

Facets of Leadership and management from Mahabharata

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Abstract-In today's world of quick result expectancy and aggressive growth, management has played a prime role in achieving such success. Various research has been done based on these factors and several corporates emphasise on such studies. But do these study restrict themselves only to modern time or do they extend themselves to various ancient literature? This paper studies about the various management lesson that one can possibly learn from the ancient Indian epic of Mahabharata. There is many learning that can be done based on such epics and many can still be compared to various events happening in corporate world today such as, quality vs quantity, commitment, spiritual quotient requisites in an individual, women empowerment etc.

Keywords: Leadership,Talent,Ethics,Challenge

I.INTRODUCTION

Mahabharata is one of the world renowned epic which happened nearly 5000 years ago in the Indian soil especially in places like modern Delhi, Patna, Gujrat and many other northern parts of India. This mainly deals with the fight between two cousins for the throne. But does the story end there? Definitely not. It goes far beyond when

analysed deeply. Right from today's concept of women empowerment to quality vs quantity dilemma many management theories have been discussed in this paper. Also this paper discusses from the point of view of potential learnings that can be obtained from the various events which happened in the epic of Mahabharata. Many has forgotten the importance of great Indian epics such as Ramayana and Mahabharata and the learnings from such great incidents which happened in Indian history. Especially in case of Mahabharata there are many instances and teachings which can be obtained which are more practical than many modern psychological and sociological theories. Many academic institutions never emphasise this fact that our system of knowledge acquisition was much better compared to the modern way of leanings. As a result of this not many academicians follow management learnings from ancient Indian literature as a source to neutralize the modern issues faced by them. Rather we still research on finding solutions to issues we face today. What many had given up saying unsolvable has been solved by ancient Indian knowledge. Many psychological learnings can be learnt from Mahabharata which will be further discussed in this paper.

II.CONCEPTUAL MODEL:

In this model the various issues related to modern management will be discussed. These factors were selected in such a way that these closely relate to modern issues. Not ending there this paper also portrays the need for submission to the lord for betterment of one's self. The paper proceeds as follows:

a. Quality vs Quantity:

Dhuryodhana is one of the important character in Mahabharata. In one of the instances he and Arjuna comes face to face with Lord Krishna to provide with the fact that who needs what. To choose between Him or the Akshouni Sainya. Dhuryodhana chose the Akshouni Sainya and Arjuna chose the Lord himself. Now comes the battel for quality and quantity one of the management top debatable question. Even today experts have a dual toned views to deal with these two factors. But the important lesson from Mahabharata is that the dispute between quality and quantity. As Bruce Lee always says, "I'm not afraid of a person who has practiced 1000 kicks one time rather he is afraid of a person who has practiced one kick 1000 times." This portrays the importance of quality and quality

b. Commitment:

What if you come to know that your own brothers are your foes? What if you had given your friend a word of assurance that you will stand by him irrespective of the situation? What if you know that you will concede defeat with the great Lord himself present in the opposition camp? Will you fight just for the promise you had given to your friend? Such is the commitment of Karna towards his friend Dhuryodhana. Even though he knew that he was fighting in the side of "Adharma", just for the word and promise which he gave he fought with valour and commitment and was eventually killed by

Arjuna who crossed the rules of war in order to kill such a wonderful human.

c. Nurturing talent and skill recognition:

Whether it is case of Karna or Ekalavya nurturing talents has always been an issue even today. In the case of Mahabharata both Karna and Ekalavya were wrongly treated when it came to showcasing the real talent inside them. They were mistreated when it came to such matters. But even though Drona was duly punished through Ekalavya's next birth, Karna suffered till the last moment because of such partialities present in the society.

d. Transform your weakness into strength:

Pandavas transformed their weaknesses to strengths during the fourteen years of exile. Mahabharata gives many an examples to highlight the importance of utilizing time to overcoming your skills like how Arjuna went on a mission to attain the Divyastras or Yudhisthira mastered the Game of Dice. You need to have the passion to dedicate adequate time to learn those skills that can help you overcome your weakness only by which you can be a great manager.

e. Half-Baked Knowledge may be dangerous:

When it came to Abimanyu, son of great warrior Arjuna was known for his valour, pride and bravery. But one mistake he ever committed was that his half cooked knowledge lead to demise of his own self. He knew how to break into the Chakravyuga, a formation used in wars in ancient India usually considered deadly, knew how to sustain it, fight against it but unfortunately he never knew to exit such a formation. In today's world this is case of half-baked knowledge. The problem is that many think that they can specialize themselves in various fields but unfortunately most of us miserably fail in such an audacious process.

Thus one of the important learning is that half-baked knowledge is always dangerous.

f.Never be overshadowed by ego, arrogance and disrespect:

It is going to be obvious now who is going to teach us the next lesson. It is going to be Dhuriyodhana. Even though he is known for his respect towards his friendship and less known for his effective ruling of his country, the major problems he faced were extensive and undesirable to anyone. His ego towards the Pandavas that he refused to give five small villages just because had the ego that he wasn't ready to accept the fact that his cousins were equally or even better in few cases when it came to weaponry and arsenal. His rivalry with Bheema and the thinking that Karna was better than Arjun and with sole numbers alone he can easily defeat the 5 sided Pandavas with 100 on his side clearly portrays the arrogance. Whether it was the disrespect towards women in his own court or the disrespect against the great Lord Krishna when He visited Dhuriyodhana's court was never considered healthy neither for him nor for his country. Great learned men like Bhishma, Drona, Vidhura etc. advised Dhuriyodhana to stop what he was doing. Disrespect is a poison and one can clearly see from this case of Dhuriyodhana.

