

Kautilya's Sophisticated Approach towards Employee Compensation Package and Appreciation

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Abstract:

Compensation is benefit which is given to an employee or worker giving their services to an organization. Bulk of research evidences and studies from last decade shows good compensation policies boosts employee morale and therefore motivates them to be committed and paced up to allotted work in achieving company goal. In this regard, Kautilya's approach given in ancient 'Chanakya Niti' to Employee Compensation and Appreciation is very sophisticated

The research article attempts to present how the Kautilya's approach to Employee Compensation and Appreciation is very sophisticatedly applicable in present age and is guiding towards the effective and sustainable Human Resource Management. The dominant motive for research is to provide explanation on how the ancient theories of 'Chanakya Niti' are still apposite and practical. Discussions in the article explain the relevancy of some 'Chanakya Niti' shlokas in Employee Behavior Management. Article ends by outlining scope and need for further research.

Index Terms—Employee Compensation, Human Resource Management, Kautilya, Recognition.

Biography:

Prof. Jasmine P. Gajare was born in Jalgaon, MH, India, in 1994. She was a scholar and multi-talented student nominated by her college for Principal's Role of Honor, 2013-14. She received the B.Com and M.Com. Degrees, in Cost Accountancy from Moolji Jaitha College, North Maharashtra University Jalgaon, MH, India (presently known as Kavayitri Bahinabai Chaudhari North Maharashtra University), in 2015 and 2017, respectively. She received D.T.L. (Diploma in Taxation Law) degree from S. S. Maniyar Law College, Jalgaon in 2016, and G.D.C. & A. (Government Diploma in Cooperation and Accountancy) from G.D.C. & A Board, Maharashtra in 2016. She cleared her SET Examination in first attempt, in 2017, in Commerce Faculty.

Apart from her academic graduations, she is also graduated as Kathak Vishard, from Akhil Bhartiya Gandharva Mahavidyala Mandal, Navi Mumbai, MH, in 2018 and Sangeet Visharad from Pracheen Kala Kendra, Chandigarh, CH, in 2016. She is founder Guru of 'Gandharvi Kathak Nrutyalaya', Jalgaon, where she is teaching Kathak Shastra and Three Kathak Gharanas with interrelationship of Indian Sanskruti, Yoga and Bhartiya Nrutya Shastra, to shape up tomorrow's Kathak Performers., She was National Yoga Player and has been accredited as "Accredited Institution Yoga Instructor" by Council for Yoga Accreditation International, 2018. She is also a founder trainer of Gandharvi Fitness Center, and instructing and Training patients and community members in the care and prevention Physical and Psychological ailments through combination of Ashtanga Yoga, Modern Pranic Healing and Modern Dance Therapies like Pranic Healing, Yoga Dance, Aerobics, and Zumba. She frequently conducts research on subject matter.

In 2018, she joined the Faculty of Commerce and Management, M. J. College, Jalgaon as an Assistant Professor, and presently prepares and delivers lectures to graduate (B.Com) and postgraduate (M.Com) students on subjects like Financial and Cost Accounting, Financial Analysis and Business Journalism, Modern Office Management, Human Resource Management, Organizational Behavior. She is also guiding and coordinating

students' activity through Rotract Club and promoting research abilities by guiding 'student's budding researchers group'.

Ms. Jasmine Gajare had published and presented research paper and project works on interdisciplinary topics, namely Art Entrepreneurship with special reference to Indian Classical Dancers, Yogic Behavioral Management, Child Behavior Management through Yogic Means, Women entrepreneurship and SHG's etc. in International, National as well as State level Conferences and Competitions. She is presently working on Vedic Business Management and Kautilya's Business Model. She has been awarded with Leva Samragani Puraskar, Prerana Puraskar and Currently with Natyashri Award for her Dance research and Contribution.

