



CONTRIBUTION OF CHANAKYA TO SOFT SKILL

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Abstract: No one would deny ever increasing significance of soft skills in professional world. Those who master these skills have better chances to find jobs in corporate world. Many trainers and motivators have started conducting workshop and seminars to orient young people in soft skills. These trainers very often project that the entire concept of soft skills has evolved in the waste in postindustrial era. The truth however is far from it. There were important figures in India who emphasized the value of soft skills in their writings. The most prominent among these people is Chanakya who was advisor to the king Chandragupta Maurya. Chanakya neeti documents many soft skills that were not only useful in the ancient times but they continued to be relevant even today. The present paper traces the development of soft skills in the book Chanakya neeti. The paper also highlights the contribution of ancient India in this field.

Keywords - Ancient India, soft skills, corporate world, Chanakya neeti, communication skills.

I. INTRODUCTION

Success or failure largely depends on technical and soft skills possessed by those who are associated with it. In the recent years, more and more technical jobs are taken over by machines and robots. As a consequence, the value and significance of soft skills has increased a lot in the corporate world. The higher the degree of soft skills one may possess the greater are his or her chances to acquire success in the chosen field. Many management Guru especially from the west have launched numerous programs and projects to teach soft skills to those aspirants who wish to build a career in the corporate world.

The business of soft skills has emerged as a lucrative profession all over the world. Those who believed that they are good at communication have good degree of smartness readily jump into the business on the footsteps of western motivational Gurus, many soft skill coaches from India and other Asian and African countries have made them visible in the market.

It is believed that the western countries have brought forth the concept of soft skills. In other words, many people believe that before the western pattern of business the importance of soft skills was either not known or was completely absent in the oriental discourse. The present study aims at the altering this belief. It is in the post-industrial revolution era that the western society has understood the value and significance of soft skills in business and corporate world.

India that has 5000 year old civilization knew the value and significance of soft skills in public domain much before western world. The study would establish this argument by making reference to various sections of Chanakya Neeti of Kautilya who practice it around 300BC at the time of King Chandragupta Maurya.

II. UNDERSTANDING SOFT SKILLS

1. What are soft skills?

Soft skills are non-technical skills that relate to how you work. They include how you interact with colleagues, how you solve problems, and how you manage your work. Soft skills relate to how you work. Soft skills include interpersonal (people) skills, communication skills, listening skills, time management, and empathy, among others. They are among the top skills employers seek in the candidates they hire, because soft skills are important for just about every job.

Hiring managers typically look for job candidates with soft skills because they make someone more successful in the workplace. Someone can be excellent with technical, job-specific skills, but if they can't manage their time or work within a team, they may not be successful in the workplace.

Soft skills include the personal attributes, personality traits, and communication abilities needed for success on the job. Soft skills characterize how a person interacts in his or her relationships with others.

2.1. Soft skills include:

- Adaptability
- Communication
- Creative thinking
- Dependability
- Leadership
- Time management

Problem-solving
Critical thinking
Conflict resolution

2.2. Importance of soft skills:

Soft skills are also important to the success of most employers. After all, nearly every job requires employees to engage with others in some way.

Another reason hiring managers and employers look for applicants with soft skills is that soft skills are transferable skills that can be used regardless of the person's job. This makes job candidates with soft skills very adaptable and flexible employees. Soft skills are particularly important in customer-based jobs. These employees are in direct contact with customers. It takes several soft skills to be able to listen to a customer and provide that customer with helpful and polite service.

Most interactions with other people require some level of soft skills. At a company you might be negotiating to win a new contract, presenting your new idea to colleagues, networking for a new job, and so on. We use soft skills every day at work and developing these soft skills will help you win more business and accelerate your career progression.

On the other hand, a lack of soft skills can limit your potential, or even be the downfall of your business. By developing strong leadership, delegation, teamwork, and communication abilities, you can run projects more smoothly, deliver results that please everyone, and even positively influence your personal life by improving how you interact with others. Outside of the office, soft skills such as communication are used to build friendship groups and meet potential partners. You might be negotiating the price of your new house renovation, or mentoring your neighbors' children on the weekend. Soft skills are useful both in our professional and personal lives.

Review of literature: on; line search has reviewed that some of the articles and research paper have been published that talk about soft skills with reference to Chanakya's writings. Some of them are as under.

2.2.1. A Managerial analysis of Chanakya Niti by Prof N M Khandelwal

This research will help in developing training programs in hither to neglected fields in management but which may be in great demand due to surge in their need. Examples are self-management, family management and good governance

2.2.2. A Comparative Study On Chanakya Niti And Henry Fayol's 14 Principles Of Management By Iranjithaa.K.C, Dr. R. Gayatri

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.

