

MANAGEMENT LESSONS FROM RAMAYANA AND ITS RELEVANCE IN 21ST CENTURY

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Abstract

Every country, state, society has its own history, culture and traditions. Indian culture is one of the greatest cultures in the world. The credit goes to ancient traditions, sacred books and customs too. The notions of dharmic management, work motivation, vigilance, and control that can be applied to improve managerial performance are examined in these writings. Future research on the Ramayana in areas like strategy and personnel management may also be taken into account. The present article aims to demonstrate the virtues, lessons of management from Ramayana and relate it in the modern lifestyle of 21st Indian century. The study consists of responses of 100 Hindu Indians who participated in the descriptive research wherein standardised five-point ballots were applied. The data were analysed using the t-test and mean characteristics. The study's conclusions, which were judged crucial, were that a true leader is one who has a thorough awareness of his team (4.10), that the Ramayana teaches managers a lot of management principles (4.09), and that the Ramayana is acknowledged as a management institution (4.08). It was also mentioned how important elements like the Ramayana's contribution to management effectiveness (4.02) were.

Keywords: Management; Ramayana, People Management; Strategy; Philosophy of Life

1. Introduction

The term 'Ramayana' is deeply rooted more than just a sacred book. It is considered as a holy book of Hindus, philosophy of life and a way of life for millions of Hindus. It implies *Rama*+*Ayana* and can be interpreted as the development of Rama. One of the incomparable

Indian legends and an essential message in Hinduism is The Ramayana, which was created by Maharishi Valmiki. One of the earliest epics still extant is the Ramayana, which comprises 24000 words and was written in the fifth century BC by Maharishi Valmiki (also known as AdiKavi). Other names for the Ramayana include Poulatsyavadha, which describes Ravana as the end of the Poulatsya dynasty, and Seetayas Charitham Mahath, which designates Sita as the story's most important figure.

The Kishkindhaakanda and Sundarakanda are the two major Kandas of the Ramayana. The four yugas (ages) recognised by Hinduism are Kali, Krita, Treta, and Dwapara. The Ramayana is the Tretayuga's epic. Ravana prayed to Lord Brahma, who is considered as the universe's creator, for ten thousand years. Lord Brahma was quite pleased by Ravana's requests. After questioning Ravana for 10,000 years, the god asked Ravana for a blessing of his choosing. Ravana asked for immortality. Due to the boon's conflict with the srusti dharma—the way of life described in this realm—Lord Brahma declined Ravana's request and encouraged him to submit another. Hearing this, Ravana experienced a brief moment of devastation as he realised that all of his efforts and the previous 10,000 years had been in naught since he had been daydreaming about immortality.

With renewed inspiration, he made another wish: he wished not to perish at the hands of gods, danavas, yakshas, kinneras, kimpurushas, serpents, birds, gandharvas, daityas, or rakshasas (all races that Lord Brahma created) (Ramayana, Maharishi Valmiki). Since he considered people and monkeys to be nothing more than bits of grass, Ravana had no respect for their brains or skill. Lord Brahma offered the blessing without hesitating in the sight of the gods. Even today, the Ramayana is regarded as one of the Hindu epics. A wise individual will view the Ramayana as both a story and a vehicle for instruction. Over time, sages and masters have acknowledged the importance of practising the Dharma (obligation).

Ramayana offers illustrations of initiative, management, the board, and a few well-known CEOs' businesses in its books. Training for the executive should adhere to a similar late-starting rigour. However, managing projects has always been necessary; therefore executive training exists long before it was invented. People were participating in the rehearsals that are covered in contemporary management texts. The complex languages lacked fashion. The processes were more motivated by the need to successfully conduct day-to-day

operations than by any theory or suggestion given by an administrative expert. In our old scriptural writings, several of those behaviours are mentioned.

2. Background of Study

The Rama family has a history of such male chauvinism, and the actual perpetrator of the murder is Kaikeyi, another woman. It is also found that when women make mistakes, it is implied that men will atone and restore harmony to their families. It is ironic that it has endured over the years in order to maintain male authority and Sita's humiliation (Priyadharshini, Mohan, Hariharasudan, & Sangeetha, 2021). Sita is a symbol of Indian culture, and the suffering she endured anticipated how women would be treated in this country. In today's society, the suffering persists, and humiliating triumphs never vanish (Pandeewari, Hariharasudan & Kot, 2021). Sita is a symbol for power, domination, leadership, and kind interactions. Rama is born with relationships and must strive to emulate Sita in his subsequent birth since Sita is humane with love and simplicity (Rahiman, Kodikal, Biswas & Hariharasudan, 2020). Sita is twice put to the test in front of the lustrous eyes of men in Ayodhya, the pride of the world and a shameless nation, adding flames to her existence due to the patriarchal surroundings there (Madan, 2019). She is blatantly of the opinion that equality is something that women should be entitled to because it already exists and must be asserted by them. She takes racial equality seriously (Ingalagi, Nawaz, Rahiman, Hariharasudan & Hundekar, 2021).

