

## Management Thought in Sanskrit Literature

Uma Bodas<sup>1</sup>

Management as a separate branch of study has emerged during the last century as a science of getting things done through and with people for achieving corporate goals. The science developed at the hands of eminent scholars like F.W. Taylor, Henry Fayol, Douglas McGregor, Chester Barnard, Rensis Likert, Peter Drucker and others.

The theoretical models and concepts developed by these Western management thinkers have failed to group the realities connected with human behaviour at work and they further fail to suit the South Asian Environment.

This can be better solved by Ancient Indian treasures of knowledge in Sanskrit Literature which are far richer in depth and important in understanding the behavioural aspects of human nature. The edifice of a science that is basically related with human behaviour cannot be founded without a deeper understanding of human nature and premises of human life and goals have to be considered and corporate goals must be customised to match with the same and vice versa.

The present paper aims at highlighting managerial aspects of human behaviour in the light of Sanskrit Literature.

### Common Foundations and Indian Ethos

Though it is a little difficult, yet it would not be out of place here to frame some common foundation of Indian Ethos. These foundations can also be called the general principles of Indian Ethos. These can be studied only after getting conversant with the subject. These are in fact conclusions stated at the outset in the term of hypothesis.

1. Diversity: Indian Ethos believes in the maxim of *Ekam-sat* - i.e. Truth is One
3. Permanence and change: This is deeply related with change management. Indians are conscious of the fact that nothing is going to remain permanent, everything is bound to change. This indicates readiness to change. Change management can be more successful under Indian environment.
4. Recognition of Uncertainty: The principle of permanence and change discussed above leads to recognition of uncertainty. Nothing is certain. There is an episode in Mahabharata known as '*YakshaPrashna*' - Questions asked by a certain Yaksha to king Yudhisthira. One of the questions is 'What is the most surprising thing in this world?' The answer given by the king is very interesting. The king replied "Everyday thousands of people die, yet everyone feels confidently that he is not going to die! "Lord Buddha always said that '*SarvaKshanika* - Everything is momentary!' This view of momentary world teaches to understand uncertainty principle.

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<sup>1</sup> Chief editor, Prasad, Prakashan, Pune, India.