2.2.3. Chanakya's Neeti: Political Ethics and Strategies by Suman Kumari*, Richa Dangayach,

Chanakya imagined a general public where the general population are not running behind material delights. Control over the sense organs is fundamental for accomplishment in any undertaking. Profound improvement is basic for the inward quality and character of the person. Material joys and accomplishments are constantly auxiliary to the profound improvement of the general public and nation on the loose.

2.2.4. "RELEVANCE AND IMPLICATION OF CHANAKYA NITI IN THE ENERGY SECTOR" by Himangi Gupta

My research objective was to understand relevance of Chanakya Niti in the current world and specifically in the energy sector.

2.2.5. Influence of Spiritual Quotient on Managerial and Leadership Skills: Reflection from Chanakya Neeti by Guruprasad, Dr. Jayasmita Rath

The concept of spiritual leadership has strong theoretical ground and are developed after extant literature survey and based on expert's thoughts on spiritual leadership. Indian Literature has a great contribution to Spirituality and reinstates successful leadership behaviour which is relevant even for modern day leadership qualities. In this paper they have focused on how Chanakya Neeti has elaborated the influence of spiritual quotient on managerial and leadership skills.

III. OBJECTIVES

- 1.To trace the origin of soft skills in the writing of Chanakya.
- 2.To bring out contribution of Chanakya to the development of soft skills.
- 3.To conceptualize soft skills within the broader framework of oriental wisdom.
- 4.Origin and development of soft skills in the writing of Chanakya

- a. Life of Chanakya
- b. Contribution of Chanakya to soft skills

a. Chanakya was an ancient Indian polymath who was active as a teacher, author, strategist, philosopher, economist, jurist, and royal advisor. He is traditionally identified as Kauṭilya or Vishnu Gupta, who authored the ancient Indian political treatise, the Arthashastra,[3] a text dated to roughly between the fourth century BCE and the third century CE.[4] As such, he is considered the pioneer of the field of political science and economics in India, and his work is thought of as an important precursor to classical economics.[5][6][7][8] His works were lost near the end of the Gupta Empire in the sixth century CE and not rediscovered until the early 20th century. Around 321 BCE, Chanakya assisted the first Mauryan emperor Chandragupta in his rise to power and is widely credited for having played an important role in the establishment of the Maurya Empire. Chanakya served as the chief advisor to both emperors Chandragupta and his son Bindusara.[9]

b. Though Chanakya played a very successful role as an advisor and mentor of the King Chandragupta Maurya, his true value as a thinker lies in his writings. Chanakya neeti is not simply the precepts given by this thinker to the king to manage his vast empire

effectively but Chanakya writings are the early writings that bring out the significance and value of soft skills in public life. Critical reading of his writings makes it clear that many of the soft skill that form a part of modern training programs on soft skills find mention in Chanakya neeti. Therefore, it would not be an exaggeration to call him the pioneer of soft skills in India.

2.1.1. Adaptability

“The enemy can be overcome by the union of large numbers, just as grass through its collectiveness wards off erosion caused by heavy rainfall.”

In this Chanakya points out that Being adaptable is also important because it showcases your ability to be resourceful, displays your leadership skills, determination, analytical skills and more. These are all valuable qualities that an employer looks for in an employee.

2.1.2. Communication

“That man who by the study of these maxims from the satras acquires a knowledge of the most celebrated principles of duty, and understands what ought and what ought not to be followed, and what is good and what is bad, is most excellent.”

Communication in the workplace is important because it boosts employee morale, engagement, productivity, and satisfaction. Communication is also key for better team collaboration and cooperation. Ultimately, effective workplace communication helps drive better results for individuals, teams, and organizations.

2.1.3. Problem Solving

“A thing may be dreaded as long as it has not overtaken you, but once it has come upon you, try to get rid of it without hesitation.”

In these lines Chanakya draws our attention into crises management .It is desirable to avoid crises so far as possible .once you confront crises ,then, you should not flight from it. It is better to fight it back or find out some logical or practical solution .Crises management is an important element of modern managerial practices.

2.1.4. Gracefully accepting conditions

“Water is the medicine for indigestion; it is invigorating when the food that is eaten is well digested; it is like nectar when drunk in the middle of a dinner; and it is like poison when taken at the end of a meal.”

In these lines Chanakya points out that sometimes the opposite party is so barrowful that neither we can win by force nor by argument under such situation it is better to gracefully accept the conditions and avoid sustained confrontation. Such a readiness to compromise, far from being perceived as a defeat, often is regarded a tactful move to go further .Chanakya is well aware of such graceful acceptance of unpleasant situations for the greater success in the future. This technique is well used by the modern corporate world to earn long term gains.

