

BOOK REVIEW: ORGANIZATIONAL PSYCHOLOGY (2015)' BY DR. H.L. KAILA

Vipin Chilana*

Organizational Psychology (2015)' by Dr. H.L. Kaila

Publisher: IK International, New Delhi

ISBN: 978-93-84588-73-1; 309 pages

I have seen the subject of Organisational Psychology grow over the years in popularity as well as in richness of context and content. I had studied it in my Master's Degree as Industrial Psychology. I later taught it as Organisational Behaviour in MBA programmes. I found executive MBA students with some work experience who could relate to the concepts more dearly as compared to the fresher. The reason was very simple. They already knew the context and had some direct experience of it.

From this single perspective, I find this book does context setting very well with local perspective. The advances in the field call for updation of learning resources at regular intervals. Any new addition is always welcome. This book brings fresh air to the learning perspective. The book covers very well the theory and application of organisational psychology. It covers all major topics of this subject and would appeal both to the students as well as practitioners.

Each chapter contains an "opening story" which provides the context and side notes labelled "good to know", which helps get a quick reference. Even the summary of each chapter is very succinctly done. I first read the summary of each chapter to get an overview. Each chapter includes exercises for discussion, practice, and projects. Research case provided at the end of the chapter is an icing on the cake. Many chapters have questionnaires and other tools which readers and researchers can take to know about themselves as well as use them with some adaptation for their own project and research work.

The book will help students of Psychology and Management. It will also be useful to researchers, practitioners, and academicians in I/O Psychology.

The book has a very refreshing approach of presentation and coverage. This makes it stand out among the plethora of books on this subject.

* Professor (Psychometrics) and Division Head, IBPS, Mumbai, Maharashtra, India. Email: vcuilana@ibps.in