References

## REFERENCES

- Alio, R J (1999), Leadership, Myths and Realities, Tata McGraw-Hill Publishing Company
   Limited
- Anderson, John (1978), A comparative analysis of trade union democracy, Industrial Relations, 17, 278 – 95.
- Armstrong, M (1987) 'HRM: a case of the emperor's new clothes?'. Personnel Management, 19,
   8, pp 30-35.
- Armstrong, Michael and H Murlis, (1998) Reward Management, Kogan Page, 1998
- Armstrong, M (1996) Employee Reward, London, IPD
- Anshem, Melvin (1974) Managing the Socially Responsible Corporation, Macmillan & Co.,
- Argyris, C. (1992). Knowledge for action: A guide to overcoming barriers to organizational change. San Francisco: Jossey-Bass.
- Ashmos. D.O and Hiber. G P. (1987). The Systems Paradigm in Organization Theory:
   Correcting the record and suggesting the future. Academy of management review, October 1987, pp. 607 21.
- Atkinson, J (1984) 'Manpower strategies for flexible organizations. Personnel Management,
   August, pp 28-31
- Barnes, Louis B (1981) Managing the paradox of organizational trust, Harvard Business Review, March-April,
- Bandura, Albert (1977). Social Learning Theory, Prentice Hall, Englewood Cliffs, N.J and Fred Luthans, "Leadership: A Proposal for a Social Learning Theory Base and Observational and Functional Analysis Techniques to Measure Leader Behavior", in James G. Hunt and

- Lars L. Larson (edited) Cross currents in Leadership, Southern Illinois University Press, Carbondale 1979, p. 205)
- Badaracco J L, (1997) Defining Moments: When Managers Must Choose Between Right and Right, Harvard Business School Press
- Blake Robert R and Anne Adams Mc Canse, (1991). Leadership Dilemmas Grid Solutions,
   Houston: Gulf Publishing Company, Scientific Methods, Inc.
- Blake, Robert and Jane S. Mouton, (1966) "Managerial Facades" Advanced Management Journal, July
- Bales Robert F (1958). Task Roles and Social Roles in Problem Solving Groups. Readings in Social Psychology (3<sup>rd</sup> Edition) Holt, New York. NY
- Bennis, W. (1989). On becoming a leader. Reading, MA: Addison-Wesley.
- Bharti, R (1996) "The battle of the Times", The Economic Times, 11 September 1996, p 6
- Barnard, Chester. (1969) The Functions of the Executive Cambridge, Mass.: Harvard
   University Press.
- Bennis, W.G., and Nanus, B. Leaders: Strategies for Taking Charge. New York:
   HarperCollins, 1985.
- Beer, Michael, Russel A Eisenstat, and Bert Spencer. (1991) The Critical Path to Corporate renewal, Boston: Harvard Business School Press.
- Beer, M, Spector, B Lawrence, PR, Mills, D.Q., & Walton, RE (1984) Managing Human
   Assets. New York, Free Press.
- Bell Daniel (1950). "Notes on authoritarian and democratic leadership." In Alvin
   W.Gouldner (Ed) Studies of Leadership: 395 408. Harper New York NY
- Beyer J M & LD Browning, (1999) "Transforming an industry in Crisis: charisma, routinisation and supportive cultural leadership", Leadership Quarterly, 10(3), 1999, p 483-520.

- Bonner M Boyd, WL and Allen J, Robert N Noyce (1990) (1927-90), Austin TX,
   SEMATECH Publication, p 13.
- Brook, Peter (1968) The Empty Space Penguin Books, Harmondsworth, Middlesex, UK
- Bridges W. (1987). Managing transitions. Reading, MA: Addison-Wesley.
- Bridges W, (1991) Transitions, Making Sense of Life Changes, Nicholas Brealey Publishing Limited.
- Bridges W. (1988). Surviving the survivor syndrome. William Bridges and Associates (pamphlet, 14 pages).
- Bridges W (1994). Job shift: How to prosper in a world without jobs. Reading, MA: Addison-Wesley.
- Bridges W, (1996), Transitions, Making Sense of Life Changes, Nicholas Brealey Publishing Limited.
- Brockner, J. (1992). "Managing the effects of layoffs on others," California Management Review, pp. 9-27.
- Brockner, J., Konovsky, M, Cooper-Schneider, R., Folger, R., Martin, C., and Bies, R.
   (1994). "Interactive effects of procedural justice and outcome negativity on victims and survivors of job loss," Academy of Management Journal 37(2), pp. 397-409.
- Browning, L D, JM Beyer and JC Shelter, (1995) Cooperation in a competitive industry: SEMATECH and the semiconductor industry", Academy of Management Journal, 38, 1995, p 113-151.
- Browning L D and JC Shelter, (2000) Early rly history of SEMATECH: How inter-firm cooperation at SEMATECH changed the US semiconductor industry, "College Station: Texas A&M Press, 2000.

