

Research Article

Application Of Leadership Theories And Leadership Model In Ramayana And Bhagvadgita.

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Introduction: Leadership plays a significance role not only in industries but in our society at different level. Not only individual but society also needs a kind of leader who is able to show the right direction to society and come forward for better solution. The research paper focuses on the theory and model of Leadership and its comparative analysis.

The Bhagvad Gita: The Bhagvad Gita often referred to as Gita is narrative frame work of a dialogue between Pandavas prince Arjuna and his guide and charioteer Krishna. At the start of the Dharma Yudha (righteous war) between Pandavas and Kauravas, Arjuna is filled with moral dilemma and despair about the violence and death the war will cause in the battle against his own kin. He wonders if he should renounce and seeks Krishna's counsel, whose answers and discourse constitute the Bhagavad Gita. Krishna counsels Arjuna to "fulfills Kshatriya (warrior) duty to uphold the Dharma" through "selfless action". The Krishna–Arjuna dialogues cover a broad range of spiritual topics, touching upon ethical dilemmas and philosophical issues that go far beyond the war Arjuna faces.

Ramayana: The epic, traditionally ascribed to the Maharshi Valmiki, narrates the life of Rama prince of the legendary kingdom of Kosala. The story follows his fourteen-year exile to the forest urged by his father King Dashratha , on the request of Rama's stepmother Kaikeyi; his travels across forests in Bharat with his wife Sita and brother Laxamana, the kidnapping of Sita by Ravana --the evil king of Lanka, that resulted in war (against evil); and Rama's eventual return to Ayodhya to be crowned king amidst jubilation and celebration. This is the culmination point of the epic. It is considered a sacred book, and is read by millions of people every year.

The Ramayana is one of the largest ancient epics in world literature. It consists of nearly 24,000 verses divided into five kandas the Ayodhyakāṇḍa, the Aranyakāṇḍa, the Kiṣkindakāṇḍa, the Sundarākāṇḍa, and the Laṅkākāṇḍa. And about 500 sargas (chapters).The Uttarākāṇḍa, the bālakāṇḍa, although frequently counted among the main ones, is not a part of the original epic. Though Balakanda is sometimes considered in the main epic, according to many Uttarakanda is certainly a later interpolation and thus is not attributed to the work of Maharshi Valmiki.In Hindu tradition, the Ramayana is considered to be the Adikavya (first poem). It depicts the duties of relationships, portraying ideal characters like the ideal father, the ideal servant, the ideal brother, the ideal husband and the ideal king. The Ramayana was an important influence on later Sanskrit poetry and Hindu life and culture. Its most important moral influence was the importance of virtue, in the life of a citizen and in the ideals of the formation of a state or of a functioning society.

Objective: The main objective of the paper is to apply leadership theory and model In Ramayana. Ramayana is considered one of the greatest epic. There are several leadership lesson can learn from it.

Leadership Theory and Ramayana:



Great man Theory:

Great man theory is a 19th century idea according to which history can be largely explained by the impact of great men, or Hero's, highly influential and unique individuals who do their natural attributes.

Much of the work on this theory was done 19th century .Earlier leadership was considered as a quality associated mostly with the males and therefore theory was named as great man theory.

Great Man theory and Ramayan:

Looking at the broader picture of Ramayana it is very much clear that the war happened because of the Ravan who has kidnapped Sita. Although there are various roles of women in Ramayan but it was a war of men where several great leaders like Ram,Laxman,Hanuman,Sugriv,Ravan ,Bali,SahastrBahu and many more male characters were involved. If we look at the past there are several characters that are considered as a great leader. For that we take the vanshawali of lord Ram.



RAM AND RAM RAJYA:

People expect an elected government to create conditions for peace, progress and prosperity .It is very much essential that to have a good governance by a king. A study of Indian scriptures provides answers to the governance issues that we face today. We often hear the mention of Ram Rajya the ideal form of governance.In this system the ruler rules democratically for the happiness and prosperity of people.There are equal rights for everyone. The Justice is swift accessible even by the poorest. The rules are based on truth, on violence and other moral principle.

BEHAVIOURAL THEORY OF LEADERSHIP AND ITS IMPLICATION INRAMAYANA

Focus on work	Focus on people
Direct leader	Participative Leader

Behavioural theory focuses on how leaders behave and assumes that these traits can be copied by others.

