

A COMPARATIVE STUDY ON CHANAKYA NITI AND HENRY FAYOL'S 14 PRINCIPLES OF MANAGEMENT

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Abstract : Chanakya Niti is a wonderful work documented by the great strategist Chanakya. Chanakya have documented his life experiences in two documents one is Arthashastra and the other is Chanakya Niti, Chanakya Niti is all about how to practice and master excellence in day to day life, in this paper researcher have tried to bring out concepts like hard work, determination, perseverance and commitment from chanakya niti. How chanakya have explained these concepts and the examples used by chanakya to make it easier for understanding, his examples and advice are suitable for Indian mind set and it is much easier to understand while comparing with modern concepts.

IndexTerms - Chanakya Niti, hard work, determination, perseverance, commitment

I. INTRODUCTION

Indian literatures are one of the oldest literatures in the world; it is a left out treasure by Indians. Our literature has all the concepts and solutions for the management problems we face currently, but we have failed to study and understand those concepts from them. Literatures like Thirukural, Bhagavad Gita, Mahabharata, Arthashastra, Chanakya Niti, Vedas has deep knowledge and solutions for all the problems we face today. In this research, the researcher has tried to bring out concepts of Henry Fayol's 14 Principles from Chanakya Niti. Efforts have been made to compare and contrast our literature concepts from Chanakya Niti with Henry Fayol's 14 Principles.

II. OBJECTIVES OF THE STUDY

- To compare and contrast aphorisms from Chanakya Niti with Henry Fayol's 14 Principles.
- To make suggestions about the management concepts derived from Chanakya Niti.

III. LIMITATIONS OF THE STUDY

- Detailed study could not be conducted due to the lesser span of time.
- Entire population could not be covered; only the study was limited with the samples.
- The spiritual lessons from Chanakya Niti may not be appealing or acceptable to a section of people because of their personal beliefs.

IV. LITERATURE REVIEW

Chanakya's 7 secrets of leadership

Radhakrishnan Pillai, D.Sivanandhan in 2014, ISBN 978-81-8495-401-2

In this book he outlines about 7 secrets of leadership as follows, Swami, Amatya, Janpada, Durg, Kosha, Dand and Mitra. Here, he has outlined all those seven parts as per chanakya's view and contrasted and compared it with current practises, also he have compared all the seven parts with D.Sivanandhan (Former Director General of Maharashtra police) life experiences.

Chanakya in you: Adventure of a Modern Kingmaker

Radhakrishnan Pillai, ISBN 978-81-8495-660-3, published in the year 2015

This book is all about a tale of a man who has inspired by his grandfather and aspires to seek the wisdom of Arthashastra in his day to day life.

Influence of Spiritual Quotient on Managerial and Leadership Skills: Reflection from Chanakya Neeti

Guruprasad and Dr.Jayasmith Rath, IJMBS Vol. 7, Issue 1, Jan - March 2017, ISSN 2230-9519(Online); ISSN 2231-2463

In this paper they have sketched upon the influence of spiritual quotient on managerial and leadership skills based on the aspects derived from ancient Vedic book Chanakya Neeti. Chanakya Neeti says a good company Ambassador should have the following qualities: should not be rigid, prompt implementer, able to do the work, having mercy, nobody can know about his plans, polite in nature, who is away from partiality and who is very soft speaker.

V. RESEARCH METHODOLOGY

The Researcher has used hermeneutics as research design. Hermeneutics deals with study of interpretation of biblical texts, philosophical texts and wisdom literature. The researcher has used stratified random sampling method as sampling design. A

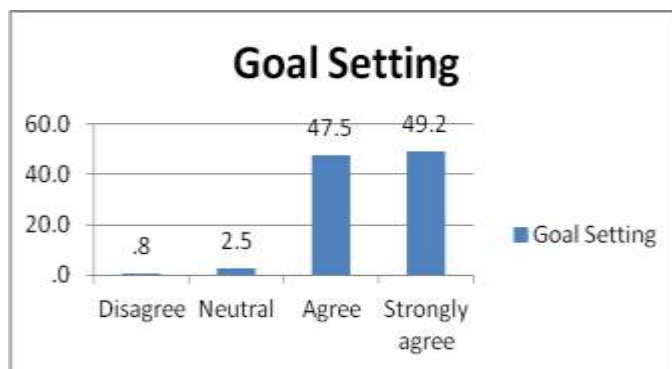
structured questionnaire was issued to the IT employees and responses were collected from 118 respondents. Data obtained from the study is analysed using percentage analysis.

VI. RESULTS AND DISCUSSION:

The Following tables and graphs explain the relationship between Chanakya Niti and Henry Fayol's 14 Principles.

