

Acquisition Of Various Management Techniques Through Ramayana For Effective Performance Among Employees In The Work Place.

Dr. Pavani,

Asst. Professor, Dept. of English, KLEF, Vijayawada, Andhra Pradesh,

pavaniganji79@gmail.com

Abstract:

The Hindu epic and mythological work Ramayana's viewpoint is to find the significance of doing the dharma (one's own duty). The Ramayana tells various viewpoints such as leadership, governance, and management not only in books but also in a few esteemed management institutions.

The traits of a great manager are showcased in Ramayana by many characters such as Rama, Laxmana and Sugriva. Their managerial skills are seen in other instances as well, especially when they had to work together for accomplishing a task. Hence, Ramayana shows a path line to us how a good manager proves time and again that businesses run on a good relationship and also how an ideal manager would value good relations with the employees, clients and so on. Hence, this paper throws light on few of the Acquisition of various management techniques through Ramayana for effective performance among employees in the work place.

Key words: Effective performance, management techniques, work place, accomplishment, employees.

Full Paper

The action of bringing people together is called management. Management is a broader term which is defined in four steps. The four steps are Planning, Organizing, Leading, and Coordinating. Hence, the acquisition of various management techniques through Ramayana for effective performance among employees in the work place is shown in this paper. In fact, it is applicable in business as well as in human activity life style also.

When the employees are happy, they work more productively and resourcefully. Therefore, any employer should ensure that their workers are satisfied while they are at work, just as they are at home. This responsibility therefore rests with management as they are responsible for supervising and controlling the company.

The rewards must be given to the employees as it is important in order to encourage them for better and effective work further. All these techniques are applicable to any organization irrespective of the categories such as private, government, or small or large business organizations.

Respect and treat employees as individuals-Rama's key principle

Like Rama, it is crucial for all employers at Ramayana to make visualizations accessible to share with supporters that will enable their passion to function so priorities will stay intelligible and straightforward. Even Rama pulled together his wife's visual vision and assigned numerous tasks for him; he sent others as a search party, asking others to work on the bridge.

Ravana that had defeated many kings and celebrated devtas for their loss lived a glorious life, as Rama led to the assembly of indigenous tribes also belonging to a kingdom. In its units, Rama infused trust in the Ravana divine fleet, which appeared difficult to beat. In this period of diminution, Rama was continuously ridiculed and mocked by those who demonstrated the leadership's confidence in his team that leads the team to the top spot.

In comparison to many other princes of the period, Rama was the only king who blended each other with the ubiquitous and global values of lower and upper divisions. But he never commented on the topic of intouchability that led to his incursion into communities like fishermen and aboriginal people. This kind of Philosophy gives us an important tip, called 'freedom,' which leads to sarvamanava soubradrudva.

The one basic concept to be understood by management is therefore that all workers are valued regardless of ethnicity, role and structure. If supervisors respect their workers, employees regard them with the same respect as politicians do and do. Indeed, when driven into the right direction, it acts as a good motivator. If building staff feel true gratitude from their supervisors, they will actually do more to help their business prosper. Employers may note the workers work for their livelihoods, but are not connected to such disrespectful stuff. There is also an opportunity to face a danger, if you feel a hostile work environment.

Open up communication channels, as one of the techniques of Rama

Rama was striving and sticking up for the principles he displayed in his law in public. In addition, he's still renowned for his moral code. In Ramayana, however, he portrayed him as a blind puritan who only wanted his Code of Ethics to be in place and all to rest exiled, but only after Rama fixed all the problems he had faced. He never judged anybody on Ravana, myself. Indeed, also his father, Dasaratha, differs his beliefs and approaches. It followed Ekatpivraha, where he got a bride, while there were many other kings including his own father. He proved to be a fantastic leader and also projected this imagination as an open field to respect his team mates.

In today's case, administrators are trapped in their workplaces, where they can interact with their workers with their assistants. Any organization's habit may result in its failure. Therefore, opening communications channels is very important for this allows anyone to obtain a further understanding of their job. Managers can, for example, have advice boxes and daily team meetings in order to hear the views and ideas of workers. It is proposed that managers be sincere and honest when dealing with their staff. Furthermore, like Rama, the managers should also often discuss the needs of their staff.

Substance opportunities

The research indicates that workers quit every company because of the lack of progress. If such instances are offered, for example, in seminars or seminars, or if workers are involved in home programs they believe that their employment is technically growing. In addition, it would raise the spiritual standard contributing to employee happiness. Managers should put specialists for all kinds of seminars and trainings along with workers to attend local trade conferences.

Rama as a perfect Team Builder

Teamwork is one of the easiest ways to improve the success levels at work. In reality, this company would not collapse if it fails. Therefore, encouraging cooperation that pays deaf ear for individualism is necessary in order to avoid that issue. Rama encouraged all members of his party from diverse backgrounds including boatmen, tribes, etc.. Rama was also able to complete the goal of constructing vaaradhi only with the application of the methodology to help team building.

Break the Monotony as Rama's principle

In general, supervisors assign the roles of workers on the workplace; it is prudent to restrict the humdrum atmosphere. The best management strategies for employees, therefore, include allocating employees of the construction sector to a new role which challenges and takes them out of their comfort zone, thus giving employees new skills and a holistic view of their industry.. As Rama assigns the duties to the individuals who are good in this mission. Since Hanuman's power is not understood to him, Rama learns, acknowledges and discovers his abilities and Sita in Lanka. Likewise Rama supports and helps them realize the qualities of each team member of his team.

Provide the Right Equipment and Provide Meaningful Feedback:

It is essential for any corporation or organisation that the right equipment is provided and the equipment is secure to run. Suppose for example, if a situation occurs where a computer needs some repair, the employee tries to use the damaged machine to keep schedule, and the equipment required to complete the fixes which are not usable.. It is not only dangerous for workers, but also potentially dangerous for other staff. Thus, in order to prevent those complications, the correct infrastructure should be made available and adequately managed, where the workers can operate comfortably and efficiently.

What many building workers tend to appreciate is that input forms the backbone of every rising business. It encourages the employees to respond consistently and helpfully in a way which helps to inspire and not discourage them. Feedback can also be constructively and favorably framed so that workers can appreciate those ways to change.

Delegate Responsibilities as Rama

As a boss you can direct and supervise the workers as a prime job. When the leadership takes it upon themselves to always accomplish each mission, they rob the workers of their strength and capabilities. It is therefore smart enough to carry on the roles of ambassadors to staff, who have the right to do so, to extend their management power over workers. This style of assignment provides development potential and shows their confidence in carrying out the task correctly and in increasing ownership of the task. Rama, the representative of the Vanarasainva Envoy, carries duty to people where he can excel.