- Burns, James Mac Gregor, (1878). Leadership. New York: Harper & Row, Publishers
- Burns, Tom and Stalker G M (1966) The Management of Innovation, Tavistock, London, UK
- Burnes, B. 1992. Managing Change, Pitman, London. UK.
- Butler, J, Ferns, G and Napier, N (1991) Strategy and Human Resource Management,
   Cincinnati, Southwestern Publishing Company.
- Burnes, B. (1992) Managing Change, Pitman, London. UK
- Cartwright, Dorwin and Zander, Alvin (1953). Leadership: Introduction. Group Dynamics,
   Evanston III: Row, Peterson, New York. NY.
- Cattell, Raymond B and Stice, Glen F, (1954), "Four Formulae for Selecting Leaders on the basis of Personality". Human Relations, Volume 7, pp. 493 – 507.
- Craig, Storti (1989) The Art of Crossing Cultures, Intercultural Press, Yarmouth, ME
- Cameron, K.S. (1994). Guest editor's note: "Investigating organizational downsizing-fundamental issues," Human Resources Management 33(2), pp. 183-188.
- Cameron K.S and Whetton D.A. (1983). Models of the Organization Life Cycle: Applications to Higher Education. Research in Higher Education, June 1983, pp. 211 – 24.
- Cameron, K.S., Freeman, S.J., and Mishra, A.K. (1991). "Best practices in white-collar downsizing: Managing contradictions," Academy of Management Executive 5(3), pp. 57-72.
- Cascio, W. (1993). "Downsizing: What do we know? What have we learned?" Academy of Management Executive 7(1), pp. 95-104.
- Cartwright D and A. Zander (1953) Group Dynamics: Research and Theory (New York: Harper and Row, 1953).
- Cameron K.S and Whetton D.A. (1983). Models of the Organization Life Cycle:
   Applications to Higher Education. Research in Higher Education, June 1983, pp. 211 24.
- Chakraborty S.K, Management by Values, Oxford India Paperbacks, 1990
- Churchman CW (1968), The Systems Approach, Delacorte, New York, NY

- Clelland D I and King W R (1972)Management: A Systems Approach, McGraw Hill, New York, NY
- Coch, Lester Et All. (1948). Overcoming Resistance to Change. Human Relations. Vol. 1 –
   512 –32.
- Cox, M., 1990, Structuring the Therapeutic Process, Jessica Kingsley, London
- Cook, M (1990) Personnel Selection and Productivity, Chichester, Wiley
- Collins Eliza G C and T B Blodgett, (1981) Some see it, some won't, Harvard Business
   Review, March-April
- Collins, Jim and Porras Jerry (1994), Build to Last, Harper Collins, New York, NY
- Collins, Jim (2001) Good to Great, Why some companies make the leap. Harper Business,
   New York, NY.
- Crozier, Michel (1964), The Bureaucratic Phenomenon, University of Chicago Press,
   Chicago, US
- Cooper, Robert and Khandwalla Pradip (1975) A Contingency View of Market Orientation,
   Mc Gill University, Canada
- Dayal Ishwar (1977) Change in Work Organization: Some Experiences of renewal in Social
   Systems, Concept, New Delhi, India
- Daftuar C N (2002) Understanding human behavior. In Behavioral Quotient, Baroda, CBR.
- Daftuar C N (2000) Self-awareness Johari Widow. In Behavioral Quotient, Baroda, CBR.
- Daftuar C N( 2000) Interpersonal needs FIRO- B. In Behavioral Quotient, Baroda, CBR
- Daftuar C N (2000) Organizational culture. (2000). In Behavioral Quotient, Baroda, CBR,
- Daftuar C N (2000) Learning organization. (2000). In Behavioral Quotient, Baroda, CBR.
- Daniels, A and Yeates D (1988) Basic Systems Analysis, Pitman, London UK
- Deal T.E. and Kennedy AA, 1983, Corporate Cultures, Addison-Wesley Publishing Company, Massachusetts.

