

SUNDERKAND: OFFERING CORPORATE ACUMEN

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Abstract:

Our sacred holy books illustrate the ways to lead our lives successfully both in personal as well as professional approach. It will not be untrue to say that the modern concepts assimilate the principles and practices of management within its broader field of spirituality and wisdom. The modern concepts that have been given by the eminent scholars and thinkers find its origin in the very soul of sacred books, widely read by Hindus and others across the globe. I am going to emphasize that the management of any business has become diverse these days due to more diversified employees in the present day organizations. The organizations have become a melting pot. More or less, managing the cultural diversity in the workplace and rebuilding the culture in tune with the domestic as well as international expectations to achieve exposure and success, has become a challenging task for the managers. The managers are expected to deal with a number of problems in their day to day working. The principles and functions of management which are absorbed in Sunderkand enlighten us to take right decision at right time and at right place. Sunderkand depicts the execution of a very difficult task. Sri Ram as a Boss permitted Hanuman ji, the chief of monkeys to go to Lanka in search of Devi Sita to get a message from her and come back. It has been exhibited through this paper that how Sunderkand incorporates the principles and practices of management with in its broader ground of holiness and acumen. It edifies us to overcome difficulties using managerial skills knowledge and expertise. It has been revealed that the son of wind god and the beloved devotee of Sri Ram is optimistic towards his approach. He is the leader of his group, who is sure about the accomplishment of his objectives. A goal can be achieved if we dedicate ourselves fully to it. One must use one's strength and intellect creatively. The powers possessed by an individual should not be distorted by him. The principles of initiative and responsibility are applicable here. In today's scenario one has to take initiative to prove oneself.

Key words: Management, Sunderkand, Diversity, Optimistic approach, Objectives, Powers.

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ANALYSIS OF CANTOS:***'Jamvanta Ke Vachan Suhaye, Suni Hanumant Hridaya Ati Bhaye'***

One of the most obvious incidences, in which management principles are clearly stated is in the canto where Hanuman ji going to Lanka. His mission was to locate Devi Sita to convey Lord Ram's message. When it became clear that Sita was in Lanka, Jamvant asked Hanuman to go there. He helped him in realising his true potential and motivated him to go in the enemy's camp. Once mentally prepared for the job, Hanuman ji consented to go there. first thing which Hanuman did was to completely analyse the situation in Lanka. He did a complete study about the Lankans, assessing their strengths and weaknesses, the various threats and opportunities which he had in the enemy's camp. Moreover Jamvant motivating Hanuman is a classic example of a good Manager helping his personnel to realise their potential and acting accordingly.

'Hanuman tehi parsā kar puni kinh pranama; Ram kaju kinhe binu mohi kahan bishrama'

Here in this canto, Hanumanji jump crosses ocean with his might of flying. The Mainak Mountain asks Hanumanji to rest for a while but the monkey chief declines the help offered by the mountain in a courteous way. He says, "There is no rest for me until I accomplish the task specified by Shri Ram." He thought that he has set out on his mission and at this point of time rest would certainly be an obstacle for successful fulfilment of the mission. The principle of Authority and Responsibility is applicable here which means the right to give orders and power to extract obedience. Sri Ram had specified him the authority and responsibility to search Devi Sita. There is a wonderful learning in this canto from management perspective that one should stay focussed until the target is achieved. If we do not have any purpose in our life, we are simply running after a football without setting any goal.

'Surasa naam ahintha kai mata pathainhi ai kahi tei bata,aju suranha mohi dinh ahara;sunat bachan keh pawankumara;rama kaju kari phir main avau;sita kai sudhi prabhui sunavau... "jas jas surasa badanu barhava;tasu dun kapi rup dikhawaha.'

Here Surasa the mother of serpents came near Hanumanji and said that God has provided her a meal. The wind-son said he will return to her after accomplishing his task and will enter her mouth. Surasa denied and expanded her jaws 800 miles wide, the chief of monkeys assumed

a minute form and entered her mouth and came out. We can relate this piece of evidence with the managerial skills possessed by Hanumanji. This shows how a person can Prioritise his work, strength and power in an efficient and effective manner. The feature of Management as an Art is applicable here. Every art requires practical knowledge therefore learning of theory is not sufficient. It is imperative to identify the practical application of theoretical principles.

‘Nisichar ek sindhu mahu rahhi; kari maya nabhu ke khag gahahi’

‘Giri par chadi Lanka tehi dekhi; kahi na jai ati durg biseshi.’

There was a demon in the ocean that by seeing the reflection of any creature flying above the ocean would catch the creature. She employed same trick on Hanumanji, but the monkey chief deceive her and swept across the ocean. He faced so many obstacles, but he was determined. So, he went on and covered the 100 yojanas and reached the other shore. He had achieved which had appeared unfeasible. He could see Lanka now, but the beautiful city was protected by demons. The monkey chief had to think of a plan to ditch the demon. If he could fight then it could create a trouble for him and Devi Sita as well. So he waited till it was dark. This demonstrates that the competence and intelligence on the part of the manager makes him think out of the box. The planning function of management encompasses the farsightedness feature that crafts the manager to think across the board.