6.1 Goal Setting

	Frequency	Percent
Disagree	1	.8
Neutral	3	2.5
Agree	56	47.5
Strongly agree	58	49.2
Total	117	99.2

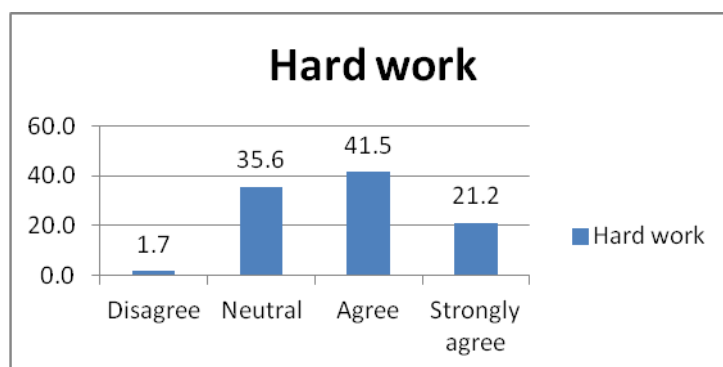


INFERENCE:

From the above chart it is inferred that, 49.2% of the employees strongly agree modern goal setting with Chanakya Niti aphorism; 47.5 of the employees agree modern goal setting with Chanakya Niti aphorism.

6.2 Hard work

	Frequency	Percent
Disagree	2	1.7
Neutral	42	35.6
Agree	49	41.5
Strongly agree	25	21.2
Total	118	100.0



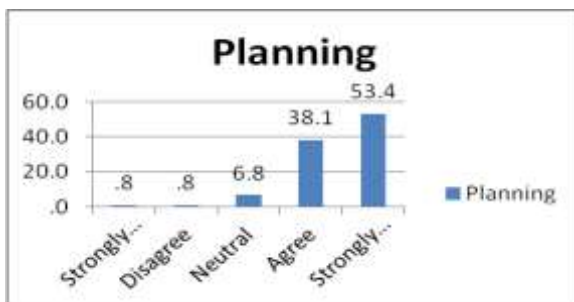
INFERENCE:

From the above chart it is inferred that, 41.5% of the employees agree modern hard work concept with Chanakya Niti aphorism; 35.6% of the employees are neutral in comparing modern hard work concept with Chanakya Niti aphorism; 21.2%

of the employees strongly agree modern hard work concept with Chanakya Niti aphorism and 1.7% of the employees disagree modern hard work concept with Chanakya Niti aphorism.

6.3 Planning

	Frequency	Percent
Strongly disagree	1	.8
Disagree	1	.8
Neutral	8	6.8
Agree	45	38.1
Strongly agree	63	53.4
Total	118	100.0

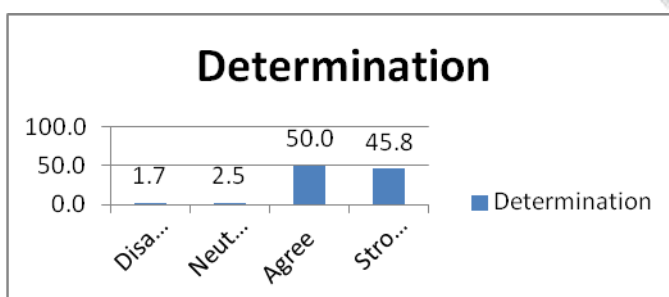


INFERENCE:

From the above chart it is inferred that, majority of the employees strongly agree modern planning concept with Chanakya Niti aphorism; 38.1% of the employees agree modern planning concept with Chanakya Niti aphorism.

6.4 Determination

	Frequency	Percent
Disagree	2	1.7
Neutral	3	2.5
Agree	59	50.0
Strongly agree	54	45.8
Total	118	100.0

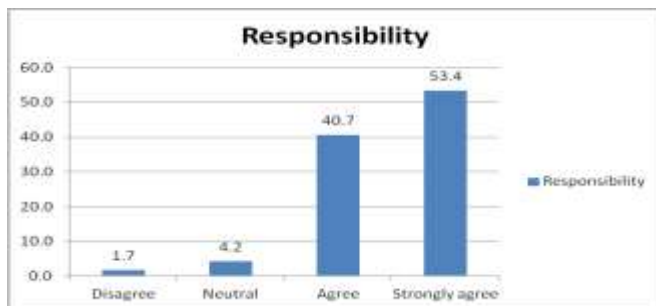


INFERENCE:

From the above chart it is inferred that, majority of the employees agree modern determination concept with Chanakya Niti aphorism; 45.8% of the employees strongly agree modern determination concept with Chanakya Niti aphorism.

6.5 Responsibility

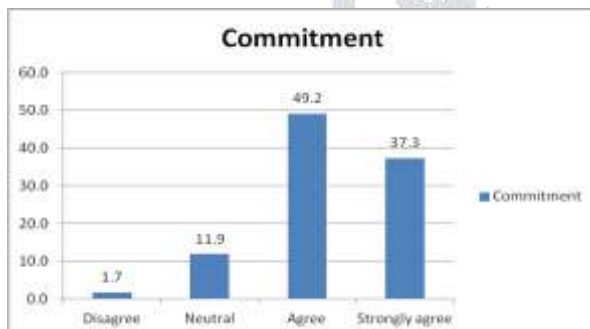
	Frequency	Percent
Disagree	2	1.7
Neutral	5	4.2
Agree	48	40.7
Strongly agree	63	53.4
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, Most of the employees strongly agree responsibility concept with Chanakya Niti aphorism; 40.7% of the employees agree responsibility concept with Chanakya Niti aphorism.