- Deal T and Kennedy, A. (1982). Corporate Cultures. The Rites and Rituals of Corporate Life,
   Penguin, Harmondsworth.
- Douglas. M (1986), How Institutions Think, Syracuse University Press, Syracuse, NY.
- Douglas. M (1986). How Institutions Think, Syracuse University Press, Syracuse, NY.
- Donaldson G and Lorsch J W (1983) Decision Making at the Top, Basic Books, New York,
   NY
- Downs, A. (1995). Corporate executions. NY: AMACOM (225 pages).
- Drucker, Peter F (1973, 1974) Management: Tasks and Responsibilities, Practices, Harper & Row, Publishers, Inc.
- Esty Katherine and Others, (1995) Workplace Diversity, Adams Media Corporation, 1995.
- Ettorre, B,(1996) Temptation of Big Money, Management Review, Pages 13-17, February.
- European Commission (1996) White Paper on Education and Training: Teaching and learning: Towards the learning society, Luxembourg, Office for Official Publications of the European Communities Garratt, B (1995) 'An old idea that has come of age'. People Management, 1,19, pp 25-9 Grey, C (1998) Against arming', paper presented at the Lancaster-Leeds collaborative conference, Emergent Fields in Management: Connecting learning and critique, Leeds, 15-17 July
- Tjepkema, S (1993) Profile van de learned organization en hoar opieidingsfunctie (Profile of the learn in; organization and its training function), Enschede, Universiteit Twenty.
- Van der Krogt, F J (1998) 'Learning network theory: The tension between learning systems
  and world systems in organization'. Human Resource Development Quarterly, 9,2, pp 157-77
- Fieldman C Daniel Et All. 1983. Managing Individual and Group Behavior in Organizations.
   Mc Graw Hill.

- Fieldman C Daniel ET. All. 1983. Managing Individual and Group Behavior in Organizations. Mc Graw Hill.
- Fieldman C Daniel ET All. 1983. Managing Individual and Group Behavior in Organizations.
   Mc Graw Hill.
- Fleishman, Edwin an ET all (1955). Leadership and Supervision in Industry, Bureau of Educational Research, Ohio State University, Columbus.
- Fierman, J. (January 24 1994). "The contingency work force," Fortune, pp. 30-36.
- Fred E. Fiedler. 1967, A Theory of Leadership effectiveness. McGraw Hill, New York, 1967
- Gagliardi. P (1990) Symbols and Artifacts: Views of the corporate landscape, deGruyter,
   New York. NY.
- Gagliardi. P (1990), Symbols and Artifacts: Views of the corporate landscape, deGruyter,
   New York. NY.
- Gardner, J W (1986 and 1990) The Nature of Leadership and On Leadership, The Free Press,
   New York
- Gentile, Mary C (1998) Differences that Work, A Harvard Business Review Book, 1998
- Gerloff, E.A. (1985) Organizational Theory and Design McGraw Hill New York, NY
- Gerloff, E.A. (1985. Organizational Theory and Design McGraw Hill, New York, NY
- Gibb, Cecil A (1954) Leadership Handbook of Social Psychology, Volume 2: 877 920.
   Addison Wesley, Cambridge, Mass
- Greiner, Larry E (1998) Evolution and Revolution as Organizations Grow Harvard Business
   Review May-June
- Gouldner Alvin (1964). Patterns of Industrial Bureaucracy, Routledge and Kegan Paul,
   London.
- Goddard, Robert W (1988) " Are you an Ethical manager?" Personnel Journal, March 1988.
- Goldsmith, Walter and Clutterbuck David (1997) The Winning Streak., Orion Business, UK

- Goodman T (1997) The Forbes Book of Business Quotations BD and L, New York.
- Goullard, Francis, J and James N Kelly (1995). Transforming The Organization. Mc Graw Hill, Inc.
- Greiner, Larry and V Schein, (1998) Power and Organization Development, Addison Wesley
   Longman OD Series, 1998
- Greenberg E R, Canzoneri C, Smith C, (1998) Job Skill Testing and Psychological
   Measurement, 1998 AMA Survey, Management Review, June
- Greengard, S. (November 1993). "Don't rush downsizing: Plan, plan, plan," Personnel Journal 72(11), 64-76.
- Greenleaf R K (1977) Servant Leadership: A Journey into the Nature of Legitimate Power and
- Greatness, Paulist Press, New York, NY
- Guest, D (1989) 'Personnel and HRM: can you tell the difference?'. Personnel Management,
   January, pp 48-51
- Guest, D (1995) 'Human Resource Management, trade unions and industrial relations' in Storey, J (ed.) Human Resource Management: A Critical Text, London, Routledge, pp 110-41
- Guest, D (1996) The Psychological Contract', paper presented to IPD National Conference,
   Harrogate
- Hamel, G., and Prahlad, C.K. (July-August 1994) "Competing for the future," Harvard Business Review, pp. 122-128.
- Handy, C. (December 5 1990) "What is a company for?" Michael Shanks Memorial Lecture reprint (13 pages).
- Handy, C. The Age of Paradox. Boston: Harvard Business School Press, 1995.
- Handy, Charles (1994) The Empty Raincoat, Arrow, London.

