



## A Critical Study on Workplace Dynamics and Learning through the Perspectives of Devdutt Pattanaik's *The Leadership Sutra*

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**Abstract:** What would happen, if all the human beings in the world began to dislike or hate people? The result would be hatred. People would begin to hate one another and the world would stop revolving. No man in the world was born as a misanthrope. Even the knowledge gained from education would never allow him to hate people. Then what makes man a misanthrope. It is the society which makes a man to be an anthropologist or a misanthrope. The imagination of man helps him to be more creative than the early man. Creativity never occurs by forcing a person to do something in a workplace. It should come as a flow when a person comes to know how to tackle the world with his wit and determination. The fast developing countries motive is to gain power whereas as the developing countries motive is to develop relationship among people. No country would survive until they have good bonding with the neighbouring countries. India, a developing country could survive not because of power but because of love, relationship and faith. These elements are quite necessary for every human being to become a great human soul in every field of life. This paper focuses on how faith, relationship and mind reading that would give fruitful results in a workplace so that one can enhance his skills in order to expose his talents. Talent would be shown from a person through his hard work, resilience, grit and determination which are helpful to attain his goal in his organization. In this conflict world, many of us forget the past and live in the future. Meanwhile, people forget the present world and its impact. This paper emphasis the mythological facts that are drenched in literature which can be a mirror of life for an ordinary individual to overcome struggles and could attain success in his career with the help of retelling the mythological stories especially on leadership qualities in an organization.

**Keywords:** Mythology, talent, faith, relationship, workplace balance and life skills

### Objectives of the Study:

- To examine various stories based on the mythological facts which are mostly related to leadership qualities in workplace
- To examine the different perspectives of the author and the readers on the retellings of the stories

### Introduction:

In this modern society, there are so many poets who have lightened up the lives of ordinary people with their poems.

Henry Wordsworth Longfellow a 19<sup>th</sup> century poet, says,

“Tell me not, in mournful numbers

life is but an empty dream. (Longfellow, line 1).

Due to much pressure in life, people tend to lose their hearts and they become animals. Their behaviour and their way of living are totally different from their ancestors. This is because of society where people live in. The society plays a vital role in changing the mindset of the humans. For instance, in early days, the food culture of India was totally different than that of other countries. Nowadays, we could see people of India in all states love to follow



the western food habits. This is because of the media that shows colourful and spicy foods which tempt the youngsters to become the people a foodie. In this current scenario the word LIMITATION has no meaning at all. People tend to become a barbarian rather than an honourable and skilful literate.

### **Methodology:**

The researcher opted this topic A Critical Study on Workplace Dynamics and Learning through the Perspectives of Devdutt Pattanaik's *The Leadership Sutra* in order to find out the different perspectives on the qualitative research that is highly needed for the contemporary writes in order to explore the skills of the youngsters in this modern era.

Who is a leader? A leader is a person who works in a team and leads the team in the righteous path. He is one of the team members who works not only for him but also works for others' welfare. He should empower his team to achieve the goal and inspire them to have a better future. Leadership is the capacity to translate vision into reality. True to the words of Bennis, Warren, now a days, it is quite easy to find people with stubbornness in workplace. Due to stubbornness, mutual relationship in the workplace gets disturbed and people begin to hate one another. After undergoing multiple research in the attitude of people, experts have come to know that people in workplace want to get significance from people around them. Devdutt (2013) says,

“...In insecurity, we often keep away things that can benefit  
us in the long run, contribute to our sustainability...”

(An excerpt from *The Leadership Sutra : An Indian Approach to Power*, 2013)

### **Significance and Recognition:**

Most of the people in the world endorse themselves to be recognized persons rather than humanitarians. The feel of discomfort in the society makes them insecure, unhappy and anxiety. Mingling with people becomes a herculean task for such people who expects significance and recognition. The science of fear states that the amygdala acts as your brain's alarm. When faced with a threat, it triggers the nervous system to release adrenaline and cortisol. When the environment becomes unfriendly and lack of respectfulness leads to worry and fear occupies the mind. Once the mind gets disturbed it begins to make confuse others too. Lack of energy results in dull and moody environment which tend to create chaos. A little bit of appreciation and praising show the path of happiness not only in workplace but also at home. In ancient days, Kings and Queens were praised by court poets in order to spread the period of highly successful, prosperous, and benevolent governance. This method was being followed most commonly used in Tamil political or historical contexts to describe a ruler's tenure that brought immense wealth, peace, and development of the country. Rulers appointed talented and literary poets to write glowing tributes, ensuring their legacies were with the people forever. Gossiping, backbiting or complaining are the three which are essential for experiencing the delusion of power.

### **Property:**

Literature is the mirror of life; the elixir of life; life of everything. It is immeasurable. Likewise, the things we have are the one which tell others who we are. It becomes a well-known phrase that a man is known by his possessions. It may be the money, the dress code, the richness that he possesses. Once the value of a person is established based on his possession, respectfulness and significance would be given to the person concerned. People forget to think thoughts are more important than things. Unfortunately, people tend to think that people with what-they-have are rich and prosperous and fail to accept what-they-are that is the talent and skills they have. One who has skills, grit and determination to do a task never expect anything from anyone. According to Devdutt Pattanaik (2013),

“...What is interesting is that Hanuman does not need an external thing to



position himself; he expands what he already has—his tail. In other words, he finds strength within and does not need the help of an object or a salutation. He has enough Shakti to compensate for the Durga that Ravan refuses to give him...”

