

Employee Selection Issues in Ramayana: Relevance to Modern Times

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Abstract

The success of any organization largely depends on the capabilities of employees who work for it. It is the human element that has to be given utmost priority than any other factors for any organization if it has to be successful. At this juncture, careful selection of employees for various positions with the help of various yardsticks is a tough task for any management. This should be done without any bias or error. The employees once selected are going to determine the future of any business all the times especially when the businesses are largely dependent on employees. Several organizations are following different types of rigorous processes for selection of employees. Different varieties of skills are required for different types of positions for different types of jobs. However, in all these processes, some common qualities are assessed. This careful selection is not only visible in modern organizations but also lucid in our great epics like Ramayana, Mahabharata that emphasized on the issue of art of selection of different employees. The present paper focuses on the type of qualities that were assessed by king Dasharatha in Ramayana for the selection of his eight ministers who were prime for the kingdom of Ayodhya. The study clearly gives a picture to all in such a way that what type of qualities should be possessed by any individual if he wants to be successful in both personal life and professional front.

Keywords: *Ramayana, Mahabharata, Ayodha, Organization*

Introduction

The success of any organization largely depends on the abilities of employees or the knowledge workers who contribute for it. It is the human factor that has to be given highest priority than other factors for any organization. The organizations have to carefully choose the employees for various positions. They have to put various yardsticks for employee selection because the employees once selected are going to determine the success of the organization choosing or selecting the right candidate for the organization can be taken as the first step for the success of any organization because they are going to be the part of the work routine once selected. This should be done without any bias or error. Our great epics like Ramayana and Mahabharata also emphasized on the issue of art of selection of different employees.

Objectives of the Study

The present study focuses on attempting to understand the management issues that are related to employee selection with reference to our great epic Ramayana. The study also makes an attempt to look at the essential qualities that were assessed in the selection of employees during the regime of king Dasharatha.

Methodology of the Study

The data has been primarily taken from the explanation for the Slokas in “Bala Kanda- the Youthful Majesties” in Valmiki Ramayana.

Ramayana and HR

Ramayana is considered to be an ocean of management insights. Every sloka of Ramayana is a key insight of management issues. It is written in such a way that all present day practices of management can be obtained from it. In the present study only one management issue has been attempted for interpretation.

Any success or failure of an organization is largely influenced by the quality of employees that it hires. They decide the fate of the organization and its business. That is the reason why proper selection yardsticks should be put for selection of the employees. In this study only two slokas have been chosen from Bala Kanda in Ramayana which clearly explains about the selection of eight ministers by King Dasharatha for his kingdom. In balakanda, it is clearly illustrated by sage Vaalmeeki about King Dasharatha's strategy in selecting his ministers and the qualities that are keenly observed in the selection process.

Those ministers are Drishti, Jayantha, Vijaya, Siddhartha, Arthasadhaka, Ashoka, Mantra and Sumantra. An attempt has been made for giving an interpretation for two slokas, which explain the qualities that were observed by King Dasharatha during his period in the selection of eight ministers.

The slokas are as follows

vidyaa viniitaa hriima.ntaH kushalaa niyatendriyaaH shriimantaH cha mahaatmanaH shaastraj~naa dhR^iDha vikramaaH kiirtimantaH praNihitaa yathaa vachana kaariNaH tejaH kshamaa yashaH praaptaaH smita puurva abhibhaashhiNaH aSTau babhuuvuH viirasya tasya amaatyaa yashasvinaH shuchayaH cha anurak{taaH cha raajakR^ityeSu nityashaH
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Vidya viniitha ha

“Vidya” means any individual should have mastery over the subject in which he is specialized. The individual should have excellent command over his functional specialization with complete knowledge about his job content. “Vineetha ha” means the individual should have down to earth attitude though he has excellent subject or command over his functional knowledge. He must feel that he knows only a little drop in the ocean; still he has a lot to learn. “Vidya vineetha ha” tells about the quality of a person with complete knowledge about his job with humble nature.

Hrimantha ha

An individual has to feel guilty for two reasons .One in the case of making a mistake and other in the case mistake that is committed already. It is impossible to control any individual if he is does not feel guilty for the actions he does. He should always feel that one supreme personality is monitoring his activities. If the individual has this belief, certainly he feels accountable and responsible for the work he is assigned.

Shuchayah

The individual should always be clean at heart. His actions and thoughts must always be about the organization and its welfare. He should not be suffered by any ego problems and biases. Though the individual is in highest position, he should be in a position to accept the suggestions that are given by the colleagues, subordinates. He should never take the advantage of his position to exploit anybody.

Anuraktaah cha raajakRityeSu nityashaH

The individual should think about the impact of his personal actions on the organization. He should link his personal actions in the society with the organizational actions. Any activity that he performs, he should keep in his mind that his actions will not only bring an image to him but also to the organization in which he works.

Shriimantah

SriimantaH explains the richness of the individual. The richness should be understood from the viewpoint of contention in the present job. The richness should not be understood in terms of money. The individual should feel contented for his salary with the intention that he is being offered for what he is eligible to get basing on his qualifications. Employees with this quality may stay in the organization for a long time.

Kiirtimantah

“KiirtimantaH” means the individual should always strive for his character and conduct. Any activity or task that he performs he should work with a view to get a good name in the organization and in the society. The individual should perform the work with ultimate satisfaction. The individual should always work for psychic satisfaction.

Communication Skills

Communication skills have been categorized under three broad aspects. They are as follows

PraNihitaa

The individual should have the capacity of excellent listening skills. The individual should have the quality of listening to the voice of others to full extent. He should allow and encourage the other person to speak fully. He should not look after his personal works while the other people are conversing with him. The individual should listen in such a way where he can completely get the essence of the issue before giving any reply or response.

Smita puurva abhibhaashhiNaH

The individual should converse with a smile on his face. He should never show his emotions to the others. If he has to say any positive or negative to the others, he should tell it with a smile on his face which will help in not letting others hurt because of his/her words.

Yathaa vachana kaariNaH

It speaks about the individual standing on his words. It explains about the individual having the capability of doing whatever he promises. If anything has to be communicated he has to communicate with firm mind and brave nature. If the individual gives a promise, whether he stands for that promise or not should be observed.

The above will help the individual in communicating to the people in an efficient manner and getting things done by others without any problems.

Conclusion

King Dasharatha as a good HR manager has taken the above said qualities as yard sticks in the selection of ministers who are crucial top level executives for any kingdom. He carefully assessed all the personal and professional traits or qualities to assess the individuals. Any individual who can develop the qualities, which are discussed above, he or she can attain both personal and professional attainments in their lifetime.

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