment, both in Ireland and farther afield. The longer works - The Lost Notebooks (about the incendiary relationship between a troubled American girl and a young Irish man in Florence), Death of a Chieftain (a daringly ambitious story set in Mexico) and The Three Last Things (a moving meditation on love and death) - stand as pillars within the book. Montague’s clear prose is shot through with hard-won insights into his fellow human beings, and the various burdens, physical and emotional, under which they labor. And of course through it all runs the theme of the importance of love, in its many forms.

*Call No - GOK/BEY P4  Acc No - 47702*

Operation Meghdoot was launched by the Indian Army on the barren and icy heights of the Siachen Glacier to thwart Pakistan from gaining control of this strategically located glacier. For three decades since then, Indian and Pakistani troops have been locked in an
unddeclared war on the world's highest - and coldest - battlefield.

Call No - PAR/CKP P4  
Acc No - 47966

Many give us knowledge, some inspire us, but very few spur us to dream big. This book relives late Professor C K Prahalad’s dream life - from a boy who studied in a Tamil-medium school among the poor in Coimbatore, and went on to do MBA at IIM Ahmedabad, a doctorate at the Harvard Business School and sat on the boards of several large global corporations. Yet, this is not a biography. It is a melange of untold stories of the profound impact CK had on global and Indian business leaders, CEOs, executives, students and teachers and while doing so, looks at the timeless lessons he left behind for future generations. This book is for those who get excited and inspired by how path-breaking ideas and deep insights on leadership, strategy and behaviour change the way we run our lives and businesses. It’s for those who believe that the world’s most difficult problems like poverty can be addressed by asking simple questions and finding innovative solutions for solving them. Readers will find rare and riveting stories of how CK transformed the mindsets of frightened Indian business leaders after 1991 reforms into formidable global players. Just as fascinating is to learn how he also greatly influenced the direction and growth of India’s information technology sector.

Call No - SHA/GOD P4  
Acc No - 47737

July 1914. Young Englishwoman Vivian Rose Spencer is running up a mountainside in an ancient land, surrounded by figs and cypresses. Soon she will discover the Temple of Zeus, the call of adventure, and the ecstasy of love. Thousands of miles away a twenty-year old Pathan, Qayyum Gul, is learning about brotherhood and loyalty in the British Indian army. July, 1915. Qayyum Gul is returning home after losing an eye at Ypres, his allegiances in tatters. Viv is following the mysterious trail of her beloved. They meet on a train to Peshawar, unaware that a connection is about to be forged between their lives - one that will reveal itself fifteen years later, on the Street of Storytellers, when a brutal fight for freedom, an ancient artefact and a mysterious green-eyed woman will bring them together again. A powerful story of friendship, injustice, love and betrayal, A God in Every Stone carries you across the globe, into the heart of empires fallen and conquered, reminding us that we all have our place in the chaos of history and that so much of what is lost will not be forgotten.

Call No - 954 CHO P4  
Acc No - 47841

In 1941, philosopher and poet Gendun Chopel (1903-51) sent a large manuscript by ship, train, and yak across mountains and deserts to his homeland in the northeastern corner of Tibet. He would follow it five years later, returning to his native land after twelve years in India and Sri Lanka. But he did not receive the welcome he imagined: he was arrested by the government of the regent of the young Dalai Lama on trumped-up charges of treason. He emerged from prison three years later a broken man and died soon after. Gendun Chopel was a prolific writer during his short life. Yet he considered that manuscript, which he titled Grains of Gold, to be his life’s work, one to delight his compatriots with tales of an ancient Indian and Tibetan past, while alerting them to the wonders and dangers of the strikingly modern land abutting Tibet’s southern border, the British colony of India. Now available for the first time in English, Grains of Gold is a unique compendium of South Asian and Tibetan culture that combines travelogue, drawings, history, and ethnography. Gendun Chopel describes the world he discovered in...
South Asia, from the ruins of the sacred sites of Buddhism to the Sanskrit classics he learned to read in the original. He is also sharply, often humorously critical of the Tibetan love of the fantastic, bursting one myth after another and finding fault with the accounts of earlier Tibetan pilgrims. Exploring a wide range of cultures and religions central to the history of the region, Gendun Chopel is eager to describe all the new knowledge he gathered in his travels to his Buddhist audience in Tibet.

Call No - 294.118 MAH P4  
Acc No - 47860

This title is at once an archive and a living text, a sourcebook complete by itself and an open text perennially under construction. Driving home this striking contemporary relevance of the famous Indian epic, Mahabharata Now focuses on the issues of narration, aesthetics and ethics, as also their interlinkages. The cross-disciplinary essays in the volume imaginatively re-interpret the ‘timeless’ classic in the light of the pre-modern Indian narrative styles, poetics, aesthetic codes, and moral puzzles; the Western theories on modern ethics, aesthetics, metaphysics, psychoanalysis, and philosophy of science; and the contemporary social, ethical and political concerns. The essays are all united in their effort to situate the Mahabharata in the context of here and now without violating the sanctity of the ‘written text’ as we have it today. The book will be of interest to scholars and students of Indian and comparative philosophy, Indian and comparative literature, cultural studies, and history.

Call No - 641(540) ANA P4  
Acc No - 47777

Indian food is one of the UK’s favourite cuisines, so why don’t we cook it more often at home? This book is the answer: Anjum shows how we can all create a delicious curry in just 20 minutes, and provides tips on stocking your cupboards with time-saving ‘cheat’ ingredients and a plethora of hints on how to make cooking Indian at home as easy as possible, while the ‘Take One’ feature shows you how to make three great meals from just one storecupboard ingredient. Whether you’re feeding the family, puzzling over how to jazz up vegetable dishes, or entertaining friends, there’s something here for every occasion. A plethora of spicy salads, using fresh vegetables and grains, will suit the modern lighter style of eating, while a chapter of fabulously fresh Indian ‘tapas’ makes entertaining a dream. After a busy day at work, throw together Anjum’s lamb kebabs with a yoghurt-apricot relish in 10 minutes flat, or make tandoori salmon tacos that children will adore. And save room for pudding: a luscious ginger chai tiramisu will satisfy the most jaded palate!

Call No - GLA/TER P4  
Acc No - 47794

Frank has been in a car accident. The doctor tells him he lost his spleen, but Frank believes he has lost more. He is missing memories - of those around him, of the history they share and of how he came to be in the crash. All he remembers is that he is a lawyer who specialises in small print. In the wake of the accident Frank begins to piece together his former life - and his former self. But the picture that emerges, of his marriage, his family and the career he has devoted years to, is not necessarily a pretty one. Could it be that the terms and conditions by which Frank has been living are not entirely in his favour? In the process of unravelling the knots into which his life has been tied, he learns that the devil really does live in the detail and that it’s never too late to rewrite your own destiny.