



Management Lessons from the Epics of Hindu Mythology: A Case on the Mahabharat

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ABSTRACT

One of the oldest and most famous epics of Hindu mythology ever written is the Mahabharata. It centers on the complex feelings and familial ties that led to the conflict between the Kauravas and Pandavas over who would rule Hastinapur. It is the world's longest epic poem, with 100,000 lines, and it was written in the 4th century BCE or earlier, which is astounding and says a lot about this epic. The epic is also rich in moral and ethical lessons that may encourage and instruct today's kids to pursue their goals in a morally upright manner. Numerous occurrences in the epic have the potential to improve and enrich how individuals and organisations operate. We hope to share some strategic stories and happenings with you through this post so you can go up the success and prosperity ladder in your own life.

Key words- Mahabharat, Mythology, organization,

Introduction

According to the Mahabharata, Krishna becomes well-known as a brilliant tactician. Krishna practically leads the 7 divisions of the Pandavas' army to a resounding victory against the 11 divisions of the Kauravs' army in the next battle. Krishna was the one who imparted the knowledge of developing a solid plan of attack before entering war. He persisted in inspiring Arjuna to assume the position of the "Leader" and battle the Kauravas through his speeches.

Stephen Covey writes in his book that "as a professional, you must pay regard to your 'inner voice'" in the present world. He concentrates on the four dimensions of a person—spirit, body, heart, and mind—while advancing the whole-person paradigm. The person who pays attention to their conscience frequently has exceptional strategic and innovative leadership abilities.

The Mahabharata is built on the principle of teamwork. The Kauravas were unable to assemble the whole backing required to prevail in the conflict. The famous Kaurava generals, like as Bheesma, Drona, and Karna, championed solitary battles on the battlefield. However, the Pandavas created a single squad that worked toward a single objective. All offered their abilities and took part in the decision-making process, which had a synergistic result.

Aspiring MBA students are currently taught management courses on "Synergy" and "Esprit de corps." One of Henri Fayol's 14 administrative concepts, this one stress on keeping the organization's group cohesiveness. Krishna permitted Ghatotkach to die during the Kurukshetra fight so that Karna could not use his Shakti astra to kill Arjuna. Krishna let Abhimanyu to die in disobedience of every rule because the Pandavas had to break every rule set for the battle in order to kill Duryodhana, Karna, and Drona. Although these actions were immoral, they were necessary to complete the battle's main goal. Organizations are aware of a variety of models for strategic management, but they choose and use one in order to increase market share depending on the nature of economic booms and busts.

The Finest Teacher is Passion.

Another well-known tale of 'Eklavya's' dedication to the royal master 'Dronacharya' is a goal for MBA hopefuls to reach. Eklavya had a strong desire to master the art of archery, but his possible mentor "Dronacharya" refused to instruct him. He thus disguised himself behind trees and observed him instruct the Pandavas and Kauravas in the technique of archery. Because archery is his passion, he picked up all the necessary skills without any formal instruction by simply watching from a distance. Not only that, but he becomes so proficient at it that Drona believes he is on par with or perhaps superior than Arjuna.

Pandavas reigned in a reasonable and fair manner when Indrapastha (the City of Indra) was constructed. They didn't stray from the correct way. There, leadership and management gained the respect and adoration of their subordinates. They governed for 36 years along this course before succumbing to an unjust game of chance. This superior leadership ultimately failed, which resulted in a horrific war in Kurukshetra.

In order for a company leader to demand respect in the marketplace and among their workers, excellence in governance is currently a crucial need. Maintaining a positive corporate culture and getting rid of the animosity of office politics and other outward manifestations of negativity are essential. The HR division may make sure that the company takes particular steps to foster an excellent governance culture. The Tata Group, Google India, Intel, and Wipro are a few companies that provide the greatest working conditions and environments for its employees.

Imaginative Process

A hundred Kauravas existed. They were created using test tube technology and were not born naturally. According to legend, Duryodhan was the first test-tube child ever born. Laboratories weren't yet a thing. Mud pots were used to aid with it. Mud pots served as test tubes and provided the temperature needed for an embryo's development. Although it was essentially an invention, it was made possible through creative thinking. Gandhari desired to have more children in order to lay the groundwork for a more robust empire. When a firm starts out, a new product or service is introduced with an innovation, it is simple to generate a brand name.

