

Book Review

Training and Development Text, Research and Cases

Author : **G. Pandu Naik**

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Books on Training and Development are plenty but good ones among them are rare. Most of them are authored either by industry professionals or academicians from their individual perspectives rather than for HRD profession. Often those books focus on one or two topics and ignore lot many others. Finding a good book to teach Training and Development to MBA students is difficult. Training professionals some times do not know how to go about designing a programme or its implementation. To address all such problems here comes a book by Dr.G. Pandu Naik who has worked both in industry and academics and a doctorate in HRD himself. The book addresses the needs of MBA teachers and students as well as training managers in industry in so far as Training and Development is concerned.

The book has an edge over other books on HRD. For eg. the chapter on Training Design and Development talks about design structures like linear, spiral and modular which is difficult to find in many other books. How many of us can clearly distinguish between mentoring and coaching or how many of us can systematically determine whether on the job training or off the job training is suitable for a given context. This book makes clear comparison of various HRD approaches and suggests the avenues for choosing the right solution. The book brings an integrated approach by covering strategic, operational and functional issues in HRD. One can understand the budgeting and return on investment aspects of HRD from finance angle; the methods and techniques of training function from operational angle and the strategies for creating demand for the programme from marketing angle.

The book has been divided into 21 chapters. Every chapter starts with a quote from an eminent person followed by a relevant picture and learning objectives. Sufficient number of tables, figures and photos are used for enhanced learning. Each chapter concludes with summary of the chapter followed by at least one case study. Most of the case studies are drawn from Indian organizations. At the end of the chapters, the author has given questions for discussion. The first 10 chapters deal with the process of training and development, from training needs analysis to training evaluation. The remaining 11 chapters cover the various methodologies, right from the basic approaches like job training to the advanced interventions like executive coaching, developmental job assignment and mentoring.

This book acknowledges the author's mastery over the subject and the ability to explain in simplest way even the difficult concepts. The book has a thorough coverage of the subject which makes the readers satisfied. One feels like having completed a diploma in HRD after reading the book. This book stands apart both as a scholarly book as well as a popular book in HRD. With its vast and thoroughly well grounded coverage of the subject, the book enhances the confidence level of readers.

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