- Hersey Paul and Kenneth H. Blanchard (1977) Management of Organization Behavior:
   Utilizing Human Resources, 3<sup>rd</sup> ed. Prentice Hall. Englewood Cliffs, N.J
- Hamel, Gary and Prahlad C K (1994), Competing for the Future, Harvard Business School
   Press, Boston, Mass.
- Hegel, G F (1830/1971). Philosophy of Mind, Encyclopedia of the Philosophical Sciences,
   Oxford
- Hecksher, C. (1995). White-collar blues: Management loyalties in an age of restructuring.
   New York: Basic Books.
- Hedberg, Bo, Et all (1976) Camping on See Saws: Prescriptions for Self Designing.
   Organizations" Administrative Science Quarterly, 21, 41 65
- Hofstede, Geert (1991) Culture and Organizations: Software of the Mind, McGraw Hill, and
   Maidenhead
- Hollander, Paul (1966. Models of behavior in Stalinist Literature: A Case of Totalitarian
   Values and Controls, American Sociological Review, pp. 352 364
- Hirschman Albert O (1970) Exit, Voice and Loyalty: Response to decline in Firms,
   Organizations and States, Harvard University Press, Cambridge, Mass.
- Hiltrop, J (1996) 'Managing the changing psychological contract' Employee Relations, 18,1,
   pp 36-49
- Hickok, T. (1995) The impact of work force reductions on those who remain: A study of civilian workers at two Department of Defense bases. Unpublished doctoral dissertation, University of Southern California, Los Angeles, CA.
- Hodgkinson, M (1998) 'The "learning organization" concept: Towards developing a model
  for organizational learning', paper presented at the Lancaster-Leeds collaborative conference.
   Emergent Fields in Management: Connecting learning and critique, Leeds, 15-17t, 20,1, pp 1-

- Hurley, Robert F, Allan H. Church, W. Warner Burke, and Donald F. Van Eynde ('1992),
   "Tension, Change and Values in OD," OD Practitioner, 24 (September 1992), pp. 1-5.
- Iacocca., L. (1986). Iacocca, An Autobiography, Bantam Books, London, U.K.
- Jackal, Robert, Moral Mazes, The World of Corporate Managers, Oxford University, 1988.
- Jay, Antony (1970) Management and Machiavellian, Harmondsworth, Middlesex, Penguin Books, UK
- John R. P. French, Jr., and Bertram Raven, (1959) "The Bases of Social Power,' in Dorwin
  Cartwright, ed., Studies in Social Power (Ann Arbor: Institute for Social Research of the
  University of Michigan, 1959), pp. 150-167, T
- Jones, M Et all. (1988), Inside Organizations, Sage Publications, Newbury Park, CA.
- Kanter R.M. (1994). Change Masters, Corporate Entrepreneurs at Work, Routledge, and London. UK
- Katz D, and Kahn R L. (1978). The Social Psychology of Organizations. John Wiley, New York. NY.
- Katz, Daniel and Kahn R L (1966), The Social Psychology of Organizations, John Wiley,
   New York NY
- Kerr, Steven and John M. Jermier (1987), "Substitutes for Leadership: Their Meaning and Measurement", Organizational Behavior and Human Performance, December, PP 375-403
- Khandwalla P N (1992) Organizational designs for Excellence, Tata McGraw Hill, New Delhi, India
- Kenneth Thomas, "Conflict and Conflict Management," in Marvin D. Dunnette, ed.,
   Handbook of Industrial and Organizational Psychology (Chicago: Randy McNally, 1976), pp. 889-935; and John P. Kotter, "Power, Success, and Organizational Effectiveness,"
   Organizational Dynamics (March-April 1976), pp. 27-40

- Kilmann, R and Saxton, M. (1983), The Kilmann Saxton Culture Gap Survey,
   Organizational Design Consultants, Pittsburgh, PA.
- Kroeber A.L and C.Kluckhohn (1952) A Critical Review of Concepts and Definitions.
   Vintage, New York
- Krech David, Richard S. Crutchfield, and Egerton Ballachey (1962), Individual in Society
   New York: McGraw-Hill, p. 102.
- Kohn, A (1993) 'Why incentive plans cannot work'. Harvard Business Review,
   September/October, pp 54-63
- Kearns, D. and Nadler, D. (1992). Prophets in the dark: How Xerox reinvented itself and beat backs the Japanese. New York: HarperCollins (334 pages).
- Kotter, J. and Heskett, J. (1992). Corporate culture and performance. New York: The Free Press.
- Kennedy, C (1992) "ABB: Model merger for the New Europe", Long Range Planning, 1992,
   25 (3), p 10-17
- Kozlowski, S., Chao, G., Smith, E., and Hedlund, V. (1993). "Organizational downsizing: Strategies, interventions, and research implications," International Review of Industrial and Organizational Psychology 8, pp. 263-332.
- Kunda, Gideon (1992) Engineering Culture: Control and Commitment in a High Tech
   Corporation, Temple University Press, Syracuse, NY
- Leana, C. and Feldman, D.C. (1992). Coping with job loss: How individuals, organizations,
   and communities respond to layoffs. New York: Lexington Books.
- Lewin, K. (1951). General field theory. Evanston, New York.
- Lewin, K (1953). Studies in-group Decision. Group Dynamics: Evanston III, Row, Peterson,
   New York.
- Lawler, E E (1990) Strategic Pay, San Francisco, CA, Jossey-Bass