3. Management Lessons from Ramayana

We should take a gander at what the Ramayana might show us management. Notwithstanding the way that the total of the Ramayana contains examples on essential management, statecraft, great administration, and values-based authority, the accentuation is on nobility, or Dharma, which is the exemplary direct that ought to act as the foundation of all initiative demonstrations. (Pandeewari, 2021) In-depth teachings on significant management practise topics that seem to be quite current are, nonetheless, included in several of the chapters. It is a valid dissertation on the issues with effective management. If one goes through their dialogue, it seems that the counsel that Lord Ram gives his younger brother Bharat about how to administer the kingdom is a great lesson in effective management methods.

Rama gives Bharat advise on good governance while focusing on a variety of subtle administrative difficulties. According to Lord Rama, an essential element of efficient government is the calibre of the ministers. Since the calibre of advise is a critical element in deciding the efficacy of government, the monarch must make sure that his advisors are wise, strong-willed, and emotionally intelligent persons, according to Lord Rama. The king must choose honourable persons, not merely allies. Due to their preference for praise over criticism, today's CEOs struggle with this issue. The fact that these Yes men put their own interests ahead of those of the organisation is interesting to note. When yes men start to replace right men, the majority of governance and management problems start to emerge. These "yes guys" are everywhere in today's organisations, if one were to look.

The Ayodhya Kanda is about governance, but the Sundar Kanda is a well-known exposition of strategic management. In fact, even Sun Tzu's now-famous "Art 54 of War" principles look very cliched. This is especially evident when the Lord communicates his overt anger with the activities of the Ocean God, such as refusing to grant reasonable requests to cross the ocean. The Lord had been appealing with the Ocean God for at least three days, but in vain. Then Rama asks his brother Lakshmana to bring him his bow and arrow so he might utilise his firepower to compel the ocean to dry up. The Lord tells Lakshmana that an insane person only knows the language of fear. How precise he was as well. The arrow was not fired because the Ocean God frightened and bowed down at its sight. How to deal with such crazy people can be learned from a variety of experiences.

4. Objectives of Study

- To find the role of Ramayana in the transformation of the personal and professional life of Indians.
- To ascertain the position of Ramayana in the transformation of the personal and professional life of Indians.

5. Research Hypothesis

H0: There is no Significant Relation between the Ramayana and professional life of Indians.

H1: There is Significant Relation between the Ramayana and professional life of Indians.

6. Review of Literature

The Ramayana and project management have each been the subject of extensive investigation, but only a small number of academics have combined their studies on the two subjects. The list that follows highlights a few significant contributions made by various writers and scholars. The Ramayana was successfully applied to business management on the leaders' tools by Agarwal, S. K., and Srivastav, A. K. (2016) in an iterative process that begins with self-awareness and concludes with evaluating change: Evaluation of One's Own Capabilities Build Your Skills Establish goals and make action plans.

Kumar (2021) discussed the transformation and self-awareness before moving on to the next phase. The Ramayana's chapter on corporate management emphasised the need of managerial effectiveness in contemporary management. Other key subjects canvassed in this article are the Ramayana's lessons on work inspiration, control, watchfulness, and poise. These are vital qualities of a pioneer. Master Rama shows impeccable authority in the Ramayana, and this article carefully describes the situation on Sugreeva's administration characteristics.

Rami, A., Alluru, P. S., and Kumar, V. (2014) investigated self-management from the Indian Style of Management, which consolidates individual management from the edited compositions of Indian Folklore and for the most part centers around considerations, time, assets, and one's necessities (Pramod, 2019). By contrasting management from Western and Indian perspectives and considering eight fundamental elements — conviction, heading, accentuation, apparatuses, critical thinking, dynamic strategy, and improvement process — the authors have worked really hard. Furthermore, the creators worked really hard of introducing the examples from the Mahabharata, the Kautilya Arthashastra, and other notable works of Indian folklore.

Pathak, P., Singh, S., and Anshul (2016) have likewise masterfully depicted The Cutting edge Management Lessons from the Ramayana, which to a great extent incorporate the quest for an Optimal Management Worldview, vital management examples from the Ramayana, the importance for a Pioneer to follow Dharma in satisfying their obligations, and so on.