If Dhuriyodhana had accepted the peace and offered at least 5 villages to the Pandavas giving up his ego and surrendering to the Lord's words, the war would have never happened. But he always kept his head high and never spotted the cliff in front of him by disrespecting wise men's words in his court.

There is no use in experience and numbers when you've not submitted yourself to the lord:

Dhuriyodhana had expert strategists like Bheeshma, Shakuni, Drona and various other

warriors like Karna, Aswathama. He had 11 Akshouni Sainyas compared to 7 in Pandavas side. He had 100 brothers to support them against 5 on the other side. But was that enough to defeat the Pandavas? Unfortunately, it wasn't. he ended up in defeat. Why? He had his arrogance, ego, disrespect and other negative influences inside his mind which prohibited him from submitting himself to the supreme. He was even given an opportunity to get Lord Krishna but he still thought that he will be better off with Narayani sainya than Lord himself on his side. Many psychological studies have revealed that the presence of the spiritual constant in one's mind will help him get better as the person who does that has a better opportunity to connect and relate himself to the universe around him.

III.LITERATURE REVIEW

As per Prasad L.Kaipa et al [1],discriminant is the critical quality required for a leader, it has to be developed by trial and error and constant practice. Mahabharata epic is one work where all aspects of these parameters of leadership are evaluated through life experiences and decision making. When technology has attained paramount importance and there is chaos everywhere, there is uncertainty in the situation in business and the volatility in the situation demands for the swift decision making we need leaders to have equipped with these qualities that would save the day and help in the sustenance of business in the long run.It also reminds us that reactive or unreflective decision making may not be the solution for uncertainty.The decisions have to be wise and well thought out that incorporates the character of the leader and hence own the responsibility.Chakravarthi.S.S [2] says that Greed management is the ultimate game changer and it becomes possible only when virtue and ethics are held together.Srimdbhagvatam [3] says that the

manner in which Srikrishna elevated the confidence Arjuna to take the bow and arrow and use the lethal weapons to his own brothers and relatives shows that there is always war that is being fought within and outside and what a leader should do is to overcome the ambivalence that the mind is trapped in arise according to the occasion and hence so his job to the rightful manner.

DISCUSSIONS

a. Empowerment to women:

Today even a small factor of women achieving in the society has been given a huge show light. Right from Indra Nooye to Iron Sharmila, women rising to power is regarded as a growth not only inside the society but to overall development of the nation. Why is this the case today? Amongst many in our Indian history why Jansi Rani was given more respect? Just because she pioneered women empowerment? Does that mean that women empowerment was never present before that? Were all women restricted within the home proximity by men? Well that is what we Indians think today. We are caught inside the conundrum that Indian women weren't respected and no equal views were given to them when taking huge critical decisions and only after huge struggle and fight by various Indian nationalists this situation changed. But in reality that wasn't the case.

Whether it was Kannagi, Madhavi in the south or Sathyavathi, Gaandhari, Kunthi in ancient Indian literature, women were always given equal rights in par with men. May be it is new to the westerners, but such practice of respecting women were part and parcel of our great Indian tradition. Various misinterpretations under the British rule may have distorted the truth that various rights and amenities were left behind them, but in reality the truth is that

we should never forget the truth elaborated in our Epics and Puranas.

In fact, our Epics went further stating some indirect facts that even good Kings will fall only after his lust and disrespect for women appear in his mind. Whether it is Ravana in abducting Sita or Dhuryodhana in disrobing Dhraupathi in his courtroom, their end wasn't far away from that instance on.

b. Leadership:

The main difference between Kauravas and Pandavas was this factor. Dhuryodhana was a dominant leader and always liked to be the same even when it came to experts like Bheeshma and Drona. But the opposite camp of Pandavas concentrated on situational leader depending upon the situation keeping Lord Krishna as the heart of the happenings. Apart from this the allies with Pandavas were significant in numbers compared to Kaurava. This is another important management lesson where one can possibly learn about the variety of strategies on when and where to get along with other people in order to defeat the enemy. In both such cases Pandavas outshined the Kauravas which is an important factor to be considered in today's management decisions.

IV. INFERENCES

Winning doesn't give us everything: Does all the above statement proves that just because we win we shall stay happy? Never! This is what Pandavas learned when they eventually defeated the cousin brothers, Kauravas. They found no reason in enjoying the hard fought price of ruling the kingdom ultimately leaving everything to their descendants and disappearing to the forests to know the real essence of their birth. They deeply regretted the triumph of the Kurukshetra war, which cost the life of various relatives and friends. This

teaches us the important learning that obsession of winning alone will not give us everything in our life rather the real truth of knowing the reason of your birth and having spiritual quotient inside all are the ones which should be kept at the apex of all priorities.

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