



## Management Development: A Psychological Approach

By Salil Kumar

Gyan Books Pvt. Ltd., New Delhi, India, 1993. Hardcover. Book Condition: New. Dust Jacket Condition: New. This book presents a Framework which facilitates Designing need-based, result oriented Management Development interventions. The Human Resource Development may be optimized in Organizations in General and public sector organizations in particular on the Recommendations made in the book. The HRD may be optimized in public sector organizations especially the loss-incurring sick organizations units through strategies and approaches suggested in the book. The latest Humanistic Organism perspective offered by management researchers and practitioners has vital global applicability potential. Based on this perspective a Research Study was carried out and the Results strongly support the Humanistic organismic perspective. Perceptions of training experience of managers is found to be influenced crucially by psychological correlates, personality variables, individual differences and attitudes. Unfortunately, the psychological Bases to behaviour have not been given due Importance and therefore interventions in Management Development need to be given adequate importance to these bases. The study strongly support the hypothesis that Perception of training experience of managers can be predicted by psychological correlates. The book provides an interesting reading and an insight into design of meaningful and enriching Management Development interventions for managers who...



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