

Principles and Practices of Management: The Ramayan way



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This paper is drafted on the basis of a subjective exploration philosophy (hermeneutics) it is simply the translation of previous writing (Valmiki Ramayana) and review of Management Practices. Valmiki Ramayana has exercises in all parts of human existence. It likewise has exercises in governance issues, financial matters, social science, behavioural and psychological research, the human qualities, and morals, etc. Ancient civilisations since the commencement crafted and used strategies for management (planning, decision making, organising, leading, motivating, controlling etc). The Management Style of Lord Rama is highlighted here in getting work done through and with individuals by applying principles and practices of management.

1. Preamble- Lord Rama in Ramayan

Lord Rama is the most chaunted as god in the Indian pantheon of Gods. There are two most famous variants of Ramayana which has been deciphered in numerous dialects those of sage Valmiki, and Goswami Tulsi Das. They have composed the Ramayana and Ram Charit Manas separately referred as Ramayana in common parlance. It is one of the best of the Indian sagas offering exercises on Management and leadership that has risen above reality. Looking for management principles and practices we may draw numerous practical examples from Rama Rajya, the epitome exemplification of good governance ever.

The Ramayana is been considered to offer clues of effective management practices for both state and corporate association. The first and front most reason is Lord Rama's character; the way Lord Rama is held as Maryada Purushotam that is the ideal individual or the perfect leader. His leadership and management style, his way of dealing with his subordinates, his method of managing challenges was totally founded on the reason of qualities and morals. He chooses Dharma or uprightness as the touch stone in his decisions.

The universality of righteousness might be questioned because of prominently held view that good and bad may rely upon circumstances and at times are socially or culturally determined. In any case, one should concur that there are some cardinal qualities that have withstood trial of times. They have risen above times, civilizations and geographical boundaries to demonstrate that they are held along these lines wherever consistently.

Lord Rama signified personality attributes like honesty and faithfulness, happiness and respectability, lowliness and mellowness which are attractive. This was the motivation behind why Rama has been the good example, his authority the ideal style and his management the model practice. In the Ramayana we can perceive how Rama could hold his self-control in even hardest of the circumstances and seldom do we discover him responding regardless of compact provocations. That is the thing that management is tied in with Leading impartially yet for the reason.

2. Management in Ramayana

The Ramayana has expressed Management lessons in various ways. In spite of the fact that the whole content of the Ramayana contains practices on strategic management, good governance and quality leadership, emphasis on Dharma/righteousness that is the legitimate conduct which is foundation all management practices. Though there are earmarks of management practices being exceptionally contemporary in different chapters. The second chapter, the Ayodhya Kanda is a genuine composition on the issues identified with good governance. Where Lord Ram has advised his younger Bharat on the best way to deal with the realm it will have all the earmarks of being an incredible exercise on effective management practices.

While giving tips on great administration to Bharat, Rama abides upon a few unobtrusive parts of management. The basic factor in great administration, Lord Rama says, is the quality of managers. He emphasised to appoint right people rather than yes men while hiring the king must ensure courageous, visionary, knowledgeable persons with strong determination and enthusiasm. The decision making is also elaborated by Lord Rama prompting his sibling Bharat on the most proficient method to take powerful choices. It should not be taken singularly nor is discussion with an excessive number of individuals. There ought to be a core team of ideal individuals with perfect intension to guidance.

Rama has advised Bharata on all aspects of effective management. From qualities of successful manager and the significance of strategy, to restraint in organization to equity, Rama elucidates every one of the nuances of statecraft in a clear way. While asking Bharata of his prosperity, Rama offers exercises on successful management in an incredible way. A critical factor in success of management is the calibre and competence of managers. He emphasis to favor one astute man over thousand imbeciles as the insightful can guarantee flourishing during economic crisis in system.

