

“A STUDY ON WORKPLACE SITUATIONS WITH REFERENCE TO HOLY BOOK RAMAYANA”

Varun Kumar Singh*

*Research Scholar

Shri Krishna University, Chhatarpur, Madhya Pradesh,

Pandeypur, Varanasi, Uttar Pradesh, INDIA

Email id: singh.varun1707@gmail.com

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ABSTRACT

This paper examines about the Workplace Situations faced by every employee once a while in their Working Experience. It is really a challenging aspect to connect the situation with the Holy Book RAMAYANA, but most of the employees are facing such situations. We can learn great lessons from our Indian epic Ramayana. It offers the lessons that should be grasped by every employee or individual so that they can easily accept the challenge and proof their potentials accordingly. Our Hindu mythology, faith and spirituality have several subtle and teach us the explicit lessons for how one should lead lives, as well as they need to realise that they are equally related to their workplace settings, as organizations are nothing but an extension of how people live their lives outside of their houses. A wise person won't just look the holy epic Ramayana as a story but also as a medium of education. Over the years, our sages and gurus have espoused the significance of doing the dharma (duty) and the Ramayana teaches us the lessons of leadership, governance and overall management.

KEYWORDS: *Management, Workplace Situations, Leadership, Spiritual Mythology, Leaning Stability, Leadership, Talent Management, Inner Abilities.*

INTRODUCTION

As per the definition of Workplace Management, it is one of the most important aspects of Management. In Workplace management we study about the whole management of workplace along with the self management. The Workplace management is the main or corner stone of maintaining a building and the environment at workplace. At the frictionless workplace, employees can work efficiently and safely and give their best in the continuous growth of organization. It is a strategic part of keeping employees happy and ensuring them that the overall execution of facility management.

In the past era of Ramayana there was use of workplace situations which now a day's taken a new form. As per the ancient epics which have much of the same issues we still navigate or face the same on a day to day basis at our workplace. There are some instances that remind us about the workplace issues.

Objectives:-

- The objective of the paper is to correlate the workplace situations which are similar to the incidents happened in the Kingdom of King Dasharath with reference to Holy Book Ramayana.
- Why workplace management is necessary in the modern era.
- To find out how Management had been used in Ramayana.

LITERATURE REVIEW:-

- Five subtle lessons from Ramayana for the Workplace situations and Management.
- Ramcharitmanas Ayodhya Kand, Aranya Kand, Lanka Kand, Uttar Kand chaupai where all the situations are linked with workplace situations and states about Lord Ram as “A leader must know whom to Trust” – Line number 1 to 9 of Kishkindha Kand, Chaupai is where Lord Ram mentioned this while teaching to Sugriv about the glorious virtues of a true friend.

Data Collection:-

The paper is partly based on secondary data. I have used various resources to collect the data. I have collected the data from People Matters article named “5 times Ramayan reminded us of the workplace.” I have collected the data from Ramcharitmanas (Ayodhya Kand, Aranya Kand, Lanka Kand, Uttar Kand).

Study:-

- **Favouritism at Workplace – Related to Ayodhykand “Bharat or Lord Ram” :-** While grasping or listening the Ramayana One of the most defining moment is when Ram’s father The King of Ayodhya Dasharatha, in order to fulfil his promise which he was given to her to one of his queen Kaikeyi, made without any consideration of consequence ultimately put his sons and daughter-in-law in jeopardy. She asks for two promises which the King of Aodhya Dashrath has given to her. One is to crown her son Bharata as the king of Ayodhya and another one to send Lord Ram to the forest (Vanwas) for fourteen years. When the whole kingdom was preparing for Ram to be crowned as their new king, at that time this unexpected situation happens.

Most of the times at the workplace, the same situation plays out for a hardworking employee, who should be rewarded and promoted for his work, is sidetracked and instead of this the boss promotes his or her favourite employee. This can lead to de-motivation among employees and make them feel that they are working at an unfair workplace. This leads to a loss in engagement, productivity and ultimately leading to attrition. While in Holy Epic Ramayana, King Dasharatha was bound by his word that he had given to his wife Kaikeyi earlier, bosses in today’s era should not be limited by any such biases in order to ensure a fair workplace where everyone is inspired to give their best to the enterprise.

- **Protecting the Intellectual Capital – Related to Aranya Kand – “Lakshman Rekha” :-** ‘Lakshman Rekha’ in the context of the workplace, organization or into business symbolizes the security slab or a line, which is important for the safety of intellectual capital not to get exposed among the rivals or competitors. Since last couple of decades the ongoing trend of data breaches and the privacy risks associated with social media are increasing continuously becomes a national and international concern. As we all are well aware about the data privacy which is under threat as the world of work is becoming more and more digital.

