



KAUTILYA'S ARTHASHASTRA AND ITS RELEVANCE TO MODERN MANAGEMENT

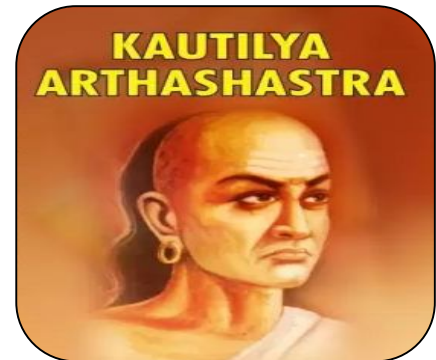
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ABSTRACT:

This paper investigates the Arthashastra of Kautilya on Leadership. There is a need to look and to relook at the old written works at give clever translation and reevaluation to apply successfully with regards to Modern administration. The strategy utilized for this intention is called hermeneutics, which is a review, understanding and translation of antiquated text. It is one of the subjective examination approach utilized in sociology. The establishment in association are uncovered from the Arthashastra, which can give direction to introduce pioneers.

KEYWORDS: Kautilya, Arthashastra, Modern Management, Leadership.



INTRODUCTION:

Arthashastra, the composition on Economic Administration was composed by Kautilya in the fourth century before Christ. It comprises of 15 section, 380 Shlokas and 4968 Sutras. More likely than not, this composition is the very first book composed on Practice of Management. It is basically on the specialty of administration and has an educational tone. Kautilya composed this composition for his swamy (the lord) Chandragupta Maurya and expressed in its prelude that it has been composed as an aide for "the people who oversee". Kautilya was keen on foundation and activity of the hardware through which the lord saves the uprightness and fortitude of the State and creates power.

Kautilya's Arthashastra is the most important work on Public Administration in Ancient India. Chanakya's Arthashastra deals with a vast variety of subjects and covers almost every aspect of theory and practice of government. Arthashastra's philosophy has considerable relevance in the contemporary world, despite the advances in the field of science and technology, as the basic nature of human beings has not changed. Human beings continue to be afflicted by frailties such as lust of power, selfishness, greed and indifference to suffering of their fellow beings, as a result the State is unable to protect the interest of its citizens, fails to provide an environment where people can make a dignified living and the rich and powerful intimidate and harass the poor and the weak. Arthashastra is not a theoretical treatise on political science and basically deals with matters of practical administration.

RESEARCH METHODOLOGY:

This paper relies upon an emotional investigation system called hermeneutics. Hermeneutics is associated with the name of the Greek god Hermes in his occupation as the middle person of the messages of the heavenly creatures. In the current setting, hermeneutics can be portrayed as the interpretation and understanding of old abstract works and severe messages. A couple of fundamental data has also been accumulated to know the significance of the survey in present day organization speculation.

OBJECTIVE OF THE STUDY:

This paper is to create awareness to the management readers of the existence of Kautilya's Arthashastra and its management lessons as it provides intelligent interpretation and re-interpretation to apply effectively in the context of modern management. The study has been undertaken to understand and observe the relevance of Kautilya's Arthashastra theory on leadership with modern management theory of leadership.

ESSENCE OF LEADERSHIP:

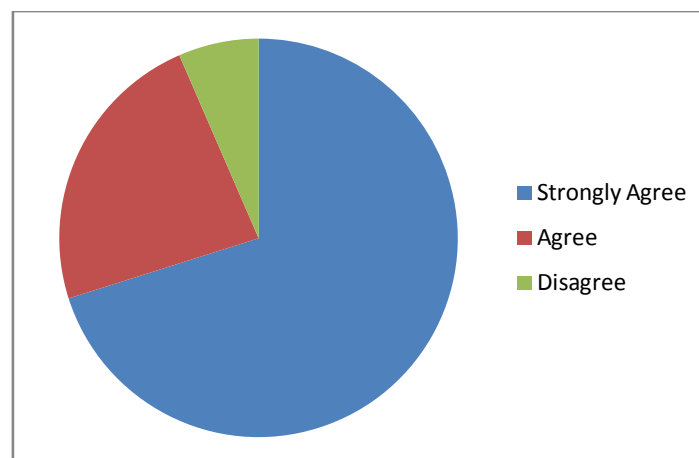
The quintessence of administration, he focuses, lies in its acknowledgment by the subjects. He consequently, exhorts the Swamy never to fail to remember the two mainstays of the craft of administration: Nyay, the equity and Dharma, the morals. He additionally discredits despotic way of behaving as a pioneer is noticeable and individuals follow the pioneer. Consequently he encourages the Swamy to introspect and to distinguish his atma doshas, for example lacks to improve or foster himself. He further instructs his Swamy to concentrate on inadequacies concerning his bureau individuals and take more time to enhance them. He expresses that Mantris could be uncouth, Senapati could be over aggressive, Purohit may not consider the current day practices or customs while establishing regulations or equity, which could prompt treachery (Gupta, 1987). As respects Yuvaraj, he encourages explicit preparation to set him up for the possible progression. He expresses that the Yuvaraj ought to be prepared in three explicit regions: Arthashastra (financial organization), Nitishastra (international concerns) and Dandaniti (political theory). The Arthashastra holds a few pearls for initiative which are introduced beneath.