‘Pur rakhware dekhi bahu kapi mann kinh bichar; ati laghu roop dharau nisi nagar karau paisara.’

Hanumanji arrived at the marvellous fortress Lanka. When monkey chief noticed guards defending the city, he considered to enter the city at night in a minute form. Lankini noticed him even in a minute form. He hit Lankini with a fist. Even in management the manager carry out what is required and when it is obligatory. Every excellent manager embraces of an element of creativity. That is why he tries to fabricate something that has never existed earlier and which requires amalgamation of acumen & thoughts. Management is also creative in nature like any other art. It merges human and non-human resources in useful way so as to attain the needed results. It tries to produce sweet music by combining chords in an efficient manner. Again here Hanumanji used his powers at the right time and at right place. Hanumanji could have killed Lankini with his clout and potency, but he did not misuse his powers.

‘Prabisi Nagar Kije Sab Kaja, Hridaya Rakhi Koshal Pur Raja’

A mentor can enrich our life on a personal and professional level by improving our leadership skills, communication skills thereby gaining personal satisfaction. Here the leader of monkeys is devoted to his Master and a Mentor Lord Ram. He enters Lanka with Lord of Ayodhya enshrined in his mind and heart in order to accomplish his task. Lord Ram is the advisor and role model of Hanuman who has kept him focussed on his goals. Whatever position we hold, we must always follow the dharma as an ideal to others.

Ramayudh ankit grah sobha barni na jai; nav tulsika brmda ,taha dekhi harash kapirai.

The leader of monkeys was rejoiced to see the paintings of the bows and arrows of Shree Ram and the cluster of tulsi plants. He thought that Lanka is the abode of gang of demons; so how a pious man could live here? It was Vibhishan's (Ravana's youngest brother) house. On meeting Vibhishna, he used the policy of winning him over to his side by causing dissension. The aforesaid incidence depicts that a quick manager must keep his eyes and ears open. He must pay attention even to small details. A quick manager must have a logical thinking and observing power so that he could easily get rid of the problems and hurdles in an efficient and effective manner.

'Kapi Kari Hridata Bichar Dinhi Mudrika Dari Tab'

When Ravana had left after giving threats to Devi Sita, the monkey chief dropped down the signet ring given by Lord Rama. Hnumanji approached Devi Sita cautiously. Here in the above snippet we can say that a good manager initially must opt for the SWOT analysis prior approaching to any conclusion. It is an important aspect of recent management system One must make an effort to consider from other person's viewpoint too. SWOT analysis provides an outline for vision thereby helping the planners to identify and prioritize the goals and to further identify the strategies for achieving them. Following is the SWOT Analysis of Sri Ram's Ambassador to Lanka.



STRENGTHS	WEAKNESS
<ul style="list-style-type: none"> a. Enthusiastic b. Fun loving c. Good sense of humour d. High level of self awareness e. Self belief, f. Good leadership skills g. Problem solving h. Multiple solutions i. Manage multiple projects and assignments at one time. j. Strong interpersonal skills 	Emotional
OPPORTUNITY	THREATS
On meeting Vibhishna, he uses the policy of winning him over to his side by rooting opposition	<ul style="list-style-type: none"> a. Sursa b. Brahma Astra c. Demons d. Mainak Mountain

Sita Mana Bichar Kar Nana, Madur Bhachan Boleu Hanumana;

RamChandra Gun Barne Laga, Sunthi Sita Kar Dhukh Bhaga;

Lagi Sunahi Sravana Mana Lai, Adihu Te Sab Katha Sunai;

Hanumanji observed Devi Sita while she was trying to commit suicide. He had to stop her from committing that grave mistake and inform her about the arrival of Sri Ram. First, he had to win her trust that he was the messenger of Sri Rama. To make his task successful, he thought carefully and uttered only one sentence 'Dasaratha is the King of Ayodhya'. Then he started narrating the story sitting on the branches of the tree. He acts as a good decision maker as he did not approach Sita ji directly. It demonstrates the Contingency / Situational Approach of Management. According to this approach, the managerial practice depends upon the state of affairs in which the manager has to take immediate but right decision. Win-win situation should be there in which each and every individual in the organisation is satisfied. The perfect HRM believes in maintaining the satisfied and satisfactory work force.

Brahma Astra Tehi Sadha Kapi Mana Kinha Bichara; Jo Na Brahasara Manau Mahima Mitai Aparu.

Ravana sent his son Meghnatha to bind Hanumanji , Meghnatha ultimately fitted to his bow the arrow known as Brahmastra (the weapon was presided over by Lord Brahma) to hit the monkey chief. Hanumanji accepted the Brahmastra willingly as he could not disrespect the holy weapon. This shows that one should be humble irrespective of the supremacy and amenities one possess.

