

INTERFACES/ KOPPELVLAKKE

Book reviews

MANAGEMENT OF ORGANIZATIONAL BEHAVIOUR UTILIZING HUMAN RESOURCES

by: Hersey, P and K.H. Blanchard
Prentice-Hall Inc.

The authors approach the issue of human behaviour within the organisation along the dimensions of analysing the needs of both employer and employee, for the purpose of obtaining the best "match" between the two.

Extensive coverage is given Maslow's hierarchy of needs and the work of McGregor, Herzberg and a number of allied behavioural scientists is integrated in terms of the pragmatic application. The interaction between manager and subordinate is examined in terms of the effects on productive behaviour within the organisation.

Since organisations are so heavily dependent upon the leadership generated by management, the dynamics and effects of leadership are analysed in-depth. Hersey and Blanchard have however managed to successfully integrate this analysis with the framework of the larger environment within which the organisation functions. Change is part of this ever-changing environment and therefore the authors have felt the need to see this functioning within a change context. Flexibility is called for in order to ensure organisational survival.

The entire approach is one of providing the insight and tools with which to ensure effective organisational behaviour. It provides an in-depth study of the interaction between man and his working environment.

(M.E. Nasser)

Boeke ontvang/Book received

Byars, L.L. en Mescon, M.H., *The Other Side of Profit*, W.B. Saunders Company, 1975.

(Die huidige kontrovers oor korporatiewe sosiale verantwoordelikheid is die sentrale tema van die boek en is 'n eerlike poging tot 'n feitlike beskrywing van wat sekere organisasies in die V.S.A. doen vir die gemeenskap en sy mense)

Basil, D.C. en Cook, C.W., *The Management of Change*, McGraw-Hill Book Company, 1974.

(The book consists of three parts: origins of change, transitional responses of change, and strategies for change responsiveness)

Rupert, Anton: *Inflasie – Hoe tem ons Openbare Vyand Nommer Een*, Private publikasie, 1974.

(Een van Suid-Afrika se toonaangewende sakeleiers aan die woord, gerugsteun deur 'n groot aantal uitsprake deur vooraanstaande wêrelddeskundiges, oor wat elk van hulle sou doen om inflasie te bekamp indien hy "'n Minister van Finansies in 1974" was.)

Bradley, D. and Wilkie, R., *The Concept of Organization: An Introduction to Organisations*, Blackie, 1974.

(Arising out of the professional interest in the study of organizations, the authors deal with topics such as organizational goals, the importance of structure, people in organizations, and morality and organizations from an interdisciplinary point of view.)