Focus on Work: By connecting Behavioural theory from Ramayana we find that leader has its very clear objective and he worked to accomplish it by its subordinated.

Ram as a leader was totally differ from others. His ability and qualities made him differ from others. He never got aggressive during the war and kept himself cool and calm.This is one of the most required qualities to take a right decision. Other leaders have potential and power but they were not calm by nature.

Focus on people: Being the king's son lord Ram never showed that he is a king. He was always very simple. He lived a very tough life during vanvas and did not take any help from his friend's king. He took the people with him who was disgressed or in problem due to any reason. He took Sugrive with him; he took Hanuman, Jambvant and other vanar sena.

Participative Leader: Participative leader – Throughout the story of Ramayana, we find Rama being a participative leader. He involves initially his siblings and later on his lieutenants in all his decision-making process. He does not impose his decision on others due to authority or power. Thus, he creates a positive work atmosphere. Lord Rama is also known as “Maryada Purushottam” who is an icon of truth, of profound quality, the perfect child, the perfect spouse, and more than all the perfect ruler never deviating from his path of truth in any critical conditions or circumstances.He never ignored any one and give equal chance to everyone. He developed the quality of Sugrive by providing his state back later Sugriv played an important role during the war.



Identification with leader

Personal

Social

AUTHENTIC LEADERSHIP MODEL AND RAMAYANA

Authentic Leadership

Self Awareness

-Values

-Identity

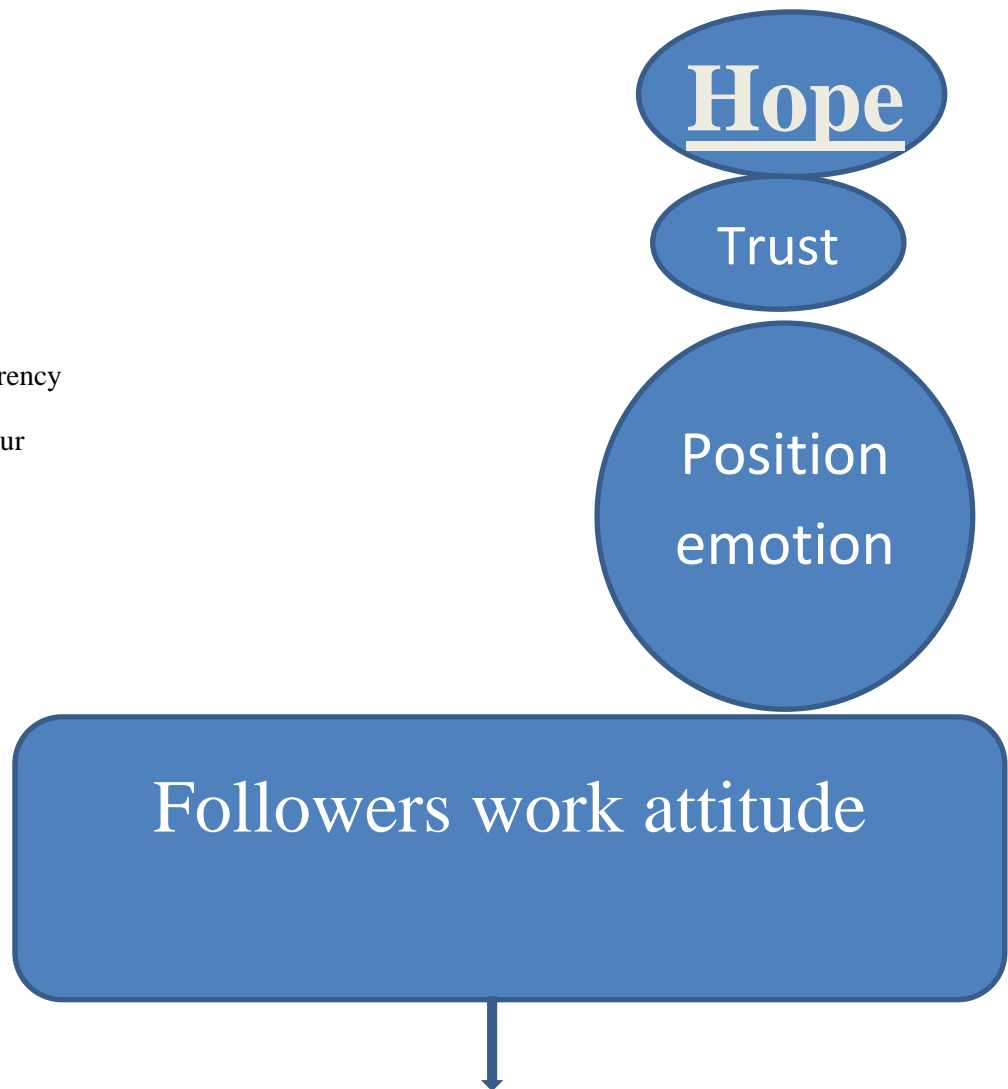
Emotions

-Motives/Goal

-Balanced

-Relational transparency

-Authentic behaviour



1. Commitment

2: Job Satisfaction

3: Engagement

If we look at the attitude of vanar sena towards the war we find the excellent example of management and HRM . All the vanar sena were highly committed towards the war against Ravan and there was no doubt related this. This is one of the major factor for leader that his team should be committed towards the job he assigned and that's why he won the war against Ravan.

There was completely job satisfaction and engagement of vanar sena against the war with Ravan .They have shown the example of participative leadership quality and that's why they won the war.

Authentic leadership includes these distinct qualities .An authentic leader is always self aware .He trusts his thoughts,feelings,motives and values.Yet at same time he believes in self inquiry and self realization. An authentic leader reflects on his decisions,ask for feedback and opinion and believes to resolve conflicts.

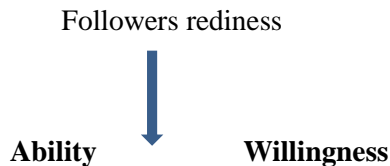
AUTHENTIC VS TRADITIONAL MODEL IN RAMAYAN

Authentic Traditional

- | | |
|--|----------------------------|
| 1: Lead with purpose | 1: Lead with goal |