Muniapan, B., and Satpathy, B. (2010) have shared how they might interpret this mix by illustrating how a director could understand from the Ramayana. The Ramayana, otherwise called the "AdhiKavya," or first composed work of Indian folklore, was lauded by the creator as a delightful epic. The fundamental objective of this study was to foster management adequacy utilizing the reflections from the AdhiKavya-Ramayana. This article makes sense of how a director can increment administrative viability by applying old Indian information.

One more quintessence of astuteness by Singh, B., and Singh, B. B. (2016) investigated the Ramayana's essential management approach. This article's writers utilized climate checking and examination to make an essential management process. key objective setting, strategy execution, checking, and assessment. This piece amazingly consolidates the strategic structure from the Ramayana in five episodes: Kaikeyi begging Dasaratha for Master Rama's exile, Sita Haran, Ruler Rama meeting Ruler Hanuman and Sugreeva, Demise of Vaali, and Master Rama's Quest for Goddess Sita. The article's most grounded perspective is the mix of each of the 5 key management strategies to every one of the 5 episodes.

The references for the particular commitments made by a chosen handful creators who have considered Nimble and project management are given beneath. Rasnacis, A., and Berzisa, S's. Famous (2017) concentrate on the technique for incorporating deft undertaking management was delivered. (ThiBich Thuy, 2019.) Here, the creator clarifies how for utilize nimble undertaking management methods to improve the advancement interaction with less imperfections, faster conveyance, better correspondence, better caliber, better gamble investigation, and ideal costs.

7. Research Methodology

- a. **Research Approach:** Throughout the duration of the research they conducted, the researcher used a survey format. This study's quantitative data were analysed in a descriptive manner, and so was the study itself.
- b. **Sample Population:** The Population of Study was 100 Hindu Citizens of India.
- c. **Sample Of The Study:** 100 Respondents of India
- d. **Sampling technique:** In this review, an irregular examining strategy was utilized. Irregular testing is the most common way of picking an example of information from a populace to reach inferences about the populace. The converse of this

example is non-likelihood inspecting, additionally alluded to as non-irregular testing. The essential kinds of this inspecting are straightforward irregular example, separated examining, group testing, and multistage inspecting. Comfort tests are sporadically portrayed as tests that are used in examining methodology yet are not chosen aimlessly.

- e. **Tools Used for Data Collection:** For descriptive research investigations, I collected data using self-structured questionnaires. Before developing the research tool, researchers conducted a thorough literature evaluation on continuous professional development.
- f. **Primary study:** The study's whole foundation was made up of primary data, which was gathered by interviewing Citizens and create self –structured Questionnaire.
- g. **Secondary data:** It is very important to have secondary data. It is compiled from periodicals, resource papers, workshops, and conferences, annual reports etc.
- h. **Tools Used for Data Analysis:** The surveys got from the respondents were dissected as far as enlightening and inferential statistics.

Pearson Correlation: In Insight, the Pearson's connectivity coefficient, also called Pearson's r, is the second Pearson's connectivity coefficient, bivariate correlation, or colloquially called essentially the connectivity coefficient - a direct link between two information arrangements.'

T-Test: A real method used to examine the procedure for two groups is the t test. It is frequently used in hypothesis testing to see whether a strategy or treatment actually affects the population of interest or whether there are differences between two groups.

8. Results and Discussion

In the current descriptive study, the function of the Ramayana in the development of Indians' personal and professional lives was investigated. The study's sample consisted of 100 persons. The data was gathered using a standardised five-point scale survey, and it was analysed using the mean characteristics and t-test.

Variables	Frequency	Percentage
Gender		

Male	55	55%
Female	45	45%
Total	100	100%
Profession		
Businessman	20	20%
Teacher	25	25%
Housewife	25	25%
Student	30	30%
Total	100	100%
Age		
30-40	28	28%
40-50	42	42%
50-60	30	30%
Total	100	100%

