

Section 9: Publications

1. *Books and contributions to books*

1. "Statistical Analysis" Chapter in *Sage Encyclopedia on Case Study*, California: Sage, 2008 (in press)
2. *Recruitment, Selection and Deployment of Human Resources: A Canadian Perspective*, Toronto: Pearson Education Canada, 2007, 384 pages, ISBN: 0-13-127178-4
3. *Canadian Human Resource Management: A Strategic Approach*, 8th edition, Scarborough, Ontario: McGraw-Hill Ryerson, 2007. ISBN: 0-07-091718-3. It has been the market leader among Canadian HRM texts for past several years having sold over 175,000 copies until September, 2006. In this coauthored-text containing 15 chapters, my chapters cover areas such as *diversity management, recruitment and selection of human resources, human resource audit, human resource planning, Job analysis and design and strategic human resource management modeling*.
4. *Norton Department Stores*. In Gareth Jones, Albert Mills, Terrance Weatherbee and Jean Helms Mills *Organizational Theory, Design and Change*, 2006, Toronto: Pearson Education [ISBN 0-13-124522-8], PP. 522-529.. A case on a successful Canadian department store that slowly lost its muscle tone and finally faced bankruptcy.
5. *Groupe Noel* in Gareth Jones, Albert Mills, Terrance Weatherbee and Jean Helms Mills *Organizational Theory, Design and Change*, 2006, Toronto: Pearson Education [ISBN 0-13-124522-8], PP. 522- In Gareth Jones, Albert Mills, Terrance Weatherbee and Jean Helms Mills *Organizational Theory, Design and Change*, 2006, Toronto: Pearson Education [ISBN 0-13-124522-8], PP. 520-522. A case on the challenges facing a family owned firm in responding to fast growth.
6. *Performance Management* Pearson Education Limited, Toronto, 2003, ISBN: 0-13-041379-8, 310 pages. [This is the first text on the subject matter in Canada and most possibly in the United States and defines the field and integrates it to strategic management]
7. *Strategic Organization Design: For Canadian Firms in a Global Economy*. Scarborough, Ontario: Prentice Hall Canada Inc, 1998. [Also, instructor's manual for the same]. This text aimed at senior undergraduates and MBAs looked at designing and changing organizations to meet the needs of the new, global economy.
8. *Organization Theory With Canadian Applications*, Toronto: Gage Publishing (Canada Publishing Corporation), 1990. ISBN: 0-7715-5607-1.(Also, Instructors Manual for Organization Theory With Canadian Applications, Gage Publishing, 1990). [This was the very first Canadian text on the subject matter]
9. "The Indian Retail Environment: A Look at Some Socio-Cultural Impediments to the Development of Customer Orientation among Indian Retailers" (with M. Das) In *Retail Environments in Developing Countries*, (edited by Allan M.

Findley, Ronan Paddison and John A. Dawson), London: Rutledge, 1990, Chapter 15. PP. 243-258. ISBN: 0-415-037395.

(A modified version of this article was presented earlier in an international conference and published in *Journal of International Consumer Marketing*. See, "Articles in Journals and Professional Magazines" section of this resume.

10. "Timber Craft Limited: A Case in human resource planning", in G.E. Stevens (editor), *Cases and Exercises in Personnel and Human Resource Management*, Dallas, Texas: Business Publications, 1985.

An updated version of the above case is reprinted in Milkovich G.T., Glueck, W.F., Barth, R.T., and McShane, S.L. *Canadian Personnel/Human Resource Management: A diagnostic approach*, Plano, Texas: Business Publications, Inc., 1988, PP. 844-852.

11. "Engagement of Personnel" in K. Srinivas (editor), *Human Resource Management: Contemporary Perspectives in Canada*, Toronto, McGraw-Hill Ryerson Limited, 1984.

2. Articles in Scholarly Journals and Professional Magazines

"Essentialist portrayal of Women in Indian fiction" *Asian Studies Review*, 2008 (in press) (With M. Das)

"What Makes Management Research Interesting? An Exploratory Study", *Journal of Managerial Issues*, 2008 (in press) (with Brad Long)

"Does Your human resource strategy need a tune up?" *Workplace Review*, October, 2005.

"Aligning Individual and Organizational Goals Through Performance Management: Key to Organizational Excellence" *Work Place Review*, March, 2004.

"Employee Survey: A key to Organizational Excellence." *Canadian Manager*, June, 2004.

