

A Comparative Study Of Indian Mythological Management And The Modern Management

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Abstract—The eminent international authors and writers are propounding various management theories and principles from last 100 years which are being universally accepted by all management schools and businesses. These authors and writers are called the father of modern management principles and theories but there is a no. of historical and epic events and era in Indian mythology which proves that without the existence of principles of management the occurrence of those events were impossible. This research article has tried to find out the similarities between Indian mythology and modern management principles, functions and policies. Our religious and famous mythological books have been considered and the research shows that the functions and principles of management were present at that time in a broader way.

Keywords— *Mythology, modern management*

I. INTRODUCTION

In all activities of businesses and organizations, management is present but if we go through the management literature, we will not find the age of the subject more than 100 years. If we look at the Indian mythology, no activity could have been taken place if not strategically planned, organized, coordinated and controlled. For an instance, in the war of Mahabharata, the son of Arjuna—“Abhimanyu”, crossed six layers of ‘Chakravyuh’ and managed to enter to the seventh layer which was not possible without strategic planning. It shows that before the birth of Henry Fayol, Peter Drucker or F.W.Taylor, thousands of years back there were existence of management principles in our mythology.

II. OBJECTIVES

- The study is focused to find out the existence of management principles and functions in Indian mythology.
- To find out the similarities between Indian mythology and the modern management functions and principles suggested by F.W. Taylor, Peter Drucker and Henry Fayol.

III. LITERATURE REVIEW

Very less and limited research is done on this topic so far, one of the researcher “Jayen K. Thaker” in his study entitled “Mythoment’ Discovering Principles of Management from Hindu Mythology” has stated that the modern management principles given by F.W. Taylor and Henry Fayol are actually derived from our mythological books namely, Ramayana,

ShriMad Bhagwat Geeta, Mahabharata, Vedas and Puranas. Other authors “Hiral B Mehta & Rashvin Tailor” in their research paper entitled “Spirituality and Management/ Business: 9 Management lessons from Mahabharata” have brought out the application of management used in the epic Mahabharata.

IV. RESEARCH METHODOLOGY

The research is of theoretical and descriptive type based on the secondary data already published in the Indian mythological books and modern management books.

V. DISCUSSION

Various mythological books are being considered for this study and the following applications of management principles were found.

A. Division of work

According to Vedas, the society was divided into four major classes according to the nature of work, field of specialization, and ability;

1) *Brahmins*: The wise and intellectual people and the symbol of learning and preaching, King use to take advice from them.

2) *Kshatriya*: These are the administrator, their duty was to collect revenues, managing fund, providing different facilities and donating the poor, providing security to any class of the society.

3) *Vaishya*: The businessmen who undertake any trading activity to earn profits. They used to give a part of their income to the king.

4) *Shudra*: This is the servant class and their occupation is to serve other classes of the society.

B. Planning and SWOT analysis

In Ramayana, it is explained that every activity should begin with proper planning, clear understanding of objectives and SWOT analysis. In Ramayana, Lord Rama instructed Laxmana during the war that you must have the knowledge about the strength and weaknesses of the enemies as well as yours before going for a combat. He also suggested that one should not treat his enemy less in any regard and attack according to the plan with utmost care, which reduces the chance of one’s failure.

C. Strategic policies

Seven strategic options in the form of policies are being used by Indian kings & Kshatriyas:

- Sama- emphasize on convincing others,
- Dama- involves paying money,
- Bhed- policy of divide and rule,
- Dand- to punish in an appropriate way,
- Maya- artifice or a kind of mirage,
- Upeksha- to ignore people knowingly,
- Indrajala- foul play or tricks.

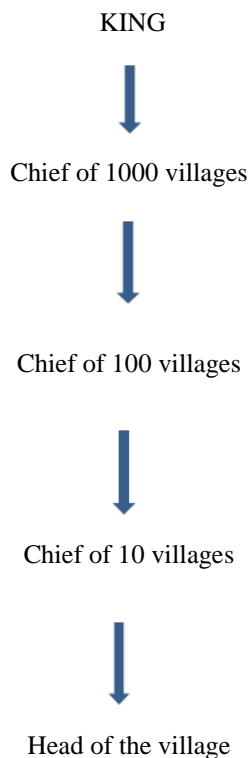
These strategies were also suggested by Kautilya (Chanakaya) to Chandragupta Maurya to tackle and deal with others.

D. Control

Our mythology focuses on self-control rather than to be forcefully controlled by others. This can only be done by developing the sense of right and wrong while taking a decision. The stories of Panchtantra written by Vishnu Sharma are the best way to teach lessons and develop moral as well as human values. This is a collection of situation based theories describing that in the absence or lack of control (self) can result to bad or miss conduct like theft, illegal activity or a kind of crime.

E. Hierarchical structure of organization

In Mahabharata, state organization structure is explained in this manner.



This organization chart describes that king was the supreme power who appointed the heads or Mukhiya for 1000, 100, 10

and a single village respectively who reports to the immediate superior.

F. Leadership

The examples of great leaders are having spiritual and holistic aspects in their personality. In Ramayana we find two types of leaderships. On one there is an autocratic, unethical and negative leader – King Ravana. On the other hand there was a democratic, ethical and positive leader Lord Rama. The qualities of these leaders can be found even in today’s world. Positive leaders are inspirational and role models irrespective of time.

G. Decision Making: According to Peter Drucker

- 1) Define Problem
- 2) Analyze the problem
- 3) Develop alternatives
- 4) Decide the best alternate.
- 5) Action

Decision Making: According to ShriMad Bhagwat Geeta.

- Scanning of environment
- Apprehend the problem
- Design strategic options and take expert advice where ever necessary
- Comparison and choice among the various alternatives by ignoring to one’s anger, greed, selfishness, revenge, jealousy and affection.
- Ethical testing of the selected alternative
- Skillful execution of decision
- Treat the outcome as the gift of God
- Sharing of outcome with the parties involved.

VI. FINDINGS AND CONCLUSION

The principles and functions of management were present everywhere and being used at every stage during all the mythological and epic activities. But the common thing was that that the end result directed towards the wellbeing of the mankind. This approach is missing in the western literature of management where the success or failure is entirely measured in terms of profit or loss only. The approach was ethical, moral and society centered rather than personal gains. The decisions which were harmful for mankind were being ignored in Indian Mythological management which was entirely missed in modern management.

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