

Editorial Board

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From the Editor

Happy and Warm New Year wishes to you all!

A lot of discussion is happening in the Academic Circles about Publications, Research, Consultancy and Training these days. All the activities have been occurring in premier business schools including IIMs. The buck has now reached all the institutions of Management Education. The need is felt for bringing in quality and we at PESBR encourage Quality Research and Quality Publications. We appeal to all the prospective authors to follow the guidelines meant for the authors and send the papers in the prescribed format in order to make the review process easy. Also we request the authors not to send the papers at the eleventh hour and we are rejecting such papers due to paucity of time for the review process to complete.

This issue of PESBR carries six empirical papers, one case let and two book reviews. The paper by Vijaya and Indira Jaiprakash on "Dimensions of the Psychological Contract: A study of employee expectations in and IT organization" highlights an exploratory study and identifies areas of expectations within the organisation, namely, learning expectations, project expectations, mentoring, leading expectations and work environment expectations. The paper by Varadarajan and Sibiraja throws some insights into the comparison of portfolio management in the shipping industry vis-a-vis the traditional types of investments like fixed deposits, gold and property. Mayur Dasgupta's conceptual paper on 'Organisational Learning and its Practices' will address issues on how organisations learn, both directly and from others, on how to create learning organisations, how to develop conceptual frameworks for interpreting the experiences and finally on how organisations programme information and retrieve information despite the turnover of personnel and passage of time.

The study paper on 'Growth and development of tobacco products and exports of tobacco industry in India - an overview' by Venteswarlu and others is quite informative and gives the industry perspective from a critical angle. The paper by Ashok Dubey on 'Small Industries Development Bank of India (SIDBI)' is an illustration of a success story in SME financing. The caselet by Vedavyas can be used for discussion in any management classroom while teaching the crisis situations in which managers take decisions without affecting the respective stake holders. A very good teaching case for analysis of manager's resilience and decision making skills in the face of adversity.

We look forward to your contributions for future, continued support and readership for PESBR.

For PESBR Team

Dr. Kalyani Rangarajan