Table 1: Demographical Profile

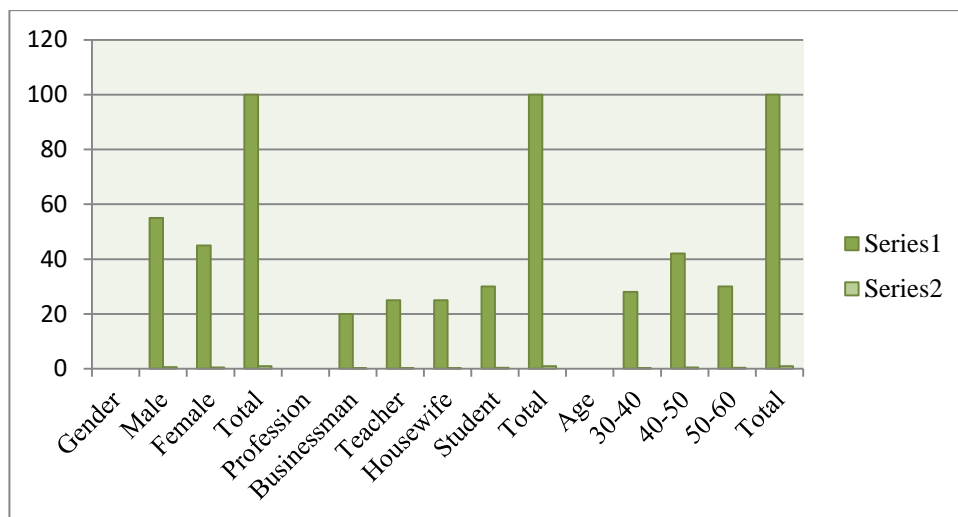


Figure 1: Demographical profile

The segment profile of the respondents is displayed in Table 1 as to the impact of the Ramayana on the improvement of Indians' own and proficient lives. There are 45% ladies and 55% men in the review. 20% of respondents are in the labor force, trailed by 25%

educators, 25% housewives, and 30% of respondents who are still in school. 40%, 32%, and 42% of respondents are between the ages of 40 and 50, while 30% are between the ages of 50 and 60.

	The role of Ramayana in the transformation of the personal and professional life of Indians	Mean Score
1	The Ramayana teaches managers a few things.	4.8
2	Ramayana aids in enhancing managerial effectiveness	4.12
3	Ramayana is regarded as a managerial institution.	4.15
4	Ramayana shows us how to address issues in daily life.	4.9
5	The Ramayana has a connection to strategic thinking.	4.6
6	In the Ramayana, Sughriv had the best managerial skills.	4.13
7	A good leader is familiar with his team.	4.18
8	The key managerial skills are preparation and insight.	4.4
9	Managers must keep their employees pleased, just like Rama did with his subjects.	4.6
10	Rama acquired the love and confidence of the populace by treating everyone equally, which is another essential quality in a leader.	4.3

Table 2: Mean Value

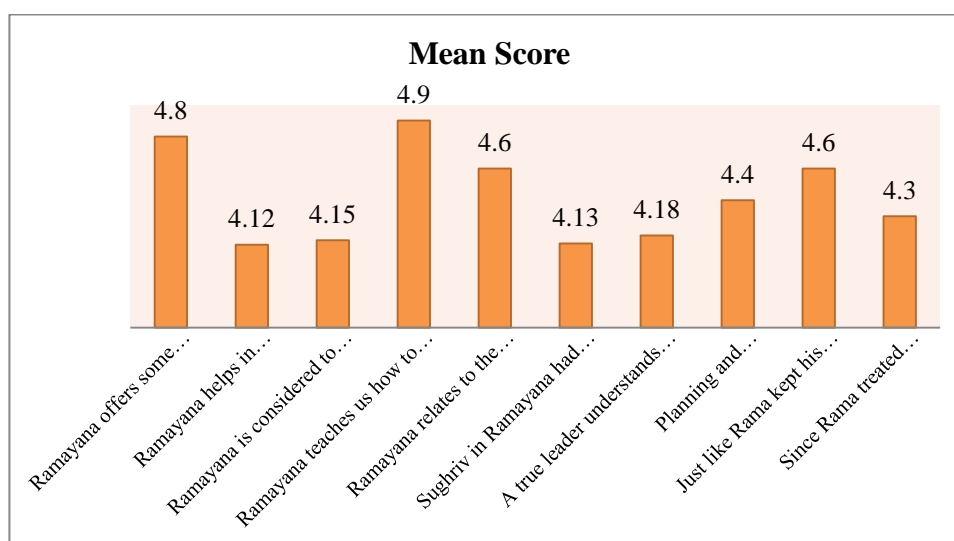


Figure: 2 Mean Value

Table 2 presents the opinions of the respondents. With a mean value of 4.4, planning and foresight are identified as the fundamental managerial talents. Rama, after all, treated everyone according to this. He also gained people's respect and confidence, which is another essential trait of a leader (4.3). The Ramayana teaches us how to deal with frequent problems (4.9). Managers must maintain employee satisfaction, just like Rama did with his subjects (4.6). A true leader is one who understands his team well (4.18), Ramayana offers several lessons to managers (4.09), Ramayana is regarded as a management institution (4.15), Ramayana relates to the strategic way of thinking (4.6), Sughriv in the Ramayana had the best administrative skills, and Ramayana offers several lessons to managers (4.09). (4.15). One of the main explanations was that The Ramayana helps to improve managerial performance (4.12).