- Lorsch, Jay W and Lawrence, Paul R (1970) Studies in Organization Design, Home wood, Irwin
   Dorsey
- Lorsch, Jay W and Lawrence, Paul R (1967) New Management Job: The Integrator, HBR, Nov
   Dec
- Lorsch, Jay W and Lawrence, Paul R (1967) Organization and Environment, Harvard University, Boston, Mass
- Legge, K (1995) 'HRM: rhetoric, reality and hidden agendas', in Storey, J (ed.). Human
   Resource Management: A critical text, London, Routledge, pp 33-59
- Likert, Rensis. 1961. New Patterns of Management. McGraw Hill.
- Likert Rensis, (1967) The Human Organization, McGraw Hill, New York, NY
- Likert, Rensis (1956) The Human Organization, McGraw Hill, New York, p.4
- Lewin, Kurt (1953). Studies in-group Decision. Group Dynamics: Evanston III, Row,
   Peterson, New York.
- Lewin, Kurt R. Lippitt, and R. White (1939) "Patterns of Aggressive Behavior in Experimentally Created social Climates," Journal of Social Psychology, 10 (1939), pp. 271-299.
- Luthans, Fred. 1989. Organizational Behavior. New York. Mc Graw Hill
- Lasswell, Harold (1936) Politics: Who Gets What, When How (New York: McGraw-Hill, 1936).
- Mabey, C and Salaman, G (1995) Strategic Human Resource Management, Oxford, Blackwell
- Madson P and J M Shafritz, (1990) Essentials of Business Ethics, Meridian, Penguin Books,
   USA,
- March J G and Olsen J P (1976) Ambiguity and Choice in Organizations, Universitetforlaget,
   Bergen Norway

- Marchington, M (1995) 'Fairy tales and magic wands: new employment practices in perspective', Employee Relations, 17,1, pp 51-66
- Marginson, P et al (1993) The Control of Industrial Relations in Large Companies, Research
   Paper No. 45,
- Industrial Relations Research Unit, University of Warwick
- Maslow, A H (1965) Eupsychian Management, Homewood, 111, Irwin/Dorsey
- Mayfield, E C and Carlson, R E (1966) 'Selection interview decisions: first results from a longterm research project'. Personnel Psychology, 19, pp 41-53
- Millward, N (1993) 'Industrial Relations in Transition: The Findings of the Third Workplace
   Industrial Relations Survey', paper presented to BUIRA, York, July
- Mintzberg, Henry (1989) Mintzberg on Management, The Free Press, Macmillan Inc, New York, NY
- Mintzberg H (1983), Structures in Five, Englewood Cliffs, Prentice Hall, NJ
- Mintzberg, Henry (1973). The Nature of Managerial Work, Harper & Row, New York. NY.
- Miller Danny and Friesen Peter H (1984) Organizations, Prentice hall, Englewood Cliffs, NJ
- Moorhead G and R W Griffin, 1999, Organizational Behavior, Jaico Publishing House, India
- Machiavellian. N (1513/1962) The Prince< Mentor Press, New York, NY</li>
- Mahoney, JM (1991), Human Change Processes. Basic Books. New York, NY
- Mink, O.G. (1992). Creating New Organizational Paradigms for Change. International Journal of Quality and Reliability Management Volume 9, No. 3, pp. 21 – 35.
- Morgan, G. (1986), Images of Organizations. Sage, London.
- Michels, Robert (1959). Political parties, Dover, New York, NY.
- Merton, R K (1957) Social Theory and Social Structure, Free Press, New York.
- McCaskey, Michale B (1974) An Introduction to Organization Design, California
   Management Review, Volume 17, Number 2.

- McGregor, D. (1960). The human side of enterprise. New York: McGraw-Hill.
- Mohrman, S.A., and Mohrman, A.M., Jr. (1983). "Employee involvement in declining organizations," Human Resources Management 22(4), pp. 445-465.
- Madsen, Peter and J M Shafritz, (1990) Essentials of Business Ethics, Meridian, Penguin Group, 1990.
- Nash, Laura N (1981) Ethics without the Sermon, Harvard Business Review, Volume 59,
   Nov- Dec
- New York Times (1996). The downsizing of America. New York: Times Books.
- Neil W. Chamberlain, (1973) The Limits of Corporate Responsibility, Basic Books, Inc.,
- Nohria, N and R G Eccles, (1992) Networks and Organizations, Harvard Business School Press, Boston, Mass
- Noer, D. (1993). Healing the wounds: Overcoming the trauma of layoffs and revitalizing downsized organizations. San Francisco: Jossey-Bass.
- Nystrom Paul C, Starbucks William H (1981), Handbook of Organizational Design, Volume I
   and II. Oxford University Press, New York, NY, US.
- Ott, J S. 1989. The Organizational Culture Perspective. Belmont, California: Dorsey Press.
- Ouchi, William. (1981). Theory Z, Addison-Wesley, Reading, MA.
- Perrow, Charles (1972) Complex Organizations: A Critical Essay, Scott, Foresman, New York, NY
- Pfeiffer Jeffrey (1981), Power in Organizations (Marshfield, MA: Pitman, 1981); Henry
   Mintzberg, Power In and Around Organizations (Englewood cliffs, NJ: Prentice-Hall, 1983);
- Pettinger, R (1996) Introduction to Organizational Behavior, Macmillan Press Ltd. London.
- Pascale, R (1995) 'In search of the new 'employment contract'. Human Resources, November/
   December, pp 21-6