While Ayodhya Kanda is about administration the Sundar Kanda is an exemplary record on strategic management. This is especially apparent when the Lord is noticeably disappointed with the lead of the Ocean God who won't tune in to sensible solicitations to offer approach to cross the sea. The Lord had been mentioning the Ocean God for a decent three days with no impact. It is then that Rama asks his sibling Lakshmana to get him his bow and bolt so he can strongly evaporate the sea by his fire power. The Lord reveals to Lakshmana that an absurd individual just comprehends the language of dread. Furthermore, how right he was. The bolt was not shot as the simple sight of it made the Ocean God shudder and give up.

The contemporary management approach based on Drucker's convention is nothing extraordinary in Human Resource Management perspective. It is given in the Uttar Kanda, wherein, the direct of a Manager is typified by Lord Rama who consistently 'strolls the discussion'. Quietude in force and keeping the cool in difficulties are the signs of his character and the board scholars advocate these as the most sought-after characteristics for a corporate supervisor. Lord Rama prompting his more youthful sibling Shatrughan when the last will battle with the amazing evil spirit ruler Lavnasur. The quintessence of the exhortation is take care of your military well, approach them with deference and love, and pay them sensibly. These activities go far in winning the unwaveringness of the army individuals (team members) and keeping them propelled.

3. Management Practices- Exemplification in Ramayan

3.1 Building Strategic Associations

A successful manager consistently that organizations run on a decent relationship. Furthermore, an ideal manager would esteem great relations with the representatives, customers and so on, to make the most of it for the association. Lord Ram was one such expert of cultivating great relations. Networking plays an important role in success of every organizations hence it is basic to carve significant alliances and links that are mutually beneficial. Lord Ram was one such master of fostering good relations. In Ramayana, it can't be kept that much from getting the achievement that Rama accomplished was because of the solid coalitions he made. Sugriv, Hanuman, and Vibhishan were his key unions that reversed the situation in support of himself, Jatayu's assistance was a key defining moment in his pursuit. In aligns with Sugriva Lord Rama crushed Bali in a fight and assisted Sugriva with getting back his realm. Consequently, Sugriva assisted Rama with his creative armed force to battle Ravana and get to Sita. Hanuman's help all through his excursion was fundamental in his triumphant the conflict and recovering Sita. For a todays' organization as well, the correct consolidations and collusions can help you arrive at better progress and not be influenced too gravely by troublesome occasions.

3.2 Strong Vision and Mission

Rama held forward a strong vision of things to come. The mission of the army drove by him was to overcome the rakshasas and retrieve Sita. To this end, various moves were made like conveying search parties, assembling an abroad extension and giving an immediate challenge to Ravana. These activities streamed normally because of the vision held by Rama. This clearness about the objectives just as the interaction empowered the army to place its essence in the mission to save Sita. Furnish a convincing dream alongside a reasonable situation of how it will be refined.

At the point when Rama got aware of that Sita was in Lanka, he set his mission to reach there and salvage her no matter what! He was a lord however during exile, he didn't return to his realm to take a military. He figured out how to orchestrate a military, arrive at Lanka and won the fight to satisfy his mission. He confronted numerous troubles yet he figured out how to complete the work by people as well as creatures. Completing the work is the least difficult meaning of the executives. Lord Rama probably the best manager and leader in Indian history. He achieved his mission by showing estimable managerial competencies. His assurance merits learning by every one of the workers as each organization has a mission statement. Everybody in the organization should accept it as though it is his own and work towards it.

At the point when a manager is dealing with specific project management, just mentioning to individuals what they need to do won't create quality work. Manager need to give them the vision to pursue. This will have two beneficial outcomes for the organization. One is, an energizing vision will give them a substantial mean to move forward. This prompts colleagues regularly taking gainful choices themselves and offering more than they are asked to, consequently delivering surprisingly better outcomes. Another is they have something to keep them spurred during the entire duration of project.

3.3 Leaders and leadership

A genuine leader is the one who grooms leaders around. This is an exceptionally steep duty yet when followed with cautions, it will have individuals around inside the association who are equipped for taking autonomous decision for aggregate accomplishments.