The role of Ramayana in the transformation of the personal and professional life of Indians	Mean score	t-value	Sig
The Ramayana teaches managers a number of things.	4.8	7.896	0.000
Ramayana aids in enhancing managerial effectiveness	4.12	7.562	0.000
Ramayana is regarded as a managerial institution.	4.15	6.258	0.000
Ramayana shows us how to address issues in daily life.	4.9	6.782	0.000
The Ramayana has a connection to strategic thinking.	4.6	7.256	0.000
In the Ramayana, Sughriv had the best managerial skills.	4.13	7.236	0.000
A good leader is familiar with his team.	4.18	6.888	0.000
The key managerial skills are preparation and insight.	4.4	7.896	0.000
Managers must keep their employees pleased, just like Rama did with his subjects.	4.6	7.253	0.000
Rama acquired the love and confidence of the populace by treating everyone equally, which is another essential quality in a leader.	4.3	6.369	0.000

Table 3: Results of t-test

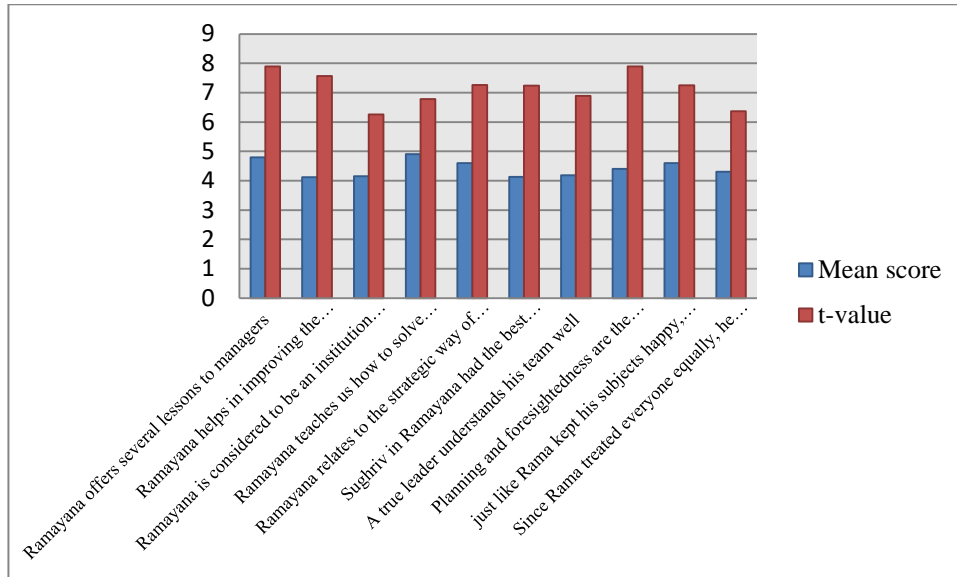


Figure 3: Results of t-test

Table 3 presents the t-test outcomes. All of the claims concerning how the Ramayana altered Indians' personal and professional lives are important because the significance value for each item in the table is less than 0.05.

a. Discussion

Table: Hypothesis Testing

Hypothesis	Pearson Value	Sig	(Accept and Reject)
H0: There is no Significant Relation between the Ramayana and professional life of Indians.	6.623	0.009	Reject
H1: There is Significant Relation between the Ramayana and professional life of Indians.	2.136	0.001	Accept

As per the above table showed that the null Hypothesis that is H_0 : There is no Significant Relation between the Ramayana and professional life of Indians was rejected because the p value is more than 0.05, However the Alternate Hypothesis that is H_1 : There is Significant Relation between the Ramayana and professional life of Indians was accepted.

9. Conclusion

Books are the honest and wise friends teaching us many lessons. They accompany through our life. Ramayana is an epic with full of philosophy of life. The characters, events, themes, stories, value-system, traits of personalities, vices and virtues teach many lessons. Some of them are: Character-building, art of communication, motivation, team management, people management, converting challenges into opportunities, self-transformation and others. (Pio, 2021). In a nutshell, the Ramayana offers management ideas that are practical and clear, and their genius lies in how broad they are. It is widely accepted that managers must conduct themselves according to several codes of conduct, including the requirement for a clear association practise culture. In any case, it's crucial to assess whether any innovative techniques can be used to various social classes, eras, and even times. (udhakar, 2021) Is there a method of association, on the other hand, that would go beyond the realm of nature and be consistently compelling a truly socially distinct and strong association point of view? The Ramayana's inevitable teachings should be applied to business schools' examination of the executive's experiences from a business perspective.

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