

box to focus attention of common reader. The results should also be compared with the previous survey findings whenever possible. Also certain specific analyses were presented especially comparison of student's achievement between and within 27 States and 3 UTs, classification of states according to the range of student's achievements, distribution of students in different ability groups. The analysis was also done to study the contribution of intervening variables of school-teacher-students. Coefficient off correlations of predictors of school related variables where the criterion variable was also worked out. In addition to multiple regression analysis ANOVA and independent t tests were also employed to examine the effectiveness of school-teachers-pupil related variables. However, detailed discussion of results in the light of socio-educational ethos and earlier researches are lacking throughout the overall as well as state specific reports. The huge data gathered may also be used to work out the 'Education Index'.

The report of this survey-cum-study is a valuable research document for the researchers, administrations, planners and policy makers. I m sure it would find place in the libraries of universities, research institutions in the field of education. It would definitely prompt future researchers to take up studies on problems of UEE and Sarva Shiksha Abhiyaan.

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**Emotional Intelligence at Work —
A professional Guide (Third Edition) 2006**

Volume I

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Training, New Delhi : 2007. Price: Rs. 225. Pages 299.

The book is a collection of personal experiences of the author on emotional management, personal and interpersonal management, self satisfaction and career perfection in the fields of management, administration etc. taking care of social and psychological dimensions

of emotional intelligence. It provides elements on the intricacies of EQ in particular and compares talent, intelligence and emotional management in general. In the seven chapters of the book, the author begins with the conceptual framework of Emotional intelligence vis-a-vis professional success followed by its relationship with personality and IQ, development of EQ, personal and Inter-personal emotion management skills. It also tries to reflect upon the empirical evidences in the field through case-studies, examples from various fields, EQ requirements for various fields of emotional intelligence and the stress management. It has given a three phase training and development model for development of EQ. The book ends with an EQ test for knowing one's own EQ.

The author has excellently shared the field based experiences on various issues associated with Emotional intelligence and Emotional Quotient (EQ) with a view to explain the concept to a new researcher in the field and clarifies doubts raised in any one's mind. However author seems to have touched too many issues and grappled with difficulty of relating them. The book has given a supporting framework for a reader who is beginner in the concept with variety of issues. The size of the book is digestible and comprehensible as per the need of a beginner. The language, style and teaching points or exemplars from the field material and discussions have somehow a reflection of personality of the author's profession to a greater extent.

The book seems to be a collection of too many aspects of EQ at a place which if dealt separately in detail could have been more meaningful. Each chapter of the book stands independent of the other with some overlapping, which may be obvious in such concepts. While dealing with the concept in first chapter, importance of EQ has been overstressed. Emotions seem to have been discussed through examples and its positive and negative traits are talked about. Feeling part and thinking part compatibility is stated to be constituting EQ, whereas EQ is more than that. Some latest definitions and examples form a position paper in the chapter. EQ helps in professional success, is again a controversial issue touched upon by the chapter though in a rational manner. Myths about EQ are now universally accepted facts where again a lot of researches are being demanded. Chapter two, though more explicit and rational, has lot of components rewritten in another form as conceptualised in Chapter I, whereas Chapter III gives examples (as cases) to support one's contentions on issues of EQ development.

Chapter IV is again on management strategies called as

management skills or emotional skills, a manager needs to develop. This deals with development of self esteem, development of EQ ignoring stress and gives some tips for being an emotional winner. Empirical evidence in terms of emotional competency is given in Chapter V which also includes redefining emotional intelligence from other angles. However, the chapter quotes fifteen studies towards the end and relates of EQ established through them. Chapter V on Guidelines for training and development talks of assessing needs, aspirations, strengths and weaknesses; fostering position relationship between trainer and trainee; encouraging the use of skills on job and conducting on going evaluation research. All these four phases have further been classified into different skills.

Concluding chapter attempts at self evaluation tool for knowing Emotional Quotient in form of a test developed by the author with another scholar. The test quoted to have test retest reliability of 0.94 and split half reliability as well as validity as 0.89, through the kind of sample on which it has been standardised is not mentioned. Ethical concerns involved and consistency on various issues seems to be lacking in this chapter. However various parameters and indicators of Emotional Quotient have been well stated. The book has also given some selected bibliography and references. Tables and diagrams have been used to support the text.

The stress management strategies as essential part of Emotional Development including yoga, *pranayam* or other Indian contributions besides the effect of nutrition, discussions as contribution to emotional intelligence should also been included in such a piece of work to make it more comprehensive. Otherwise the book provides enough examples, case studies of individual experiences and their relevance in understanding different facts of Emotional Intelligence but fails to correlate the parameters of these studies. The book could however be used as supplementary reader for a beginner in the field of Emotional Intelligence. Deviation from a text format and user friendly style of the book is appreciable. It can help the professionals like business executives, administrators, teachers, counselors, psychologists etc. for increasing their professional efficiency. It may also be useful for individual to enhance their emotional quotients and helping others in their personal lives.

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The Economics of Elementary Education in India:

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