At the point when Sita was kidnapped by Ravan, the ruler of Lanka; Lord Rama showed fantastic abilities of driving a multitude of monkeys. His first conspicuous quality as a leader was of being a visionary. His vision was to protect Sita from Ravan and defeat every one of the troubles in the middle. His second conspicuous quality was to be a powerful helper to the military. His military created unique competence to confront the enemy under his leadership. At the point when Hanuman effectively found Sita's whereabouts, he, on his own decision, set afire the city of Lanka. This choice of Hanuman disappointed Ram. This prompted Hanuman not taking further choices for his own. Yet, being an extraordinary leader that Ram was, he taken out himself from the scene where further dynamic was included. This was to allow Hanuman to restore his own dynamic capacity.

Consider this situation in the conflict where Mahiravan kidnapped Ram and Lakshman with plan to drag them to the Patal Lok. It was Hanuman who had the correct insight and actual ability to save them. Ultimately, Hanuman prevailing with regards

to saving Ram and Lakshman. What Ram did here is something that each leader ought to learn – making developing leaders within the organization to prevail with regards to accomplishing a mutual goal.

A genuine leader is somebody who encourages future leaders. This is essential to convey the business forward. Through consistent consolation and coaching, a leader can really draw out the best in others. Lord Rama had confidence in the force of Hanuman and each broad of Sugriva's military. Thus, every one of them could in their route add to the loss of the powerful Ravana. In every organization leaders need to distinguish potential leaders and offer them opportunity to make a move similarly Rama offered total opportunity to Hanuman to assume responsibility for specific fronts of the epic fight.

3.4 Sound Communication System

Effective communication plays a pertinent role in success of management. Its being considered as a life blood of every organization. For instance in Ramayana - the combat of Bali and evil presence Mayavee. One of their battles arrived in the cavern wherein Bali instructed Sugriva to remain outside the cavern and keep a watch while he waged war a savage evil spirit Mayavee. In the wake of sitting tight for a year, Sugriva developed fretful and on seeing hints of blood emerging from the cavern he took Bali to be dead. Without pausing, he returned to the realm and declared Bali's demise and accepted charge of the realm. Unexpectedly, Bali returned and saw Sugriva's activity as an indication of *betrayal*. Indeed, even Sugriva failed to convey the reason for his activity. This absence of correspondence made a gigantic break between the two siblings. In this way, one can securely remove the exercise that without viable communication, an association can't work successfully.

An absence of proper communication among Bali and Sugriva lead to Bali's ruin. Miscommunication between Ram, Sita, and Laxman lead to the kidnapping of Sita. Obviously, communication is the way to successful management. Continuously keep the entryway opened for open discussion and between correspondence among all individuals from the group. It will guarantee smooth working, upgraded profitability, and a sound workplace in the organization. An administrative exercise here is to be careful with miscommunication anytime in the organization.

There may be communication gaps within the daily operational framework of organization inspite of having all the smart gadgets around. Leaders must know the tips and tricks to overcome these challenges and communicate with speed and efficiency.

3.5 Resource Management

Lord Rama symbolised an expert manager, using the reasonable resources in optimum way ideally to acquire greatest out of least. These abilities are apparent in any event, during the battle with Ravana. One of the crucial events was of building a bridge over the ocean to arrive at Lanka.

While there were a ton of musings on the best way to cross the Sea, it took 3 days to meditate Rama and later on proposed to develop a bridge. He got the ideal individuals for that work; two of his army men – Nal and Nila. They were extremely talented in construction work and making a perfect bridge. Rama additionally assembled nearby tribals (the apemen), got them prepared and trained from his group to help Nal and Nila construct the bridge at most punctual. The bridge was built within a couple of days and thereafter helped Ram and his military to arrive at Lanka.