Janau main tumhari prabhutai, Sahasbahu san pari larai;Samar Bali Sana kari jasu pava, suni kapi bachan bihasi bihrava.

These lines gives us an idea about Ravana's strengths and Hanumanji was aware of his enemy's potency. This tells us that we should not underestimate our enemy. We must analyse before approaching to any decision.

Khayahu phala prabhu lagi bhukha,Kapi subhav te toreu rukha.

Shree Ram's from Ashok-vatika. Here we learn that even if we are so busy with our tasks and assignments, we must eat at regular times. In today's corporate milieu we tend to ignore this. This is a very good point to remember for our health. We must take a good care of our health. Both physical and mental strength assists to take better personal as well as professional decisions.

The monkey chief gave exceedingly salutary advice, full of dedication, diplomacy, dispassion and wisdom.

'Kapi ke Mamata Punch para Sabahi kahau samujhai, Tel Bori pat Badhi puni Pavaka Dehu Lagai'

Hanumanji increases length of his tail. This shows that Humor and fun are necessary for life. We must have some fun at work also. Don't be serious all the time. Here the monkey chief burns most important places in Lanka.This indicates that he has carefully studies the city and noted the important places. He knows that Shri Ram is going to come here so he decided to demolish the vital places in Lanka. This shows thinking ahead and making a plan and executing it.

‘Poonch Bhujhai Khoi Srama Dhari Laghu Rupa Bahori;

Janaksuta Ke Aage Thara Bhayau Kara Jori’, “Matu Mohi Dije Kahu Chinha Jaise Raghunayak Mohi Dinha.”

‘Janaksutahi Samujhai Kari Bahubidhi Dheeraj Dinha, Charana Kamal Siru Nai Kapi, Gavanu Ram Pahi Kinha’

Communication works as a divine weapon and here Hanumanji acts as a communicator. It is an important aspect of Direction function of Management. One cannot show the right direction to others without effective communication skills. The chief ambassador consoled Devi Sita in many ways. It is the power of talk that is required to succeed in any function of management. His expertise in communication enabled to dawn various roles efficiently and effectively.

Puchi Kushal Kushal Pad Dekhi Ram Kripa Bha Kaju Biseshi;

Nath Kaju Kinheu Hanumana, Rakhe Sakal Kapinha Ke Prana.

Hanumanji is a man of action; he is an efficient ambassador, an eminent leader and an obedient servant. He gives the credit of his victory over the demons in Lanka to his boss Sri Ram and assures that the work has been accomplished by Rama’s grace. We must have one Mentor in the organisation where we work. The new age managers can learn proficiencies and take tips from the experiences of the monkey chief.

Kaha Hanumant Bipati Prabhu Soi, Jab Tav Sumiran Bhajan Na Hoi;

Ketika Baat Prabhu Jatudhan Ki, Ripuhi Jiti Anibi Janaki

The monkey chief here plays the role of a motivator. After getting Devi Sita's blessings, hanumanji returns to Shri Ram to liberate him from the longing of separation and motivates him to get ready for war with Ravana. He released not only the tension of Rama but of all the monkeys too. Besides the beauty and inspiration of the verses, Sunderkand directs us towards the accomplishment of spiritual knowledge and is attractive to all from the worldly point of view.

Uha Nisachar Rhi Sasanka, Jab Te Jari Gayau Kapi Lanka;

Nija-Nija Graha Sab Karhi Bichara, Nahi Nischar Kul Kera Ubara.sss

In the Ramayana, Ravana has revealed the signs of a dreadful manager who has led to the demise of his kingdom. He pays no heed to the proposals of his subordinates and managers. So he got his kingdom in the state of war with Sri Ram. Moreover during crisis, an organisation requires its most excellence of the managers to get out of the same. A good

manager listens to what his subordinates suggests by giving them the initiative in decision making and aims to keep them together especially when the organization needs them the most. But Ravana's negligence and mismanagement was accountable for Vibhishan separation amidst of crisis.

Conclusion:- Sunderkand is a wonderful verbal description of Sri Ram and Hanuman. One has to get rid of stress prevailing in the corporate culture. Hence, it teaches us to plan and strategize for the accomplishment of any goal. It is believed that the businesses are run on relations. A manager who can nurture good relations with the employees, clients and anyone in whose contact the organization and the manager comes in, can do wonders for his company. Lord Ram was very good at it. He was the master of nurturing relations. His proficiency at it was so great that while Ravana was lying wounded in the battle field and was about to die, he shared some important lessons which he had discovered from his life. For a manager there is lot to learn from our epics. Not just The Ramayana, but The Gita, The Mahabharat and others as well have a lot to offer as management lessons. I conclude that the Sunderkand is an idol epic that shows us the path to endure in the world with confidence and high moral values.

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