

**Bharat's Simplified Approach  
to Labour Laws**

by

**Dr. J. P. Sharma**

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**U**nder the influence of liberalization, privatization & globalisation, related legislations, judicial interpretations, the impact of foreign laws on labour and change in industrial relation practice, "Labour Laws" is a constantly evolving subject. This book, written in a simple and easy-to-read manner, presents the "Labour Laws" subject in a comprehensive manner for a wide spectrum of readers. The chapters in this book include:

1. Employees' Provident Funds and (Miscellaneous Provisions) Act, 1952.
2. Employees' State Insurance Act, 1948.
3. Factories Act, 1948.
4. Industrial Disputes Act, 1947.
5. Minimum Wages Act, 1948.
6. Payment of Bonus Act, 1965.
7. Payment of Gratuity Act, 1972.
8. Payment of Wages Act, 1936.
9. Trade Unions Act, 1926.
10. Workmen's Compensation Act, 1923.

Additionally, two separate appendices have been added as "Labour Reform: "M.Com. Examination Papers-Delhi university" respectively.

The chapters cover the objects, definitions, scope, application and special provisions for the different acts. Each act has been preceded by its

historical background to generate interest amongst users about the periodic growth and development of the act in our country. The text materials of the earlier edition have mostly been revised to take into account of the latest decided cases and judicial interpretations. The case references have also been reworked so as to include the mode of citations.

The book is expected to be helpful to a wide variety of students of M.Com, MFC, MBA, MHROD, PGDM, LL.B, and LL.M in universities and professional courses like, ICSI, ICAI, ICWA and IIL. The book will also be useful to legal practitioners, law officers, employers, employees, trade unions and all those interested in the study of labour laws in our country.

—*Prof. Subir Chakrabarty, AICWA*

**Taxmann's Vedic Management  
The Holistic Approach to  
Management Excellence**

by

**Dr. S. Kannan**

**Published by:**

**Taxmann Allied Services Pvt. Ltd.**

**59/32, New Robtak Road,**

**New Delhi : 110 005**

**Price : Rs. 675/-**

**I**n the evolution of management theories, 21st century heralds the start-up of the holistic perspectives of management as men begin to realize that the synchronized achievements come through the use of intellectual mind sets. The Vedic management principles suggest augmentation of wealth with the limited resources meant for effective production and thereby gain sustainable economic prosperity. This book presents an integrated and unified theory of Vedic management, which is essentially a holistic art of management by human values, social values along with cosmic spiritual thoughts. This book has focussed the management principles enshrined in the Vedas. The author's erudite writings have been able to focus on the human

values and establish that Vedas are veritable mines of management wisdom in the development process of society. Self-management is the focal point of every management. In the worldly existence if we look through the eyes of physics and the theory of Vedas are understood that every activity is directed by the human body, mind and intellect. Vedas have contributed the principles of self-management of individuals and directed human actions to reap the benefits of qualitative achievements through devotions. This book explains the practical methodology through the nicely designed nine chapters: chapter I Vedic management, chapter II Vedic self-management, chapter III Vedic relationship management; chapter IV Vedic cosmic management; chapter V Vedic spiritual management, chapter VI Vedas and modern business management principles; chapter VII Vedas and modern process management practices; chapter VIII Vedic model of excellence; chapter IX summary and conclusion includes appendix I (an overview of Vedic ideas); appendix II index of selected Vedic terms; appendix III abbreviations for endnotes; appendix IV key to translation and lastly bibliography and endnotes. At the beginning unit of tables and list of figures are arranged for easy reading and understanding of the readers.

