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Review

Elucidated with examples and real life cases, this timely volume covers practically every aspect of the OD experience in the Indian context. (The Economic Times)

This book is appropriate at a time when the need for OD intervention is seriously being realised. It deals extensively with every issue of relevance involved in OD, right from theory to practice and problems to suggestions. The current volume is a collection of articles, research papers and real life cases written by well-known experts. The contributors, mainly practitioners, have addressed OD interventions and strategies in the light of their experiences in Indian organisations.... It is very relevant for business organisations and non-governmental organisations. It will be useful for owner-managers, HRD practitioners, trainers, and scholars in the field. (Journal of Entrepreneurship)

A welcome addition to the growing body of literature on organisational development. (Business India)

About the Author

S Ramnarayan, PhD, is Clinical Professor of Business at the Indian School of Business (ISB), Hyderabad, India. A PhD in Organizational Behavior from the Case Western Reserve University, Cleveland, Ohio, USA, he has been a faculty member at the Tata Management Training Centre, Pune, India, for about 5 years and later a Professor at the Indian Institute of Management, Ahmedabad, India, for about 13 years. He has also been a visiting faculty at the Case Western Reserve University, Cleveland, Ohio, USA, and Guest Professor at the University of Bamberg, Germany.

He has worked in different sectors on a variety of assignments in the areas of organization development, change, and leadership. He has carried out assignments funded by different international agencies, such as US Office of Personnel Management, Ford Foundation, World Bank, Commonwealth Secretariat, Department for International Development, and German Science Foundation. Apart from research papers, monographs, and case studies, Ram has co-authored books such as *Changing Tracks: Reinventing the Spirit of Indian Railways*, *Change Management: Altering Mindsets in a Global Context*, and *Managing Organizational Change*, and has co-edited books such as *Life After 360 Degree Feedback*, *Strategic*

Management of Public Enterprises in Developing Countries, Organization Development Interventions and Strategies, and Managerial Dilemmas: Cases in Organizational Behaviour.

T. V. Rao is currently the Chairman of T. V. Rao Learning Systems Pvt. Ltd, Ahmedabad. He was a Professor at Indian Institute of Management Ahmedabad (IIMA) between 1973 and 1994 and, subsequently, Adjunct/Visiting Professor until 2014. He is the Founder President of the National HRD Network (NHRDN), and the First Honorary Director of the Academy of HRD, India. He was also the President of the Indian Society for Applied Behavioral Science (ISABS). Dr Rao has worked as an HRD Advisor to the Reserve Bank of India, has assisted the Administrative Reforms Commission in reviewing the personnel management practices for civil services, and has also served as a member of the HRM Review Committee of Nationalised Banks set up by the Ministry of Finance. Dr Rao has worked as a short-term consultant to UNESCO, Ministry of Health, Indonesia; National Entrepreneurial Development Association, Malaysia; and the Commonwealth Secretariat, London. Dr Rao has over 50 books to his credit, of which 15 are authored jointly with Dr Udai Pareek.

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This edited volume provides a comprehensive account of the experience of applying the organization development process in India.

Part One deals with the concepts and interventions of organizational development. Part Two discusses the Indian experience in the application of organization development in organizations ranging from public sector corporations to voluntary organizations. Part Three deals with contemporary and often unresolved issues confronting organization development consultants and practitioners -- including whether organization development is culture specific or universally applicable, and how organizational politics affect organization development interventions.

- Published on: 1998
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