Get the ideal individuals, engage them for appropriate task at appropriate time is mandatory for successful and effective management where everyone contributes for overall accomplishment. They should be propelled by what a manager profoundly considers them. Rama has had his confidence in Nal and Nila while relegating them the obligation. Same should be applied by the corporate managers who vests obligation with a most extreme confidence in completing things through and with their subordinates.

3.6 Team and Trust Management

The success of each attempt relies upon arranging by including each colleague into the decision making. Regardless of battle field or the management of Ayodhya, Lord Ram included everybody collectively into the process of decision making. At the point when it came to war, he depended every one of the ape commanders with specific obligations based on their core competency.

Building the scaffold (Ram Setu) from India to Sri Lanka was not a simple assignment. It required labor and cooperation which was contributed by all the monkey officers and their chiefs including Sugriva, Jamvant, Hanuman, Nal, and Neel. It is considered as the first ever constructed bridge of the world.

At the point when it was about governance of realm Ayodhya, he endowed every one of his siblings relying upon their demonstrated abilities. At the point when each individual is regarded as competent and associated with issue of significance, the person feels mindful as a partner subsequently, contributing monstrous worth most particularly.

At the point when managers are taking care of project management, must ensure including each and every worker from the top to the most reduced employee. Proper coordination and Cooperation of team is critical for successful accomplishment and without any problem. Lord Rama included even birds and squirrels in building the bridge to Lanka; that is the manner by which he had the option to finish the undertaking so quick. Additionally, the commitments and assessments of each specialist considered while doing any work.

Trust, obviously, is a two-way street. That implies you, as the manager or group leader, should likewise trust and regard your group, or you may lose notable individuals. The weight of the misstep of not believing Sita was looked by Rama when she left him and chose to get back to the chest of the Earth Goddess when Rama continued requesting that she demonstrate her fidelity.

Rama drove what was basically a rag-tag armed force against the complex army of Ravana. The Rakshasa armed force was an incredible one, which had crushed the considerable, devas and vanquished amazing kings. Conversely, the army of Rama included fighters who were maybe native clans who had never experienced a complex armed force previously. As anyone might expect, Ravana and his squires sneered at the military furthermore, snickered derisively at Angad, Ram's courier who had accompanied a proposal of harmony. However, Rama kept up trust in the capacity of his military to overcome this apparently unthinkable odd and enthused by his certainty his military battled to accomplish triumph.

Rama was a prince who met and interacted as a common man with individuals. Not at all like numerous princes of his day who despised the regular society, Rama didn't have any inclinations in regards to creating associations with individuals of a lower socio-cultural or low economic wellbeing. Along these lines he acknowledged the cordiality of the head of the fisher people and aligned with the woods clans who were out of the pale of standard society. Rather Rama gave them places of equality. This was not just because of the conflict conditions since he kept up a similar relationship when he won the conflict. As anyone might expect, he directed incredible loyalty from all. Develop alliances with individuals regardless to societal position and treat everyone with civility and regard.

At the point when Vibhishan deserted, Rama took him under his security. He at that point stopped for a moment to chat with the different armed force bosses some of whom couldn't help contradicting Rama. Rather than rebuffing them, Rama alleviated their doubts and got them to acknowledge his choice. Everyone felt that their feelings had been heard and that their complaints had been explained. Strengthening of subordinates to scrutinize his choices was a key and interesting nature of Rama which one can't however help comparing with Ravana who never permitted anyone to repudiate him.

3.7 Values and Ethics

Lord Rama symbolised as Maryada-Purushottam as a result of his exacting adherence to compliances and set up convictions during that era. He never forfeited morals to win validity rather he picked the alternate path. In any event, during the fight with Ravana, he decided to challenge Ravan head-on instead of unethical tricks. On one event when Ravana was totally incapacitated by Rama, he was permitted to leave the war zone securely. Such was the soul of Rama. Leaders too, in the midst of pain, should show incredible strength as far as staying compliant while inventively sorting out for troublesome issues. This is only a glimpse of something of incredible profundity in Ramayana one can learn the extraordinary credits of an incredible leader whether in corporate or individual life.