- An incredible pioneer shows capacity to settle on choice and act intensely despite mishaps and affliction.
- Power goes to the individual who utilizes it most successfully.
- Pioneers are delicate to and know about the necessities, sentiments and inspiration of those they lead.
- Groundwork of authority comprises of trustworthiness, honesty and straight managing.
- Pioneers foster capacity to foresee and expect what's to come.
- Self-restraint is the main individual nature of a pioneer.

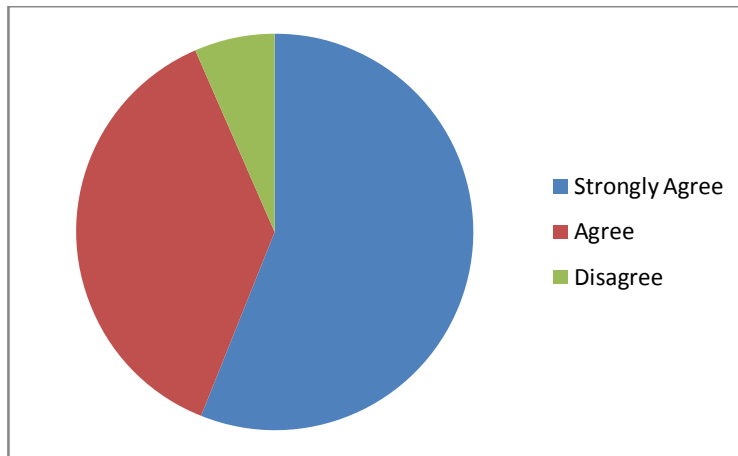
Relevance of Kautilya's Arthashastra in Mordern Management theory of Leadership:

A survey of teaching staff members working in an institute has been undertaken which reveals the relevance of Kautilya's theory on leadership in modern time.

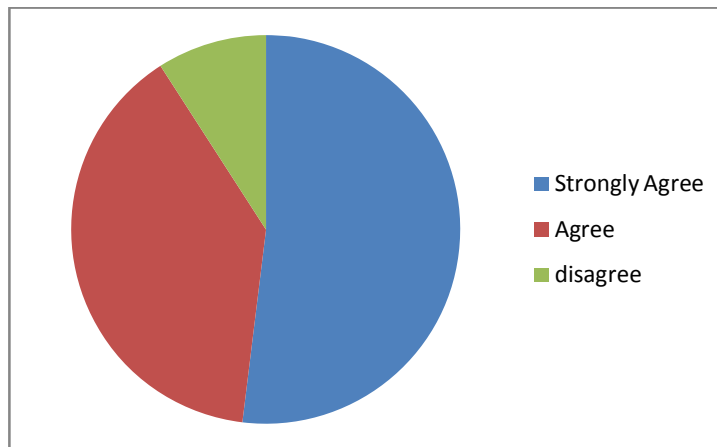
- **A great leader should show ability to make decision and act boldly in the face of setbacks and adversity**



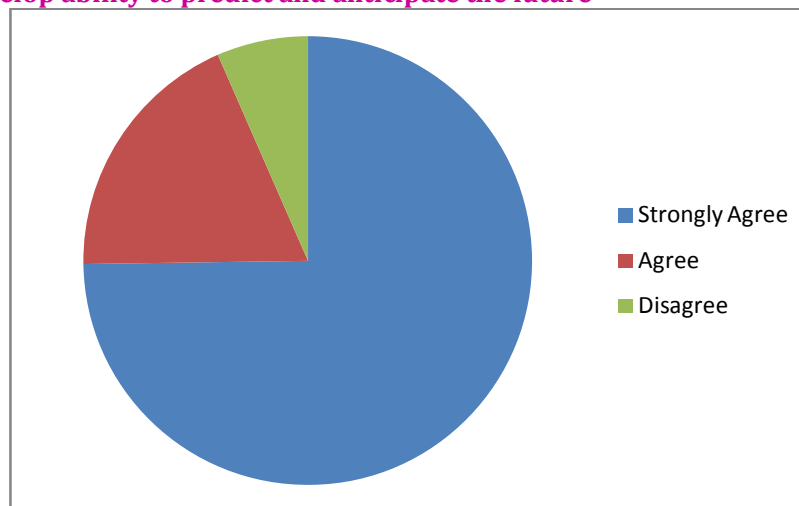
- **Power goes to the person who uses it most effectively**