- Patterson, M G, West, M A, Lawthom, R and Nickell, S (1997) 'Impact of People Management
   Practices on Business Performance', Issues in People Management, No. 22, London, IPD
- Peters T and Waterman. R. (1982) In Search of Excellence. Lessons from America's Best
   Run Companies, Harper and Row, New York. NY.
- Pettinger, R 1996, Introduction to Organizational Behavior, Macmillan Press Ltd. London.
- Polley, R.B (1986), Rethinking the Third Dimension, International
- Pfeffer, J. (1981). Power in organizations. Marshfield, Mass: Pitman Publishing.
- Petruno, T. (December 19 1996). "Has 'greed' supplanted 'shareholder value'?" Los Angeles
   Times.
- Pedler, M, Burgoyn, J and Boydell, T (1991) The Learning Company: A strategy for sustainable envelopment, Maidenhead, McGraw-Hill, Pedler, M, Burgoyn, J and Boydell, T (1996) The Learning Company: A strategy for sustainable development, 2nd edition Maidenhead, McGraw-Hill
- Poell, R F (1998) Organizing Work-related Learning Projects: A network approach,
   Nijmegen, University,
- Poell, R F and Tijmensen, E C M (1996) 'Using learning projects to work towards a learning organization: Two cases from professional work', paper presented at the third ESREA Continuum, Professional Development research network seminar, Lisbon, 22-4 November.
- Poell, R.F., Tijmensen, E.C.M and Van der Krogt, F.J. (1997) 'Can learning projects contribute
  to develop a learning organization?' Lifelong Learning in Europe 2,2, pp 67-75.
- Pascarella P, (1997) Right Vs Right and You're in the Middle. Management Review, Pages
   44-45, December 1997.
- Park, MH, Caesar's Wife, Management Review, August 1995.
- Ritti, R and Funkhouser, G. (1982), The Ropes to skip and the ropes to know, Grid,
   Columbus, OH.

- Ritti, R and Funkhouser, G. (1982), The Ropes to skip and the ropes to know, Grid,
   Columbus, OH.
- Reed, M and Hughes, M. (Eds.) (1993). Rethinking Organization: New Directions in Organization Theory and Analysis, Sage, London, U.K.
- Rose, Arnold M (1955) Voluntary Association under conditions of competition and conflict.
   Social Forces, 34, 159 163
- Robbins, Stephen P. (1990). Organization Theory. Prentice Hall, India
- Rogers, Carl, Client-Centered Therapy (1951) (Boston, MA: Houghton-Muffin, 1951).
- Ramnarayan S and Ram Mohan Rao, (1996) Managerial Dilemmas, Cases in Organizational Behavior, Tata McGraw-Hill Publishing Company Limited, 1996.
- Rao T V and Udai Pareek, (1996) Redesigning Performance Appraisal Systems, Tata
   McGraw Hill Publishing Company Limited, 1996
- Roberts, N C. (1983) Organizational Power Styles: Their Determinants and Consequences, unpublished doctoral dissertation, Stanford University, 1983,
- Roberts, Nancy C. (1986) "Organizational Power Styles: Collective and Competitive Power
  Under Varying Organizational Conditions," Journal of Applied Behavioral Science, 22, No. 4
  (1986), 443-458. Roberts has developed a Power Styles Inventory that measures five different
  influence styles: directive, impression management, transactional, consensual, and
  charismatic.
- Richard M. Emerson, "Power-dependence Relations," American Sociological Review, 27 (1962), pp. 31-40.
- Hickson, C. R. Hinnings C. A. Lee, R. E. Schneck and J. M. Pennings, in Administrative Science Quarterly, 16 no. 2 (June 1971), 216-229, Salancik and Pfeffer. Who Gets Power," p. 3, Mintzberg, Power In and Around Organizations.