(Pattanaik 39)

When people begin to criticize other people on seeing the outer appearance they fail to observe the quality of the person. Self-boasting and mocking others results in breaking down the relationship whereas in workplace showing oneself as inferior helps to have good relationship with others those who are considered themselves as superior. Superiority is based on the things that the people possess. The more they have: the more they are. It is the assumption made by themselves and after their death the property they have outlives. And so, many of the people love to have property rather than accepting the reality. Symbols plays a vital role in estimating people. If we begin to analyse the better option of any two, we compare the two and tell about the importance of the two. For instance, when we compare a drop of honey with an ocean. Of the two, which is the best? The ocean seems to be bigger than a drop of an ocean. But, the real fact is that a drop of honey is better than ocean because sea water is salty whereas honey is tasty. We can prove this idea from the famous lines of S.T.Coleridge in the poem The Rime of Ancient mariner where he stated that there was water everywhere but even a little drop of water could not be used for drinking. The brand names like an ocean shows its magnificent level against the taste of Honey and there comes the difference.

#### **Vicissitudes:**

Most of the people think that fortunes plays a vital role in everyone’s life. Some people think that it is purely a luck and somebody thinks that it is wealth and somebody

Strongly agrees that hard work and determination yield fruitful results while doing a work. If a person thinks that a work assigned to him was done perfectly and as a result he could get plenty of money whereas when he loses his job, he breaks down and loses his faith too. Faith is based on security. A loyal servant works better than a selfish person. A selfish person always thinks about his welfare and he has the habit of escaping from doing work and expecting richness from others so that he could improve or get benefit from others. A loyal person believes on words that he hears and obeys to the words. He always shows the loyalty towards the owner or higher official. Both these stages are dependent on security. Royalty and loyalty are the two which are needed for anyone to show who he is and to get help whenever it is needed from the royal people. Things are just things which show what you have whereas thoughts are cognitive process that helps people to make ideas, reasons or helps to reflect.

#### **Rules to follow:**

A rule is an instruction that directs what is permitted and what is not permitted. To have a standard behaviour one has to follow certain rules. In the forest we could find alpha and an omega. There are some patterns which are helpful for the animals to make boundaries among themselves and they live in within the boundaries. When a stranger enters the territory it has the responsibility to protect its territory and its pride. If there are no rules territory would be there but we could not find property. Rules are varied from person to person and place to place. People dislike others if they are against the rules. It shows the indifference. To hold the law one has to sacrifice his happiness and he has to feel comfortable with what he has. In an organization a submissive is better than a person who is powerful. An organization owner expects his employee an implicit obedient person. If any person is against the rules and regulations of the organisation he will be threaten to lose his job. He loves people who are submissive rather than a courageous person. In his book, Devdutt says,

“...Often in organizations, people are told to leave jobs on grounds that they have broken a rule. Even though the leader has the power to forgive or overlook



such transgressions he does not, for fear of the repercussions to the company as a whole. Forgiveness may be seen as a favour. It may bring ethics into question...”

(Pattanaik 74)

The modern society is in confused stage and it is in the dilemma to find its path to move on righteous path or the path which never thinks about virtue. The life in the society is totally different from that of the early days. In earlier days, people were content with what they have whereas now a days, it is totally different. Today, people's expectations are higher, more greedy and they have high expectations. Targets and tasks in workplace make people forget about the society. People tend to become professional rather than humanitarian. The things that we see today are not real what they are. If we see a person who is seemed to be saint is not at all. Only his appearance seems to be but not the behaviour. Rules have been formed for a person to make others to follow. The rules he framed in the society cannot be followed by the others. In this transcendental society, one tries to explore his talents which are not transparency are considered to be greatest. Feelings cannot be seen when there is no transparency. The rules need not determine our values. A barbarian never follows the rules of a monarch. A monarch sets rules and people in his territory should abide by the rules. The rules which he implied must have stability. Without stability rules cannot stand for the people who work in an organization. If there is no stability people begin to move from one place to another to form a base to live in. When we have stability in the environment, there comes peace. A peaceful mind makes a calm and dedicated employees in an organization. The society is interlinked with one another. We will be afraid of status. We would like call by our name and status by others. We live in the society where we live by significance, property, rules. These three elements which are essential for a person to have stability in the world or in the society or in an organization. It is in the hands of the people to feel secure when they are working in an organization. If a leader is caring about an employer who feel comfort whenever they are under stress, he should take care by sheltering them with love and affection whereas people feel both happy and fear in the same pan. Here rises a question. Should a person show loyalty to his leader in order make him a comfort life. Or should a leader should a partial guidance on order to make his employee under fear. According to Devdutt Pattanaik,

Underlying this belief is the assumption that we are dependent and we need not be dependable. Most devatas want to remain Dhruvas, few want to grow up and be Vishnu for others. We do not wish to rise in the varna ladder. We are comfortable being karya-kartas and not becoming yajamans.

(Pattanaik 97)

### Conclusion:

Understanding is better than assuming. Most of the people in the current scenario fail to accept the difference between understanding and assuming. Understanding people's needs and expectation by a king in a country is highly needed for a person in this modern world. We fail to accept the unfamiliar things. If unfamiliar things approach us we have the habit of ignoring things. We try to defeat things immediately. We do not have the habit of accepting new things. To grow in this current scenario, we need patience and we need to perform. Growth in every child is essential. Think of a child which does not have growth both in physical and mental is considered to be intellectual disability. The disability should be taken care by a teacher who should guide children as Helen Keller was treated by Anne Sullivan. The rules and regulation should be taught so that a child can get the recognition from the society and later about the richness that it has in order to make a basement in the society. If it learns to survive in the society with these learnings, it has the stability to work in an organization without fear. It needs to accept the change so that it could change a change. Adaptation is the key which helps any sort of person



to work in an organization with innovation and make possible changes that help a leader to lead his team in a successful path.

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