The book entitled as "Taxmann's Vedic Management-The Holistic Approach to Managerial Excellence" under review provides a lucid and comprehensive overview of Vedic managerial knowledge. The book is based on the author's Ph.D Thesis on Vedic Management. Each and every chapter has been equipped with sufficient materials for easy understanding. Chapters are of very unique in this book. This book will be immensely helpful those who are taking up research studies in this field. Most of the books available in the markets do not provide adequate information on the various aspects of Vedic management. This book bears a complete informative message on Vedic management. The book

may be best fit for the researchers as well as for the professional managers. The students, practitioners, professionals, teachers will find this book is very informative from the stand point of real life situations. This book is a mine of information containing of nine chapters. The author has tried to provide all information relating to the Vedic style of management, which have profound impact on the professional managers. The authoritative style of lecture-oriented writings on every chapter of the author brings about a new message to the professional managers. The learned author deserves full appreciation of his noble efforts and presentation of the work in a comprehensive and lucid style. It is expected that the book will be well accepted by the professionals, practitioners, readers, researchers, and academicians who deal with the subject in real life situations. However, keeping in mind the purchasing power of the prospective buyers, this book has been made available in the market at a reasonable price. A sound endeavour has taken up by the learned author who has very aptly dwelt on different aspects of in depth Vedic management with practical knowledge.

A little more emphasis on Vedic Total Quality of Management which is applicable for modern business expected to be added for the readers, learners, researchers, and professional managers. The book may be found significantly useful for professional and management courses. For each and every library of different institutions in India and abroad this book will be taken as an important knowledge resource. Practically the book is enriched in inculcating the deep rooted indianized classical ideas of self management and management for others. This is important especially in the liberalisation regime when the multinationals do change in the language of the business. The style of professional management functions change over times along with the changes of technological

innovations in the global village. This book is an excellent rich product of academic excellence and professional experience blended together in the fields of managerial jobs.

This endeavour of the erudite personality will be immensely meaningful to the knowledgeable researchers, readers, professionals, and academicians.

—Dr. Umasankar Saha

**Financial Management  
Using Excel Spreadsheet**  
by  
**Ruzbeh J. Bodhanwala**  
Published by:  
**Taxmann Allied Services Pvt. Ltd.**  
59/32, New Robtak Road,  
New Delhi : 110 005  
2nd edition, Price : Rs. 340/-  
(With free CD), pp. 9+405

**T**oday the functions of finance managers are not confined to reporting and deciding upon the future action depending upon the historical data. In a competitive business environment, the role of finance manager has become more critical. To make the reporting and decision making process more accurate the finance manager today is to take help of different softwares which can generate the criticality of a factor.

The book under review focuses on concepts of financial management and developing a model on excel sheet to solve problems related to financial management. The main objective of the books is to assist and enable the readers to understand the theory and practice of financial management. It helps to integrate the knowledge with practices in evaluating the financial decisions. In the earlier days, the subject financial management was taught on black boards and the learners used to solve on sheets. But today the scenario has been changed. Now it is expected that students will be well versed in computer and many institutes have already started to give computer

exposure to the students so that they can be able to take perfect and rational decision in future. This book has opened a new dimension in the field of Financial Management. It is a blend of theory and practice. The author has used excel spreadsheet to give practical exposure of financial management.

The book under review contains 14 chapters. The first chapter deals with basics of modelling and excel. Chapter two focuses on the concept of time value of money. Chapter three discusses the individual cost of capital whereas the overall cost of capital has been discussed in chapter four. Chapter five deals with determination of cash flow. The sixth chapter introduces different tools for project appraisal and chapter seven discusses the practical capital budgeting. Chapter eight deals with break even point and leverage. Designing capital structure and dividend policy and value of firm have been discussed in chapter nine and ten respectively. Chapter eleven focuses on the concept of working capital and receivable management. Inventory management and cash management have been discussed in chapter twelve and thirteen respectively. Chapter fourteen deals with working capital financing and the ways in which banks finance working capital requirements. At the end of each chapter there are problems based on concept discussed in the topic. Each topic is explained with the help of explained graphs and exhibits. A number of illustrative examples have been added to make the book reader-friendly. The book also has eight situation based case studies and analytical data regarding the market. Theoretical discussions are suitably supplemented with figures, tables and case studies. The book contains 80 illustrations on basic concepts and 70 problems on pure Financial Management. There are more than 118 Exhibits and Diagrams along with 132 unsolved questions in the book. One free CD is giving with the book to help the readers in better learning the subject.