| 2:Lead with values and principle | 2:Lead with selfish agenda |
| 3:Lead with heart | 3:Lead with ego |
| 4:Lead with cultivating long term relationship | 4:Lead by imposing |
| 5:Lead with self discipline | |

Both the models have their separate characters.Authentic model is followed by lord Ram and traditional model is followed by Ravan. Ram as authentic leader and Ravan as a Traditional leader.

SITUATIONAL LEADERSHIP MODEL IN RAMAYANA



Situational leadership model is a model created by PaulHersey and Ken Blanchard developed while working on management of organisation behaviour .The theory was first introduced in 1969 as “life cycle theory of leadership the fundamental principle of situational leadership model is that there is no single best style of leadership.

We can see different behaviours of leaders in different situation.Ram was always be a very patience at every situation.He used Angad as Doot,Hanuman as a messenger .He changed his style according to the need an situation .

Transformational leadership From Ramayana

Ramayana is one the best example for transformational leaders. Transformational leadership concept is used by Balkrishna Munniapan when he defined leadership”Leadership is one of the most researched subjects&an interesting topic of discussion around the world.

In Ramayan when lord Ram was searching Sita many vanars and Richh came to help .Although Ram was the son of a king though he did not take any help from any King or state. He developed the quality of Sugrive. He developed the quality of Angad .He helped Vibhishan and made him King after Ravan. Transformational leadership is one of the most desirable leadership in current era. A leaders

responsibility in not to create followers after him but create a leader for future or transform the follower in to leader.

Succession planning is the concept of HRM where a leader identify a new prospect and prepare for future leader .After killing Bali he prepared Sugriv as king, After Ravan he elected Vibhishan as king

Conclusions:

The study concludes that leadership theory and models are correlated with Ramayana. I have used great man theory and Behavioural theory where I find different characters from Ramayana. Lord Ram is an ideal leader where we can learn different model and theory. Authentic leadership was adopted by lord Ram and while traditional model was used by Ravan. The study will contribute to understand leadership in very practical way by analysing the different characters with theory and model in Ramayana. I have correlated models and theory which applied in Ramayana. Transformational leadership I one of the ideal concept in leadership introduced by Munniapan Balkrishnan where he has introduce lord Ram as transformational leader and which I found the most suitable leadership concept in current era. The study will continue with further more analysis of leadership theory and model with different epics and it is the only scope for the study.

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