- Rousseau, D. (1995). Psychological contracts in organizations: Understanding written and unwritten agreements. Thousand Oaks, CA: Sage.
- Salancik and Pfeffer, (1959)" Who Gets Power—And How They had on to it." An earlier treatment of this view is "A Straget contingencies Theory of Intra organizational Power," by D. Cartwright and Zander.
- Sarachek. B (1968). Greek Concepts of Leadership. Academy of Management Journal, 11, 39
   48
- Schein, E. (1992). Organizational culture and leadership. San Francisco: Jossey-Bass.
- Schumpeter, J. (1950). Capitalism, socialism, and democracy. New York: Harper and Row.
- Senge, P M (1990) The fifth Discipline: The art and practice of the learning organization,
   London, Centaur. Business
- Swearing, J and Wierdsma, A (1992) Becoming a Learning Organization: Beyond the learning curve, Wokingham, Addison-Wesley.
- Sloan, Allan (February 26 1996). "The hit men," Newsweek, pp. 44-48.
- Smith, M (1986) 'Selection: where are the best prophets?'. Personnel Management, December, p
  63
- Storey, J (1992) Developments in the Management of Human Resources, Oxford, Blackwell
- Storey, J (1995) Human Resource Management: A Critical Text, London, Routledge
- Sull, Donald N (1999) Why Good Companies Go Bad. Harvard Business Review (July-August)
- Sackmann, Sonja A. 1992. Culture and Subcultures: An Analysis of organizational Knowledge, ASQ, and Cornell University.
- Stogdill and Bass (1974). Handbook of Leadership, The Free Press, New York, NY
- Stewart, M. (1993). Keynes in the 1990's: A Return to Economic Sanity, Penguin, and Harmondsworth.

- Schein, Edgar H (1998), Three Cultures of Management: The Key to Organizational Learning in the 21<sup>st</sup> Century, The Society for Organizational Learning, 1998
- Smircich, L. (1983). Concepts of Culture and Organizational Analysis. ASQ, Vol. 28, pp. 377
   -92.
- Shermon, Ganesh. "Managerial Effectiveness: The Difficult Question", Bangalore, India,
   August 1988. JBIMS Journal 2000.
- Shermon, Ganesh. 2000. "Knowledge Driven HR in the 21<sup>st</sup> Century". Published in the "Emerging Role of IT in the Global Business Environment", Editor, Dr O K Gupta. Tata McGraw Hill, New Delhi, India
- Shermon, Ganesh, (1998), Workshop: Culture Beyond 2000, The Arvind Mills Ltd. India, and a change management session using the principles of Tell Me Effect. The workshop in all covered over 200 managers and officers and was conducted over 3 days for each group of 25 participants.
- Shermon, Ganesh. (2000). Doing it Together for the Fun of it. H.R. Folks. Com Private Limited. Bombay. India.
- Shermon, Ganesh. (2000). Into Human Asset Valuation, A Tryst with Destiny. Presentation and publication at the National NIPM Conference, February 3-5,2000, Bombay, India.
- Shermon, Ganesh. 2000. Strategic Transformation for Effective HR Processes. Paper Presented at X L R I, Jamshedpur between December 17-19, 1999 at Jamshedpur for the Annual Conference "Transitions and Transformations In Organizations". India.
- Shermon Ganesh. 2000. Corporate Career Planning: A Schematic Representation. Bombay,
   India. Under Publication.
- Shermon Ganesh. 2000. Business Process Structures. H.R. Folks. Com Private Limited,
   Bombay. India

- Shermon, Ganesh. 2000. Version 2000. Games People Play. H.R. Folks. Com Private Limited, Bombay. India.
- Shermon Ganesh. 2000. So what is Leadership Now? H.R. Folks. Com Private Limited,
   Bombay, India.
- Shermon, Ganesh, (2000). Strategic Human Capital Measurement: AICAB. Tata McGraw
   Hill New Delhi, India. (Under Publication).
- Shermon Ganesh and Vinayak Kamath. (2002). Leaders 2010. Tata McGraw Hill New Delhi,
   India. (Under Publication).
- Shermon Ganesh. (2003). Editor, Career Planning and Assessment of Potential in a Learning Environment. Tata McGraw Hill New Delhi, India. (Publication Review).
- Shermon Ganesh. (2002). Editor, Knowledge Human Resources: Century 21 Imperatives.
   Tata McGraw Hill, New Delhi, India. (Publication Review)
- Shermon Ganesh (2001). Strategic Organizational Designs: The New Age Structural
   Perspective. Tata McGraw Hill, New Delhi, India. (Publication Review).
- Shermon, Ganesh. (2000). Careers 2010 Emerging Role of HRM in the 21<sup>st</sup> Century. Tata
   McGraw Hill New Delhi India. Edited by Dr O M Gupta.
- Shermon, Ganesh. (2002). The Intellectual Company. Sage Publications. New Delhi. India.
   (Under Publication).
- Shermon Ganesh. (2000). A New Mandate for HR in Century 21. Presentation at the Asia Pacific HRD Conclave, January 13-15, 2000. Center for Change Management, Bombay. India.
- Shermon, Ganesh. "Managing Knowledge: Competitive Positioning of Human Resources in the 21<sup>st</sup> Century", Asia pacific Human Resources Summit, Bombay, India, February 18-20, 1998.
- Senge, Peter (1990), The Fifth Discipline, Doubleday, New York.

