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.


• Anshen, Melvin (1974) Managing the Socially Responsible Corporation, Macmillan & Co.,


Correcting the record and suggesting the future. Academy of management review, October

• Atkinson, J (1984) 'Manpower strategies for flexible organizations. Personnel Management,
August, pp 28-31

Review, March-April,

and Functional Analysis Techniques to Measure Leader Behavior”, in James G. Hunt and

• Brook, Peter (1968) The Empty Space Penguin Books, Harmondsworth, Middlesex, UK
• Craig, Storti (1989) The Art of Crossing Cultures, Intercultural Press, Yarmouth, ME
• Chakraborty S.K, Management by Values, Oxford India Paperbacks, 1990
• Churchman CW (1968), The Systems Approach, Delacorte, New York, NY
York, NY

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(2000) Interpersonal needs – FIRO- B. In Behavioral Quotient, Baroda, CBR

• Daftuar C N (2000) Organizational culture. (2000). In Behavioral Quotient, Baroda, CBR,


• Deal T.E. and Kennedy AA, 1983, Corporate Cultures, Addison-Wesley Publishing
Company, Massachusetts.

• Douglas, M (1986), How Institutions Think, Syracuse University Press, Syracuse, NY.


• Tjepkema, S (1993) Profile van de learned organization en hoar opieidingsfunctie (Profile of the learn in; organization and its training function), Enschede, Universiteit Twenty.


• Fleishman, Edwin an ET all (1955). Leadership and Supervision in Industry, Bureau of Educational Research, Ohio State University, Columbus.


• Gagliardi. P (1990), Symbols and Artifacts: Views of the corporate landscape, deGruyter, New York. NY.


• 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
• Handy, C. (December 5 1990) "What is a company for?" Michael Shanks Memorial Lecture reprint (13 pages).


• Hegel, G F (1830/1971). Philosophy of Mind, Encyclopedia of the Philosophical Sciences, Oxford


• Hedberg, Bo, Et all (1976) Camping on See Saws: Prescriptions for Self Designing Organizations. Administrative Science Quarterly, 21, 41 – 65


• Hiltrop, J (1996) 'Managing the changing psychological contract' Employee Relations, 18,1, pp 36-49


• Jones, M Et al. (1988), Inside Organizations, Sage Publications, Newbury Park, CA.


• 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


• 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
• 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
• 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 long-term 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
• Moorhead G and R W Griffin, 1999, Organizational Behavior, Jaico Publishing House, India


• Pascale, R (1995) 'In search of the new 'employment contract'. Human Resources, November/ December, pp 21-6


• Polley, R.B (1986), Rethinking the Third Dimension, International


• 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.


• 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.


• Rose, Arnold M (1955) Voluntary Association under conditions of competition and conflict. Social Forces, 34, 159 - 163


• Rogers, Carl, Client-Centered Therapy (1951) (Boston, MA: Houghton-Muffin, 1951).


• Salancik and Pfeffer, (1959) "Who Gets Power—And How They hod on to it." An earlier 
treatment of this view is " A Straget contingencies Theory of Intra organizational Power," by 
D. Cartwright and Zander.

– 48


• 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.


• Smith, M (1986) 'Selection: where are the best prophets?'. Personnel Management, December, p 
63


• 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.


Harmondsworth.
• Schein, Edgar H (1998), Three Cultures of Management: The Key to Organizational Learning in the 21st Century, The Society for Organizational Learning, 1998


• 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.


• 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.


- Smircich, L and Calas, M (1987)


• 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
• Washington Post (March 5 1996) "CEO's at major corporations got 23 percent raise in '95," p. cl.