In Ramayan, Lakshman draws the protective line famously known as ‘Lakshman Rekha’, to protect Mata Sita, his sister in law from the demons in the forest that could harm her, when he went into the search of Lord Ram. However, when the Rakshasa king Ravan comes disguised as mendicant, Mata Sita unsuspectingly crosses the protective line and gets into trouble as Ravan abducts her.

- **Working as a Team - Related to Lanka Kand “Building of Ram Setu Bridge”:-** As per the Hindu epic Ramayana, the Ram Setu Bridge was built by the Vanara Army by writing the Ram on the stones and placing the same into the ocean, states the faith of team in themselves as well as in their leader, so that Lord Rama and his army could cross the ocean to reach

Lanka. As per Ramayana Mata Sita (The Wife of Lord Rama) was kidnapped by Ravana, the Rakshasa (Demon) king of Lanka.

When the Vanara Army reached the seashore, they were not able to figure out a way to cross the ocean. In spite of hurdles to cross the entire ocean and reach the Lanka, Lord Ram motivated his army to have self belief that they will turn the impossible into possible. Lord Ram told them about the importance of team work, and the entire army worked in a planned way and found a solution of the problem. The significance of team work still remains as critical as it was then. In today's era if any organization that functions as a team maximize their chance of survival in any given condition.

- **A Story of going beyond the call of Duty – Related to Lanka Kand Lord Hanuman's Journey for "Rumashala Mountain" :-** We all are well aware that as per the Lanka Kand of Ramayana during the fight between the Lord Ram and Ravana's army, Meanwhile Lakshman was got wounded badly in the battle and it seems that he would die before the next day. The army of monkeys and bears decided that Lord Hanuman must leap to the Himalayas and bring back the Sanjeevani Booti the healing herb from the Rumashala Mountain to save the Lakshman's life. After this Lord Hanuman leapt over the ocean and travelled across India to reach the Himalayas. After reaching on Himalayas, he took a long time to find the fabled Medicine Mountain. Lord Hanuman found the whole mountain is covered with herbs, but he didn't know which one of them was the magic healing Sanjeevani Booti herb. At last he wrapped his arms around the whole mountain, pulled it out of the ground and lifted it onto the palms of his hand and then flew with the mountain to reach back to Lanka.

This incident reminds us of a crucial aspect in the modern workforce that the Employees take some extra work load or goes some extra miles in way that contribute to their organization and their individual's success. The behaviour portrayed by Lord Hanuman mirrors the role of your engaged employees who are willing to go beyond their formal roles by helping out the co-workers, always volunteering to take on special assignments, by introducing new ideas and work practices, by attending non-mandatory meetings, by putting in extra hours to complete important projects and so on as per the requirements of organization in today's era.

- **Navigating Unfavourable Conditions – Uttar Kand – Agni Priksha of Mata Sita :-** Probably, one of the most talked about and controversy - generating incidence from Uttar Kand of Ramayana i.e. "Agnipareeksha of Mata Sita" that stands out for its symbolism of surviving the most unfavourable conditions of all. If we Akin the Workplace Situations to Mata Sita, we all know that Mata Sita, who is epitome of everything good in the whole world, in such a way many times, the most high-performing, well-liked and gentle employee in the office also have to face the same situation - especially when the external conditions are not in their favour.

Perhaps, the deserved one gets disappointed and an undeserving employee gets promoted. During the time of restructuring, even the best employee might be let go out of organization, in order to prevent anyone from having to walk through fire in the workplace. Thus organizational processes need to be fair and balanced towards all the employees. The performance review system can become more equal for all of them into the hierarchy of organisation.

FINDINGS:-

- Motivation can play an important role to enhance the performance.
- The performance review system can become more equal for all of them into the hierarchy of organisation.

- For the long term perspective Building a relationship is always fruitful. Lord Ram created many friendly relationships during his courtship of Vanwas.
- Employees going the extra mile in ways that contributes to their organization and their peer's success.
- Team work brings the best of minds, thoughts, ideas and then workforce gives outstanding performance in any project.
- Should be loyal towards our duty and try not to disclose the important data of workplace amongst the outsiders.
- The management of workplace should be loyal towards their employees and have to grade them as per their performance not as per there back bitching.
- Efficient Management lies in any workplace or organization or into any business is upon utilizing the resources optimally.
- Great Leaders like Lord Ram create more leaders like Vibhishan, Lord Hanuman, Sugriv and many more.

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