
BOOK REVIEW

Title : HUMAN RESOURCE MANAGEMENT
Author : Mr. C. B. Gupta
Publisher : Sultan Chand & Sons, Educational Publishers, New Delhi

In the present era of intense competitiveness caused by the globalization syndrome, one of the concerns of corporates is enabling the realization of full potential by people, which is also believed to be the key to organizational growth and survival.

Human capital is the foundation of value creation in all business entities. The field of HR, driven by technology and rapid growth, requires its practitioners to continually review, update and validate their numerous roles. Since HR, as a field is growing and diversifying, it is becoming acutely necessary to learn a multiplicity of roles.

The book under review is a step in this direction, providing some useful concepts, tools and applications of HR functions in the Indian context. It presents a very comprehensive overview of the field.

New topics that are covered in this seventh edition are - Strategic Human Resource Management; Socialization Process; Human Capital; Mentoring; 360 Degree Appraisal; Employee Stock Option Plans; Total Quality Management; Outsourcing HRM; Employee Counseling; Downsizing and VRS; and HRM in Knowledge Industry. The book under review is a useful addition to the literature on HRM strategy. It has 8

parts with 38 chapters. In each chapter, the author has given a brief summary, text questions and case study for the convenience of reader. The focus is on developing among students, knowledge of the basic concepts and practices of HRM.

Some of the distinctive features of the book are:

Stepwise development of every topic to facilitate learning, systematic and sequential arrangement of various topics, concise and to the point description of all topics; examples from Indian industry to highlight application of basic concepts and techniques; tables and diagrams to illustrate the text; summary for quick revision; chapter outline, and bibliography for advanced study

It would be an interesting reading for both undergraduate and post graduate students in HRM. It may also find favour with academics in the area of strategic HRM.

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