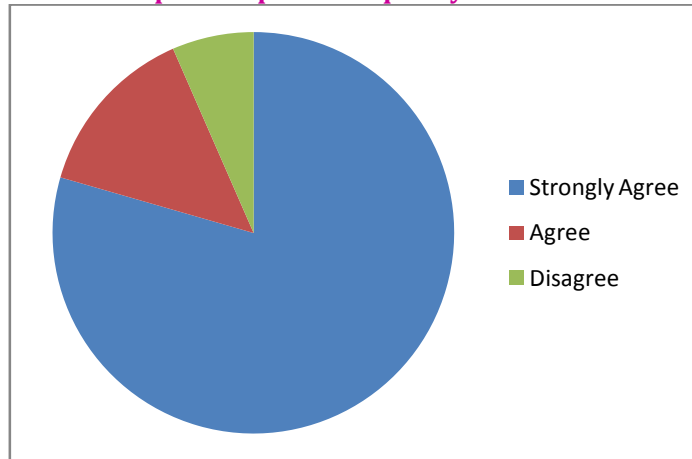
- **Leaders are sensitive to and are aware of the needs, feelings and motivation of those they lead**



- **Leaders develop ability to predict and anticipate the future**



• Self-discipline is the most important personal quality of a leader

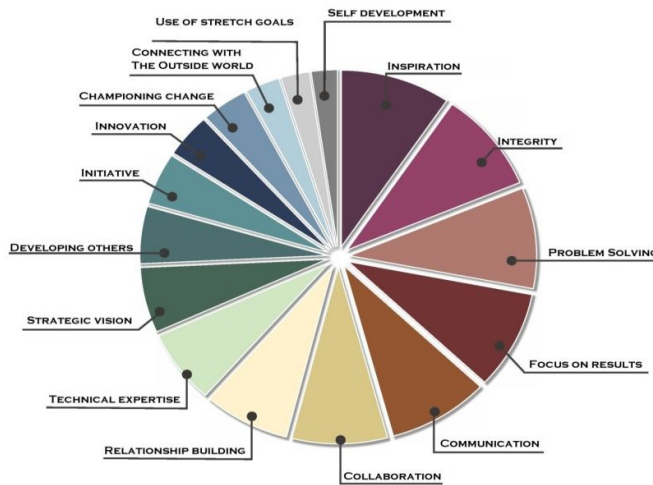


A survey was undertaken by Jack Zenger and Joseph Folkman, of leadership development agency Zenger Folkman, questioned 332,860 professionals on the topic, publishing their findings in the Harvard Business Review.

They asked leaders at all levels which skills, out of a list of 16, were most important in their role, and found a surprising level of consistency across different stages of seniority within organisations. They've put together a colourful pie chart to show exactly how the thousands of leaders involved in the research rated the qualities of a good leader.



ESSENTIAL LEADERSHIP SKILLS
WHAT DO LEADERS AT ALL LEVELS THINK IS MOST IMPORTANT?



From research carried out by Zenger, J. and Folkman, J. (2014, July 30). The Skills Leaders Need at Every Level. Retrieved from <http://hbr.org/2014/07/the-skills-leaders-need-at-every-level/>

If we observe Kautilya's view on essence of leadership it has a very close relevance with modern management theory of leadership. According to him the fundamentals of leadership are not merely the

performance of those functions necessary for the maintenance of law and order, leader must tend to look after the welfare of the people of the state.¹

It is to be noticed that Kautilya enjoins that one should not appoint the patrimony squanderer, the immediate spender, and the niggardly to a high office.²

Conclusion:

प्रजासुखेसुखराजःप्रजानांतुहितेहितम् ।
नात्मप्रियंहितराजःप्रजानांतुप्रियंहितम् ॥

कौटिलीयअर्थशास्त्र, प्रथमअधिकरण, अध्याय 18

In the happiness of the subjects lies the happiness of the king and in what is beneficial to the subjects his own benefit what is dear to himself is not beneficial to the king, but what is dear to the subjects is beneficial to him.

Arthashastra, written in the 4th century before Christ, is a work whose relevance has not faded even after 24 centuries have gone by and it deserves a continuing importance as its writer Acharya Chanakya or Kautilya was not only a statesman of one of a kind in the east especially in India but also was one of the best diplomat ever born. Due to this reason, his magnum-opus has good traits of leadership elements which are also the evidence of the intellectual capital India possessed in its glorious past. Thus an effective leadership is but our own traditions of the past. Though looking at from today's perspective, one can definitely say that his blind subordination to the social structure is unacceptable as the current social structure is dynamic and driven by both political and economic forces, yet his thoughts on management and diplomacy is still commendable that can potentially shape the figure of an effective leader of all times.

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