6.6 Commitment

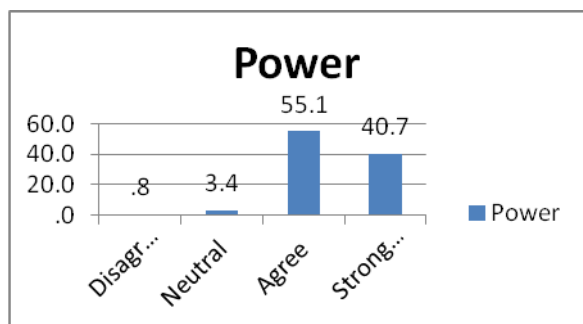
	Frequency	Percent
Disagree	2	1.7
Neutral	14	11.9
Agree	58	49.2
Strongly agree	44	37.3
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, 49.2% of the employees agree modern commitment concept with Chanakya Niti aphorism; 37.3% of the employees strongly agree modern commitment concept with Chanakya Niti aphorism and 11.9% of the employees are neutral in comparing modern commitment concept with Chanakya Niti aphorism

6.7 Power

	Frequency	Percent
Valid Disagree	1	.8
Valid Neutral	4	3.4
Valid Agree	65	55.1
Valid Strongly agree	48	40.7
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, Majority of the employees agree power concept with Chanakya Niti aphorism; 40.7% of the employees strongly agree power concept with Chanakya Niti aphorism.

6.8 Rewards

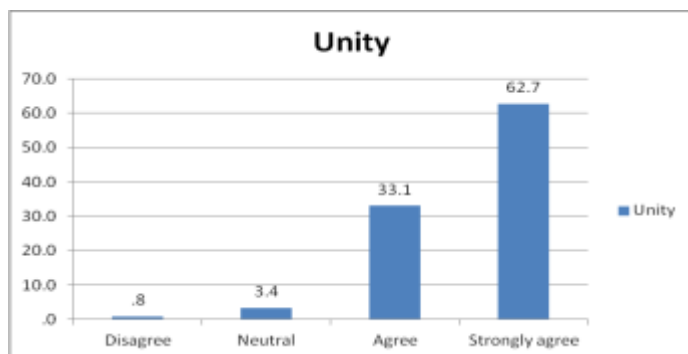
	Frequency	Percent
Disagree	2	1.7
Neutral	3	2.5
Agree	51	43.2
Strongly agree	62	52.5
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, most of the employees strongly agree rewards concept with Chanakya Niti aphorism; 43.2% of the employees agree rewards concept with Chanakya Niti aphorism.

6.9 Unity

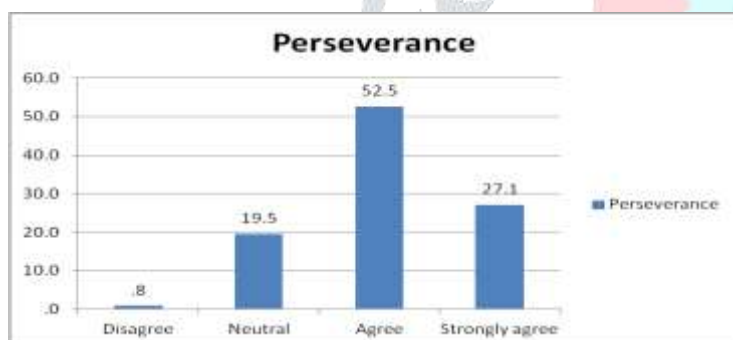
	Frequency	Percent
Disagree	1	.8
Neutral	4	3.4
Agree	39	33.1
Strongly agree	74	62.7
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, majority of the employees strongly agree modern unity concept with Chanakya Niti aphorism; 33.1% of the employees agree modern unity concept with Chanakya Niti aphorism.

6.10 Perseverance

	Frequency	Percent
Disagree	1	.8
Neutral	23	19.5
Agree	62	52.5
Strongly agree	32	27.1
Total	118	100.0

**INFERENCE:**

From the above chart it is inferred that, most of the employees agree perseverance concept with Chanakya Niti aphorism; 27.1% of the employees strongly agree perseverance concept with Chanakya Niti aphorism; 19.5% of the employees are neutral in comparing perseverance concept with Chanakya Niti aphorism.

VII. SUGGESTIONS:

- The study ignites that our ancient literature is the most underestimated treasure which has to be brought to the lime light in current situation.
- A subject called Vedic Management should be included in management syllabus which helps the managers to deal with Indian mind-set and also helps to develop solutions in different perspectives.
- It is suggested that research upon ancient literatures' has to be encouraged; it makes way to bring out new concepts in management areas.

VIII. CONCLUSION:

In this study the researcher brings out the importance of Vedic management and the management concepts from literature, from the above analysis it is noted that 10 out of 14 Henry Fayol's concept has been matched with Chanakya Niti aphorisms. In this fast growing world and developing businesses, our Vedic management has many solutions to modern problems. It is important that we have to know the value of our ancient literatures and impart it in the minds of our upcoming generations.

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