

that once this is enforced upon the doors of quality will be automatically opened.

Shortcoming of B. Ed course and NCTE, training and retraining of teachers, statistical information on some open universities and dealt within the subsequent chapters. The non-uniform spread of open learning system is also probed into the issue of leadership in education, financial management and restructuring system is discussed at length, questions raised and measures suggested.

The book ends with a note that the coordination between different agencies cannot be overlooked and suggests financial and procedural changes essential for improving and to make India stand at par with more progressive nations of the world. Suggestion for teachers to take proactive role in training of policies has been emphasised upon.

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Career Growth and Joy at Work

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The present book is about building an enriching and motivating environment around human beings that make one possible to develop strategies around strengths. The book has adapted various concepts of management being practiced in the cooperative word like motivation, creative thinking etc. to individual's concern for career growth and joy while doing work. The book has tried to help individuals visualise and reflect on their strengths and key advantages for working out their unique strategy for career growth. The book has tried to explain an individual's ability to open new avenues for personal growth and career advancement by designing their generic project that may help them in being flexible and responsive to new opportunities. The book begins

with describing the basic purpose of work and has differentiated between life and career.

The book is divided into 10 chapters. The introductory chapter explains the purpose of work career growth along with the tranquility of mind and the path ahead. There are three main themes explained in this chapter. They are mental model which helps in discovering and nurturing our inherent strength; vision based on our inherent strength and emerging career opportunities; execution —The art of making it happen. The second chapter, “Mental models for higher latitude,” deals with the self exploration that lies behind us and before us or with in us. This chapter includes the self empowerment through emotional competence and the success in life as independent of an Individual's intelligence and supported his contention with research evidence. This chapter also explains that there are two types of self-empowering unhelpful belief and helpful belief which includes 3 basic choices—

1. Choice of positive belief
2. Choice of positive relationship
3. Choice of positive action

Next two chapters explain the nurturing and stimulating the inner core and opening new avenues with the generic projects. One makes a beginning for developing a generic project around the natural strengths and circumstances whereas, the other explains the refined generic project and provides the best opportunities for an individual's career growth and long them success.

The fifth chapter deals with the “Aligning Career Goals” with critical roles. This chapter explains the clarity and harmony of our inner world which may be disturbed due to external factors or circumstances. Execution is the only way in which a person can get into the state of flow, learning the implicit aspect, finer aspect of the process of making it happen. Execution is strategy and learning is action. The author advocates that a passion and honesty about the reality are the only ways by which a person can develop confidence and credibility in their career and profession or any other chosen field. This chapter also explains developing a long term vision and examines critical roles for achieving meaningful goals. Other chapters include “Identifying latest patterns inhibiting growth” and “Emerging Careers and new Opportunities” respectively. Chapter six diagnosed the latent patterns that affect the career and life like Plateau effect, Boom rent effect. These two effects are shown to be important for parents who guide their children in their career. This chapter also explains diagnosing typical latent patterns and their antidote symptoms and also identifies some typical patterns that are affecting the career prospects with suggestions for appropriate strategies to deal with them. Chapter seven explains

the business reality of an individual's profession/industry and also explains various emerging career metamorphosis such as technological, social, judicial activism, consumerism, government policy etc. which lead to demand for new or specialised types of product or services.

The book also includes "The Reinforcing Cycle of motivation" and "branding for success." The Reinforcing Cycle of motivation includes four steps. Enthusiasm for the project, enthusiasm to systematic effort or energy and drive, execution excellence including its key factors of competence and execution strategy, and the cycle of motivation which shows as encouragement/satisfaction. Branding for success explains various types of brands with examples and also explains self image. It also includes branding self-meaning which is a process for creating a positive image and credibility about one's strengths and abilities to make positive contribution to organisation/steps etc. The book has shown three phases of branding process: (a) Being Confident and at care with one self, (b) Examining value and beliefs, (c) Getting used to the process and learning from it. In the end the book has explained "Pro-active planning for execution excellence with importance of a balanced perspective." The book has also given key and important areas that are crucial to maintain tranquility in the face of numerous pressures of our competitive times.

This book is primarily meant for experienced professionals, who are executives who wish to revitalise their vision and align their career strategies to their inherent strength. This book is all about developing a holistic career which brings long term satisfaction and enrichment to individual. From the background of the book, the important contribution is thorough exercise aimed at assessing one's potential and developing one's own strategies, applications and action points for career growth and joy while at work. The book has tried to analyse the career guidance and the job satisfaction from sociological as well as psychological perspective with the aim at drawing best out of one's strengths to cope up with the stress management strategies.

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