Rama was notable for his ethical lead and his push to stand forward to act as an exemplification of his qualities. Yet, no place does the Ramayana portray him as a visually impaired puritan who requested that all practices that didn't adjust to his set of principles be viewed as wicked and be restricted. An individual with a determination of having just a single wife when different kings including his own father had a several, Rama didn't bring up any criticism when Sugriva wedded Bali's widow despite the fact that he had a wife already.

The whole Ramayan is an embodiment of morals. Ravan deceived Sita and abducted her in absence of Rama. And still, after all that Ram consistently followed moral strides to take Sita back. He sent Hanuman with a notice to leave Sita or get into a fight morally. He continued offering admonitions to Ravan to follow the ethical way before he at long last executed him.

Rama's ethical convictions are the most characterizing part of his character and he brought moral dynamic in all parts of his life. He supposedly maintains his ethical implicit rules regardless of how troublesome occasions get. It brought about his group and his subordinates having the option to have full confidence in him consistently. It even acquired him the impossible loyalty of Vibhishan. On the off chance that you stay moral in leading your business consistently, your bosses would confide in you and need to help you in your troublesome occasions.

The fight in Ramayana was battled to set a model before society to follow the worth framework made by society. Under the name of self centered interest, there should be a zero-resistance strategy for the guilty parties. Ravan was a guilty party who snatched Sita and wanted to wed her forcefully ultimately, he was killed by Rama. Each organization has some ethical value framework. Every one of the representatives should comprehend its importance and figure out how to follow to stay away from exacting and corrective activity against them.

3.8 Courageous in Adversity

Lord Rama could without much of a stretch have overcompensated when he learned his expulsion. Yet, it would have just persuaded he was eager for force and along these lines, not a decent king. He might have burned through his time lamenting after Sita's hijacking; he would then have missed indispensable signs that prompted him sorting out Sita's area. Keeping your cool in misfortune will help you haul the organization out of the affliction and save all sides.

Following Sita's snatching, Rama meandered desperate and poverty stricken in the timberlands looking for Sita. The Ramayana is loaded with strong subtleties of Rama's pity and his memory of Sita. However, this anguish didn't keep him from looking for partners in any event, when the adversary was obscure. Sugriva, a chameleon like character, would not have consented to help them, had he not detected that regardless of their incident, the outlaw prince was undoubtedly an ability to deal with. What's more, all through the fight with Ravana, Rama kept up his mental fortitude even at the haziest hours and in doing so motivated his military to not just proceed the inconsistent battle, yet additionally win it. Keep up resolve during emergency and find proactive ways to address difficulties is an amazing quality of a successful leader and effective manager.

4. Inferences- Management Learnings from Ramayana

Ramayan is an epic which preferably explains and exemplifies various principles and practices of management for good and successful governance of enterprise and state.

Ramayana elaborates exercises on management which are clear and straightforward and the excellence lies in their comprehensiveness. It is a normally accepted recommendation that corporate leaders and managers need to act distinctively in respective enterprises as per ethical systems for a culture explicit governance practice.

The accomplishment of the enterprise relies on initiative of the management and leadership in driving with humanistic values, moral and ethical values, trustfulness, loyalty, complete devotion and commitment towards association and their capacity to make the appropriate decisions at the appropriate time in following ways-

- Build up solid unions for monstrous accomplishment on shared concerns
- A great pioneer is the person who arranges the whole conduction of an occasion that conveys anticipated outcomes, should prepared the subordinates to stand brave in difficulty
- Form and lay an essential vision and mission that serves the moral worth framework.
- Always assess your victories dependent on the accessible assets and its possession to the prompt technique.
- Have a straightforward sound correspondence framework and reliable group
- Ramayana is one of such Indian Epics that has a tremendous potential to change our consistently human existence. Be it in the professional management or in personal human life, it never stops to motivate us in little cases even after ages.

5. References

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