
Book Review

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Vinayshil Gautam, *You Are Not Alone (Organization Management: Selected Essays)*, Concept Publishing Company (P) Ltd., 2024, pp. 374, ISBN: 93-5594-717-8 (Paperback).

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Vinayshil Gautam is a prolific academic and management thought leader whose writing spans decades of scholarship in organizational behavior, strategic management, and leadership development. His previous works, such as *Enterprise and Society: A Study of Some Aspects of Entrepreneurship and Management in India* (1979), *Management for Engineering Action* (1993), and *Organization Development Systems* (2011), provide a strong basis to evaluate his writing style critically.

His latest book—*You Are Not Alone (Organization Management: Selected Essays)*—gives a compilation of writings which he has authored over the decade or so. Essays which were published at different sources are compiled to provide a reflective retreat for the reader. Gautam's writing blends theoretical depth with practical insights. His works are rooted in rigorous academic discourse, often drawing from established management theories, yet they do not shy away from engaging with real-world applications. He frequently bridges the gap between conceptual frameworks and their utility in corporate, governmental, and institutional settings.

Gautam's writing is distinguished by its formal, authoritative tone. On the back cover of the book, Gautam reflects on his intent of writing by clarifying his position

I continued to write because I believe like many thinking persons, I have reactions to what I see, experience, and learn in life.

It is a must read but before dwelling in the book to understand the pretext where he provides a reason for the title of the book,



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There are times when one loses perspective, because one's experiences are severe, or one simply considers one's experience as unique. This may be only, partly, true. Similarly, one's choice appear very special, (as indeed they are). Yet similar choices may have been exercised by others. Hence the thought that one is not alone... This book is different by the experiences within it create a connection.

His vocabulary is rich, and he often employs terminology that reflects his deep academic background. While this lends credibility to his works, it can occasionally make his texts inaccessible to general readers or early-career professionals unfamiliar with management jargon. His sentence structures are often complex, reflective of his extensive engagement with high-level academic discourse. At times, this makes his writing more suited for a specialized readership rather than mass-market business books that favor brevity and simplicity.

One critique of Gautam's style is that it often leans towards an impersonal, academic tone rather than a distinct personal voice. While this enhances objectivity, it can sometimes make his writing less engaging for readers looking for a more direct and opinionated authorial presence. However, the formal and erudite tone, combined with a preference for conceptual depth over narrative engagement, makes his books more suited for academic and professional audiences rather than casual readers of business literature.

The book is written as a compilation of reflection notes structured over 12 chapters. Chapter 1 contains 18 writings on organizational behavior. Starting with "The Cornerstone of all Relationships" where he highlights how "trustworthiness" as the foundation of all relationships either at work or family; brings in aspects of why contemporary national politics need to go "Beyond the Divisive, Identity Politics" till a critical note on "Higher Education—When Comes the High Tide?" raising a strong observation on employment outcome.

Chapter 2 on economics contains 16 commentaries on economics around religious festivals, post coronavirus disease 2019 (COVID-19) global economic disruptions. Chapter 3 is on communication where he ranges into an anecdote from Abhigyan Shakuntalam to describe the nuances of meaning and emotions, integrity of thoughts and action, and finally the essential connect between emotions and relationships. Chapter 4 comprises extensive notes on some of the most pertinent around quantitative techniques questioning scientific thinking. Chapter 5 raises questions around the logic and basis of organizational design for public policy and development. While Chapter 6 brings us to a great reflective stance on operations management and how metaphorically the synch between the mind and the body is an exemplar of operational excellence. Chapter 7 focuses on finance and accounting providing a critical account of the author's take on the robustness of the national financial system. Subsequent chapters are on international business, information technology, human resource management, managerial skills, and finally, on business policy.

For those seeking a rigorous, well-researched, and analytically structured exploration of management thought, Gautam's recent work is invaluable. However, readers looking for a more accessible, anecdotal, or personally infused

writing style might find his approach somewhat dense. His book, *You Are Not Alone: Organisation Management—Selected Essays*, is expected to continue in this tradition, further reinforcing his standing as an authoritative, if somewhat traditional, voice in management scholarship.

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