"Adding cultural variables to a web-privacy ontology" [with Dawn Jutla and Terrance Weatherbee], *Proceedings of IEEE Transactions*, March, 2004.

"The Four Faces of Pay: An Investigation into How Canadian Managers View Pay" *International Journal of Commerce and Business*, Vol. 12, No.1, 2002, pp. 18-40.

"Business Students' Perception of Best University Professors: Does Gender Role Matter?" *Sex Roles*, Vol 45, Nos. 9/10, November 2001, pp 665-676. (with M. Das)

"Recruiting the recruiter: How Human Resource Managers view Executive Search Firms?" *Journal of Academy of Business Administration*, Volume 5, No 1, Fall, 2000, pp.54-64. (with Pamela d=Eon Scott)

"Globalization and Human Resource Management Challenges" *Management Accountant*, July, 1998, pp.1-6.

"Are Unions Relevant in Today's Global Economy? A Snapshot of Managerial Attitudes Toward Unionization in India" *Indian Journal of Industrial Relations*, Volume 33, No.1, July, 1997, pp.1-16 (with Mathew Manimala)

"Satisfaction with Town Services: Do User Experience and Satisfaction Count?" *The Service Industries Journal*, Vol 16, No.2, April 1996, pp.191-206. (with M. Das and F. MacKenzie)

"Assessing 'the will of the people': An investigation into Town Service Delivery Satisfaction", *Canadian Public Administration*, Vol. 38, No.1, Spring, 1995 (with M. Das and F. MacKenzie).

"Opportunities Unlimited: Research possibilities and methods in Accounting" *ICWAI Research Bulletin*, January, 1994.

"Roles Indian Managers Play: An investigation into the nature of managerial work in India" *Indian Journal of Industrial Relations*, Vol 29, No. 2, October 1993.

"The Nature of Managerial Work in India: some preliminary evidence from the field" *ASCI Journal of Management*, 1991, June, pp. 1-13.

"The customer is always wrong: a look at the sociocultural impediments to the growth of customer orientation in India", *Journal of International Consumer Marketing*, Volume 1, no. 1, 1988, pages 79-99 (with M. Das)

"But we had excellent references! Refining the reference letter" *The Human Resources*, June-July, 1988, pp. 15-16. (with M. Das)

"Relevance of symbolic interactionist approach in understanding power: a preliminary analysis" *Journal of Management Studies*, Volume 25, no. 3, May, 1988, pp. 251-267.

"Time: A missing variable in organizational research," *ASCI Journal of Management*, Volume 16, no. 1, September 1986, pp. 60-75.

"Organizational and decision characteristics and personality as determinants of control actions: a laboratory experiment," *Accounting, Organizations and Society*, Volume 11, no. 3, 1986, pp. 215-231.

"How relevant is our management education?" *Business India*, Issue no. 196, September 9-22, 1985, pp. 85-89.

"Relevance of policy courses to third world conditions" In *Development Sciences Information Systems and DEVINDEX*, Ottawa: International Development Research Centre, February, 1985.

"An investigation of relative effectiveness of three diverse teaching methodologies", *Organizational Behavior Teaching Review*, Vol. 9, no. 2, winter, 1985. (with F. C. Miner and J. R. Gale)

"Qualitative research in organizational behavior", *Journal of Management Studies*, Vol 20, no. 3, 1983.

"Relevance of current organizational development values and assumptions to scarcity conditions", *Group and Organization Studies*, Vol. 6, no. 4, December, 1981.

"Impact of crisis situations on organizational decision making", *Indian Journal of Industrial Relations*, Vol. 16, no. 2, October, 1980.

"Attitudes of professional nurses towards unionization", *Relations Industrielle*, Vol. 34, no. 3, 1979. (with A.M. Ponak)

"The hidden costs and benefits of employee transfers", *Human Resource Planning*, Vol. 2, no. 3, 1979. (with C.C. Pinder)

"One more time: how do we place a value tag on our employees? Some issues in human resource accounting", *Human Resource Planning*, Vol. 2, no. 2, 1979. (with M. Das)

"Behaviourally anchored rating scales for behavioural science teaching", *Canadian Journal of Behavioural Sciences*, January, 1979. (with P. J. Frost, and J.T. Barnowe)

"Human values in corporate manpower planning", *Canadian Personnel and Industrial Relations Journal*, January, 1978.

"Relevance of Guttman Scalogram to social research", *Journal of Social Research*, March, 1977. (with V. V. Baba)

"Understanding causal relations among variables using path analysis", *Economic Activity*, October, 1977.