Choice of Resources

The Kauravas and the Pandavas joined most of the other forces as the war got underway, and Arjun and Duryodhan went to King Krishna to request favours as well. Arjun requested that Krishna serve as his charioteer. Duryodhan, on the other hand, requested his troops. One of the primary factors in the Pandavas' success was Krishna and his guidance of the group. Every step of the way, he led them. He served as the most valuable human resource. The appropriate resource selection is crucial when it comes to management. Employees are also considered resources because they are human beings, in addition to raw materials and other non-living items. choosing the appropriate resources

Ethics

The Kauravas constantly went down the route of deceit. With the assistance of their uncle Shakuni, they fixed the game. They slaughtered the Pandava sons at night as the fight was taking place. At those time, it was highly forbidden to attack somebody at night because fighting took place during the day. The Pandavas, on the other hand, have always upheld moral standards since they were born. They were honest in their game play. The Pandavas relinquished their possessions to the Kauravas after losing everything in the game and fled to the jungle to be in exile. Even though they were aware that the sentence had been meted out unfairly, they nonetheless accepted it. They returned as a result and that their kingdom be restored, but Duryodhan refused.

Commitment

Many of the Kauravas' commanders, including Bhishma Pitamah and Dronacharya, engaged in combat despite knowing they would lose both the fight and their deaths. They might have moved to the Pandavas and disregarded the Hastinapur kingdom, which was ruled by the Kauravas, but they chose not to. This is a management lesson since all employees should adhere to it and refrain from switching jobs frequently in search of a little pay raise. If they like the work environment, they should stick with a firm. None of the Kauravas' combatants committed fraud, which also teaches managers the need of remaining devoted to both the client and the business.

More people equals more work.

To increase earnings, businesses occasionally have a tendency to lay off employees. However, if the value addition is made to as many people as possible, there are better prospects for success and creating a strong brand through word-of-mouth marketing because employees and their families are the company's most natural devoted consumers. Both the Kauravas and the Pandavas recognised the value of having a large army and made every effort to do so.

Diplomacy

The Kauravas and Pandavas learned under the tutelage of Dronacharya. He was incredibly intelligent and strong. In order to weaken the Kauravas, the Pandavas had to murder him. He swore that if he lost his son Ashwathama, he would stop fighting. By disseminating the false information that Ashwathama had passed away, the Pandavas pulled a trick. Dronacharya, who was highly knowledgeable, saw the ruse and chose to interrogate Yudhishtir, who was the most upright of all the Pandavas and swore never to utter a lie in his life. However, the Pandavas had to murder Dronacharya because Yudhishtir stood in for Ashwathama, an elephant that Bheem had killed. He said, "Ashwathama has passed away." This was the way Yudhishtir addressed

The Kauravas and Pandavas learned under the tutelage of Dronacharya. He was really powerful. Keeping up with public relations is one of the most reliable success formulas. It facilitates receiving timely, high-quality assistance from the appropriate parties. It was the outcome of Dhritarashtra's public relations efforts with Bhishma Pitamah, Dronacharya, and other significant figures who were prepared to support the Kauravas despite knowing the outcome. This may be used to management since it's important to maintain positive PR with the company's customers, suppliers, distributors, and other external stakeholders. It is particularly beneficial for surviving during the challenging business cycle periods.

Division of Work

The Mahabharata is a great illustration of the division of labour principle. The strongest of the Pandavas, Bheem, slew all one hundred Kauravas by himself with the might of a hundred elephants. Nakul was tasked with helping Bheem. Because of his mastery of Ayurved, he also had a significant impact on the Kauravas' wounds. Additionally, he murdered Karan's two boys, who was Duryodhan's closest buddy. Sahadev beat Duryodhana's 40 brothers. Shakuni was murdered by Sahadev, a skilled swordsman. The creator of the dice game was Shakuni. Bhishma Pitamah, Jaydrath, and several other Kauravas fighters were all defeated by Arjun, who was a superb warrior and one of the world's greatest archers.

Krishna was chosen by Arjun to be his driver so that he may have guidance at all times. Shikhandi stood in front of Bheeshma to protect Arjun since, at the time, a eunuch was not considered to be a man and Bheeshma had sworn never to use force against women. After the fight, Yudhishtir became the monarch and was in charge of changing a number of laws to ensure that ethics won.

On the 18th day of the war, he killed Shalya and his brother thanks to his skill with a spear. Shalya, the Kauravas' supreme leader, was his uncle. Giving employees the appropriate task for their abilities and talents is crucial in this regard.

Empowerment of women

Last but not least, one of the most crucial managerial lessons the Mahabharata should have learnt is the need of women's empowerment. The Mahabharat was built on the blatant wrongdoing of Draupadi. Through the struggle, respect for women was meant to be passed on to future generations. Fair Sex is now acknowledged as a significant aspect of society and the business world after years of ignorance. Many businesses have mandated that all roles have a minimum of 50% female staff. The Mahabharata long ago taught the same thing.

Conclusion

We can all learn the proper way to live by following the Mahabharata's lessons because they are so applicable to our everyday lives. Many females nowadays experience injustice because no one steps forward to speak out.

Many crimes might have been avoided if everyone had studied the Mahabharata and understood the lessons it offers to humanity.

Gain the confidence to shout "NO!" and dare to be loud. Ensure the security of this planet.

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