

A COMPARITIVE STUDY ON VEDIC MANAGEMENT
PRINCIPLES IN RAMAYANA AND MODERN
MANAGEMENT PRINCIPLES

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Abstract:

India's cultural heritage is strong and obstinate. From the ancient days great epics like Ramayana and Mahabharata are making the people of India to maintain ethos and values and to follow the ethics for commendable living in the society. Particularly, in Valmiki Ramayana, the principles of management are demonstrated with high values and apt reasoning for the maintaining high quality values in the society as an individual or as a group. This paper is an attempt to correlate the modern principles of management like planning, motivation, recognizing efficiency, listening, good relationships, analysis etc with ones narrated in the great epic.

Keywords - planning, motivation, recognizing efficiency, listening, good relationships, analysis

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In ancient days of India or in the Vedic Age, the Gurus taught the theories and principles of management to their disciples and made them not less than pouncing tigers in grabbing the opportunities with the outer world offers.

Broadly speaking, Management is science as well as an art. The main functions of Management are Planning, Motivating, Analyzing, Encouraging the efficiency, Listening, Maintaining good relations etc.

The ethos, values and ethics in the Ramayana, the well known Indian epic, is a true study of Management.

One may be astounded to know that the functions which are applying and running for in today's life were applied successfully with a measure scale in the times of Lord Rama. let us discuss this to an extent. For instance,

Planning: Management discipline defines, literally planning as the pre-determined course of action. If it is linkup this definition with the Ramayana with certain examples.

Viswamithra, who, once was a great emperor and par excellence in Asthavidhya, before sage life, had a capacity to kill Maricha & Subhaha. But he did not do that. Instead he searched for a manager, who can protect the Yaga from hurdles. So, he planned and asked the king Dasaradha to send Rama, by keeping aside his great masterly skills. It means that as a manager or as an organizer, he kept aside his dexterity.

Lord Rama, without the friendship with King Sugreeva, he may go for battle with Ravana, but Lord Rama needs help from Sugreeva, as Sugreeva has a relation to the king Ravana who knows about the latter.

Another reason is that, to go to lanka Rama should cross the Indian ocean which is very large and that why he requires help from Sugreeva's team engineer Neela, who construct the bridge which is named after Lord Rama as Ramasethu.

Finally it is undeniable that to fight in the battle field, Lord Rama needs some soldiers.

But at the same time in applying planning Lord Rama followed ethics. He didn't take help from Vali, who is the brother of Sugreeva. Because Vali did not follow ethical values. He abducted his brother Sugreeva's wife. These are all examples for management principle planning in the Ramayana.

Motivation: According to the management definition, motivation is the process of stimulating the employees to perform more efficiently using their ability and full potential.

Let us take an example from the Ramayana, to search seethe, Hanuman is motivated by Jambavanth. His every word raised the formers confidence and could use his potentiality and capability in full standards.

And one more example is Rain Kausalya, who is the wife of King Dasaradha motivated him and sent Rama along with Viswamithra.

Analysis: Literary, Analysis means studying by dividing the information into small parts that means collecting the information deeply, Now, let us consider an example from Ramayana.

After visiting Lanka, Hanuman first informs Lord Rama about his observation and analysis. Basing on this Lord Rama was successful in the SWOT Analysis on Lanka and King Ravana.

And one more example is Maricha's analysis about Lord Rama's strength of Rama Banam, to which he could not stand at the yaga, conducted by Vishmitra. Maricha last his mother Thataki and his brother Subhaha, because of Lord Rama.

Before going to war, after observing Rama from the top of the Fort Khumbhakarna analysis the decision-making skills of Lord Rama and the confidence levels of his sena.

Encourage the Efficiency: literally, it refers to the capability to work well even with his team or subordinates. Now, let us examine the Ramayana.

Lord Rama encouraged the Vanarasena and gave rewards like as appreciation words to them. He allotted works to different categories of sena to search Goddess Seetha in different directions.

King Ravana also owns the skill as encouraging the efficiency in the war. He sends Indhrajit to combat with Lakshmana in war. It shows his capability of his son, Indhrajit and the remaining team like as Khumbhakarna and Myravana etc. At the same time, he didn't send Vibhishana to the Battle field and he did not take help or piece of advice from him wife Mandodhari, who has na expert war skills. It is so because people are against to the war with Lord Rama.

Listening Skills: It means to pay attention to that you can hear. It can also be exhibited in the Ramayana.

For example, from the beginning, King Ravana put a deafeater to his managers' suggestions about Goddess Seetha. In price, he faced number of problems, lost his brothers, lost his soldiers, his kingdom and finally his life. It explains that a good manager listens to what his team says to him and tries to implement when the organization needs.

Because of Ravana's poor management Vibhishana left him at final stage of war. It is him, who revealed the secret of death of Ravana to Rama.

Here as a manager, we can quote the example of Goddess Seetha, she did not listen to the words of Lord Rama about the golden deer and even Lakshmana's words regarding the enchanted lines, "Lakshmana Rekha", by crossing it, she faced number of problems.

Basing on this, we conclude that as a good manager, we should develop good listening skills.

Maintaining Good relation: According to the management dictionary, good relation means the relationship between employee and management in day to day working of the industry or organization. Now let us take an example from Ramayana here.

Lord Rama maintained good relation with all his team members by involving them in decision-making etc, which is ultimately secured his success.

In the same way Ravana, also maintaining good relation with his subordinates like "Thrijatha", who take care of Seetha in Ashoka Vanam and also with the remaining team, but king Ravana did not following the ethical values on a result, he was treated on a stubborn manager.

Basing on this one can say that a good manager one should not only maintain good relation with our subordinates at the same time should follow the ethical values.

Conclusion: Basing on this, we may conclude that applicability of management principles is from Vedic period onwards. Now, we are simply applying those principles, in our daily life and in our business.

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