- Schultz, M (1991). Transition between symbolic domains in organizations. Copenhagen
   Business School Papers in Organizations, No 1, Copenhagen Business School, Copenhagen.
- Scott, Richard. (1978). Theoretical Perspectives, in Marshall Meyer ed. Environments and Organizations. San Francisco: Jossey Bass, p 22.
- Smircich, L. (1983), Concepts of Culture and Organizational Analysis, ASQ, Vol. 28, pp. 377
   92.
- Stewart, M. (1993) Keynes in the 1990's: A Return to Economic Sanity, Penguin, and Harmondsworth.
- Schultz, M (1991) Transition between symbolic domains in organizations Copenhagen
   Business School Papers in Organizations, No 1, Copenhagen Business School, Copenhagen.
- Schein, Edgar H (1998), Three Cultures of Management: The Key to Organizational Learning in the 21<sup>st</sup> Century, The Society for Organizational Learning, 1998.
- Starbucks., William H and JM Dutton. Designing Adaptive Organizations, Journal of Business Policy, 1973.
- Sutton, R.I. and D'Aunno, T. (1989). "Decreasing organizational size: Untangling the effects
  of money and people," Academy of Management Review 14(2), pp. 194-212.
- Smircich, L and Calas, M (1987)
- Organizational Culture: a critical assessment, in Jablin, F M et al (edited), Handbook of
   Organizational Communication, Newbury Park, CA, Sage, pp 228-63
- Stogdill, Ralph M (1948) "Personality Factors associated with Leadership: A \*Survey of the
   Literature". Journal of Psychology, Volume 25, 35 71.
- Tan, Terry (1992) Culture Shock, Kuperard, London, UK
- Tannenbaum, Robert and Warren H. Schmidt (1958) How to Choose a Leadership Pattern",
   Harvard Business Review, March-April, p. 96
- Tichy N.M and M A Devanna. 1986. The Transformational Leader New York: Wiley

- Tichy, Noel M (1993) Control Your Destiny or Some One else will, Harper Collins, New York, NY
- Thompson Victor A (1961) Modern Organizations, Knopf, New York, NY
- Torrington, D and Hall, L (1995) Personnel Management: HRM in action, Hemel Hempstead,
   Prentice Hall
- Tichy N.M and M A Devanna. (1986). The Transformational Leader. New York: Wiley.
- Trice H M & JM Beyer, (1993) The cultures of work organizations, Englewood Cliffs, NJ,
   Prentice Hall, 1993, p 256
- Tomasko, R.M. (1990) Downsizing, Reshaping the corporation for the future. New York:
   AMACOM.
- Van Eynde D F, (1998) A Case for Courage in Organizations, Management Review,
   February
- Vroom, Victor "A new look at Managerial Decision making," Organizational Dynamics.
   Spring 1973.
- Vroom, V. (1964). Work and motivation. New York: Wiley.
- Vickers, Geoffrey (1965) The Art of Judgement, Basic Books, New York, NY
- Watkins, K E and Marsick, V J (1993) Sculpting the Learning Organization: Lessons in the art and science systemic change, San Francisco, CA, Jossey-Bass
- Washington Post (March 5 1996) "CEO's at major corporations got 23 percent raise in '95,"
   p. c1.
- Washington Post (May 5 1997). DIGEST p. c1.
- Waterman, R., Waterman, J., and Collard, B. (July-August 1994). "Toward a more career-resilient workforce" Harvard Business Review, pp. 87-95.
- Wilber, K. (1993, 1996), The Spectrum of Consciousness and Up from Eden, Quest Books,
   Wheaten, IL

- Weick Karl E (1985). The significance of corporate culture. In P J Frost et al, Organizational
   Culture, Sage, Beverly Hills, CA
- Whitely, Richard C. (1991) The Customer Driven Company. Redding, Mass: Addison-Wesley.
- Williamson Oliver E (1963) Managerial Direction and Business Behavior, American
   Economic Review, 53, 1032 1057
- Wren Thomas J, 1995. Leadership Companion: Insights on Leadership through the ages, New York: Free Press.
- Wolfe, T, (1983) The tinkering of Robert N Noyce, Reprinted from the December, 1983 50<sup>th</sup>
   Anniversary issue of Esquire Magazine, Santa Clara, CA: Intel Corporation, 1983
- The Wyatt Company (1993). Best practices in corporate restructuring: Wyatt's 1993 survey
  of corporate restructuring.
- Yuchtman E and Seashore S.E (1967) A System Resource Approach to Organizational
   Effectiveness. American Sociological Review, Volume 32, 6, pp. 891 –903
- Zuboff, Shoshana (1984) The Age of the Smart Machine, Heinemann Professional Publishing
   Limited, New York, NY