2.1.5. Dependability

“Even one who by his qualities appears to be all knowing suffers without patronage; the gem, though precious, requires a gold setting.”

Chanakya here tells us that a dependable employee not only shows up for work on time every day but also produces consistent work and can apply company policies and business strategies equally to each task and assignment. He makes commitments, delivers on time and follow-up on what has been done.

2.1.6. Creative thinking

“If good qualities should characterize a man of discrimination, the brilliance of his qualities will be recognized just as a gem which is essentially bright really shines when fixed in an ornament of gold”.

Chanakya indicates that employee with the ability to think creatively and outside of the box, are more likely to come up with unique and innovative solutions to obstacles they encounter. This eagerness to solve problems can lead to new ways to accomplish tasks and adds to a more efficiently run business.

2.1.7. Leadership

“To wake at the proper time; to take a bold stand and fight; to make a fair division (of property) among relations; and to earn one's own bread by personal exertion are the four excellent things to be learned from a cock.”

Chanakya pinpoint that leadership is a vital management function that helps to direct an organization's resources for improved efficiency and the achievement of goals. Effective leaders provide clarity of purpose, motivate and guide the organization to realize its mission.

2.1.8. Time management

“Consider again and again the following: the right time, the right friends, the right place, the right means of income, the right ways of spending, and from whom you derive your power”

Chanakya draws attention here about management. By managing their time well employees will meet deadlines, improve their efficiency, be more productive, and deliver better work. They'll also have a greater level of job satisfaction because they'll feel less stressed, which will aid them with career progression and ultimately lower your business's staff turnover.

2.1.9. Conflict resolution

“Conciliate a strong man by submission, a wicked man by opposition, and the one whose power is equal to yours by politeness or force.”

Chanakya point out that when arguments arise in the workplace, productivity typically declines. It can be difficult to focus or work together on a project when underlying conflict is present. Resolving these issues at the root can lead to greater efficiency and goal achievement.

IV. CONCLUSION

It is usually believed that the westerners have brought the concept of soft skills to India. Careful reading of Chanakya's writing has made it clear that India practiced all modern soft skills even 1000 years ago. The only difference is that in a modern times soft skills are used in the corporate and professional world whereas at the time of Chanakya they were used by king and other officials who were associated with the running of kingdom. Chanakya is not simply an advisor (bureaucrat in the modern sense) to his ruler but he is a pioneer of use of soft skills in ancient India. It is not difficult to see that with some modifications the modern soft skills very much correspond to what Chanakya has articulated in his writings.

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2. A COMPARATIVE STUDY ON CHANAKYA NITI AND HENRY FAYOL'S 14 PRINCIPLES OF MANAGEMENT by 1Ranjithaa.K.C, Dr. R. Gayatri

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.

3. CHANAKYA'S NEETI

Political Ethics and Strategies by Suman Kumari*, Richa Dangayach, Chanakya imagined a general public where the general population are not running behind material delights. Control over the sense organs is fundamental for accomplishment in any undertaking. Profound improvement is basic for the inward quality and character of the person. Material joys and accomplishments are constantly auxiliary to the profound improvement of the general public and nation on the loose.

4. "RELEVANCE AND IMPLICATION OF CHANAKYA NITI IN THE ENERGY SECTOR" by Himangi Gupta

My research objective was to understand relevance of Chanakya Niti in the current world and specifically in the energy sector. I also intended to compare the ancient old management styles with modern management techniques. I did so by comparing and contrasting Henry Fayol's 14 principles of management with Chanakya Niti. In conclusion, Chanakya Niti act as a guiding light for entrepreneurs, as it helps in understanding the value of training, leadership and management. It would be of great help in avoiding the disasters in oil and gas industry through better understanding of the concept of management.

5. INFLUENCE OF SPIRITUAL QUOTIENT ON MANAGERIAL AND LEADERSHIP SKILLS: REFLECTION FROM CHANAKYA NEETI BY GURUPRASAD, DR. JAYASMITA RATH

The concept of spiritual leadership has strong theoretical ground and are developed after extant literature survey and based on expert's thoughts on spiritual leadership. Indian Literature has a great contribution to Spirituality and reinstates successful leadership behaviour which is relevant even for modern day leadership qualities. In this paper we focused on how Chanakya Neeti has elaborated the influence of spiritual quotient on managerial and leadership skills. A good company Ambassador needs to have the following qualities: should not be rigid, able to do the work, prompt implementer, having mercy, polite in nature, nobody can know about his plans, who is away from partiality and who is very soft speaker. Our long term goal is to understand decisive point in deducing more productive organizations and to derive a metric on the degree of influence of these attributes.

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