

# From the Editor

All institutions of higher learning are now providing facilities for research and encouraging people to pursue research. Of course, the academic community has realized and reaping the benefits of research. But the toughest point is to sit down, begin and consistently work on it. Research papers pouring into conferences and publications are no less in number. It is not wrong to say, that today, there is a research drive. However, research should never be a simple compliance or a compromise. The rigor and the quest for reality makes research rich and meaningful. PES Business Review is a small effort to promote this research mindset. PESBR will cater to both academic and business community who can thoughtfully and intelligently use and share the research findings.

The present issue is a collection of empirical and conceptual research papers and perspectives. The first paper in this issue 'Interpersonal Behavioral Profile of Some Knowledge Workers as a prelude to their Motivation' by T. Thomas interestingly presents the various interpersonal behavioral dimensions. The paper is an empirical one, which tries to find the characteristics of interpersonal relations of four chosen professions. Schutz's FIRO Element-B questionnaire which measures 12 behavioral dimensions is used to gain insight into interpersonal relations. The findings reveal interesting facts across professions. Another interesting study by Smita Gupta explores the managerial perception of innovation climate and organizational commitment. In her paper, she examines the relationship between the innovative support climate and the members' affective and continuance organizational commitment in a private organization. The analysis has revealed that creativity, a dimension of innovative support to be a strong positive predictor of organizational commitment.

'Working Capital Position in Leading Indian Companies, a Comparison vis-à-vis Profitability' by N. R. Parasuraman, establishes relationship between working capital and overall profit after tax. A study of 36 companies reveals that working capital parameters do not have a relationship with profitability.

A conceptual paper by N. Ramesh on 'Linking Technology with Market' explores the interactions and linkages between technology and market both at the business unit and development project levels. An integrated perspective of linkage between technology and market reflects the need for alignment between strategic postures and portfolio of development projects.

In the perspectives section, a macro-competitive analysis of the emerging economies of China and India is presented by Priya Angle in the paper 'China and India-Will They Drive the Global Economy?' The paper 'FDI in Indian Retail Sector-Perspectives and Prospects' by Venugopal Naidu and Smitha Lokesh reviews the current situation of the Indian Retail Market and projects the future of the sector.

Pamela N. Danziger's book 'Why people buy things they don't need' has been reviewed by H. S. Murthy, and Jeffrey A. Krames book 'Jack Welch and the 4 E's of leadership' is reviewed by Shailaja K. Sajjan

In this pursuit, a host of experts have contributed their time and expertise. I express my gratitude to all the contributors and reviewers who have enriched the contents. A hearty welcome to Dr. Masoud Abessi, Dr. Gopal Chaudhuri, Dr. Ramesh G Soni, Dr. M. K. Sridhar and Prof. K. R. Jayasimha who have accepted our invitation to join the Editorial Advisory and Review Panel.

I am confident that PESBR will be of great value to all our readers.

On behalf of the team of PESBR,

**Manasa Nagabhushanam**