

ETHICS, INDIAN VALUES AND HRM ASPECTS OF RAM CHARIT MANAS (RCM) (SUNDER KAND AS A CASE STUDY)

*Yogesh Mishra (B.E., M.B.A.)

Ram Charit Manas having 7 kand in it, and having so many aspects of Management, here in this Research paper, I am taking Sunder Kand as a case study for finding out the Aspects of Ethics, Indian Values and HRM. The Great Epics RCM having all these Aspects in beautiful manner and also with complete strongest and highest quality, but the exposure of the same is not existed, so here the light and focus has been pointed out with explanation by giving examples of the same so that the real thought of the Epic can be impressed on the mind of the people. Here lot of principles of right thought rules and policies are much more present.

Description :- With taking same sample of out of 60 chopaiyan in the sunderkand, where I found that in the organization, if we consider these values & principles those are adopted before 1 lakh year in natural and human related Epic then I am sure that every organization could be able to get 100% success rate in their output.

Analysis of Doha's & Choupaiyan:- Here I am taking 7 (seven) Dohas, Choupaiyan out of 60 for proving the HRM and management aspects.

प्रबिसि नगर कीजे सब काजा।
हृदय राखि कोसलपुर राजा।।
गरल सुधा रिपु करहिं मिताई।
गोपद सिंधु अनल सितलाई।।1।।

(Honour, obstacles removals, devotion to one who is very important in the organization)

मंदिर मंदिर प्रति कर सोधा।
देखे जहँ तहँ अगनित जोधा।।
गयऊ दसानन मंदिर माहीं।
अति विचित्र कहिं जात सो नाहीं।।3।।

(Searching for better talent, in the organization also we search good employees who have the faith in the organization and also have ethics, values and dedication towards the organization, objective and goal)

3. राम राम तेहिं सुमिरन कीन्हा। हृदय हरष कपि सज्जन चीन्हा।।

एहि सन हठि करिहऊँ पहिचानी। साधु तेहोई न कारज हानी।।5।।

(Good people, talent speaks and lighted in between the dark)

सुनहु पवन सुत रहनि हमारी।
जिभि दसनन्हि महुँ जीभ बिचारी।।
तात कबहुँ मोहि जानि अनाथा।
कहिहिं कृपा भानुकुल नाथा।।6।।

(Existance of truth in between false or good talent in between all (Talent search phenomena of management)

सचिव बैद गुरु तीनि जो प्रिय बोलहिं भय आस।
राजघर्म तन तीन कर होई बेगहिं नास।।37।।

(Suggestion of important people could not be neglected. Even then in the organization the suggestion of every employee who have position either higher or lower were entertained.)

विनय न मानत जलधि जड़ गए तीनि दिन बीति।
बोले राम सकोप तब भय विनु होई न प्रीति।।57।।

[Decision Firm decision after taking all steps to tackle the situation in different manner and could not get satisfactory result or output.]

नाथ नील नल कपि द्वी भाई।
लरिकाई रिधि आसिभ पाई।।
तन्ह के परस किणँ गिरि भारे।
तरिहहिं जलधि प्रताप तुम्हारे।।59।।

(Use of proper person to the work i.e. "right people for right job") It is clear that these thoughts, principles are adopted everywhere in the world. No boundaries can overcome it. Here I found that Indian values having more weightage rather than any. I am interested to going through to all seven kands of Ram Charit Manas for HRM and Management aspects. Some work I have completed and done successfully but because of beautifulness of the Sunder Kand I have taken it for this session.

Conclusion:- I conclude that the RCM is a idol epic that gives us a path to survive in the world with our self confidence and high moral values, and we certainly manage all the organizational activities according to their available principles. The HRM policies, strategies and talent hunting and utilization of the resources is used and adopted in RCM with high standard.

REFERENCES

1. तुलसी कृत रामचरित मानस, गीताप्रेस गोरखपुर।
2. Stephen P. Robbins (2006) 11e, Organization Behavior, PHI New Delhi
3. Pattanayak Vishwajeet, (2006) 3e, HRM prentice India Pvt. Ltd. New Delhi
4. Michael Armstron, (2006), 10e HRM Practice, Kogan Page London & Philidelphia.
5. Bhatia S.K. (2006), HRM a competitive Advantage, Deep & Deep Publications Pvt. Ltd. Delhi.
6. Baron Robert A (2007), 1e, Social Psychology, Pearson Education Pvt. Ltd.
7. Agrawal Tanuja (2007), Stratagic HRM, Oxford University Press.
8. Zikmund William G., Business Research Methods, (2008), 7e South Western Cengage Learning.
9. Chakraborty S.K. (2006), 11e, Ethics in Management, Vedantic Perspective.

*Faculty, Engg. & Management R.I.T.M., Indore (M.P.)