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Behavioural Quotient

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BEHAVIOURAL QUOTIENT

Author : C.N. Daftuar, Vadodara.

Publisher : Council of Behavioural Research, GAYA, 2000, pp.148, price Rs.236/-

The book under review Behavioural Quotient is a very good piece of work by Shri.C.N.Daftuar, Professor at M.S.University, Baroda. Through this book the author has tried to systematically study human behaviour, understand and predict it. Each one of us tries to understand one another by watching and interpreting behaviour manifest. A commoner simply watches the behaviour, the author explains why. Every organisation needs extensive behavioural training for its personnel and uses concepts of organisational behaviour. Human Resource Development, Industrial Psychology and Organisational Development. The book is an attempt to bring about a very effective synthesis.

The book is divided into four parts and 24 topics on OB and HRD. The topics are discussed in a very readable style and all dimensions of OB and HRD are covered extremely well substantiated by examples to reinforce the understanding of the reader and also apply the respective concepts.

Part one focusses on Individual Dynamics and completes the journey of understanding the concept in seven topics. Topics on EQ, Rational Behavioural training are outstandingly written. Group Dynamics forms part two of the book with five topics namely group dynamics, team building,

communication, active listening, leadership and creative problem solving. The penultimate part of the book is related to the theme of organizational dynamics with seven topics on organisation, relaxation exercises management of individual and organisation, time management, learning organisation, organisational culture and business strategy and business maturity. Aligning OB and HRD with business strategy is the real need of the hour and the author has very successfully done this. The last and the fourth part focuses on Human Resource Dynamics in a single chapter named Human Resource Development.

On the whole the book provides comprehensive knowledge of OB. The author has tried to elaborate upon all the important aspects of OB/HRD through studies particularly in the Indian context. This book will be useful to students, management consultants, practising managers, academicians and researchers. The author has very ably succeeded in highlighting finer points of organisational behaviour and makes it another useful document to be referred to in the context of developments taking place in organisational behaviour and Human Resource Development.

*By Prof. S.R. Musanna**

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