

Recruiting Professionals with the Mindset of Hanuman

Akshay Goel, Saurabh Shrivastava, and Suresh Singhal

Abstract—Since organizational success depends upon having the right people, an effective recruitment strategy that is integrated in to the business strategy is essential. When discussing personnel needs, an axiom that is often shared to remain in sharp focus as the talent is evaluated is: Hire character, train for skill and pay for talent. Therefore the most critical aspect to hire great professionals is to know about the features of their character. One may look for religious or cultural scriptures for determining infallible character. One such ideal model happens to be Hanuman, a God-like Fig, who is worshipped by a large number of people throughout the world, primarily in India. Numerous leadership and professional qualities can be found in his persona, which are necessary for professionals in today's world to achieve success in business. In this paper, these qualities have been explored with the help of conceptual framework routing through 'HANUMAN Circle' showcasing seven characteristics (i) Humility (ii) Adaptability (iii) Net ownership of task (iv) Unidirectional dedication (v) Managerial skills (vi) Aiding Intuition (vii) Notional Strategic Thinking. The comprehensive study of these qualities in the character of Hanuman proves that he is a fit ideal role model for today's era professional. The findings of the paper are quite relevant, meaningful and motivating for a number of those professionals and organizations who aspire to achieve success in their respective fields.

Index Terms—Hanuman circle, management, organization, professionals, recruitment.

I. INTRODUCTION

Building a solid and long-lasting institution is very challenging and multifaceted task for the top-level management of any firm. Economic turmoil and technological advances are combining to reshape business landscape faster than some companies are able to react.

With the fast changing scenario of modern global business and cut-throat competition, the most critical issue in future planning is finding the right people for different corporate functions. Each and every organization is looking for accomplished leaders/professionals that are dynamic, innovative and adaptive to the changing business needs [1]. The qualities, which are being looked for, are not only limited to knowledge, aptitude and academic intelligence but also extends to skills, attitude and emotional intelligence. People who lack such qualities are not likely to get success in life.

Unfortunately, most of the people do lack these qualities in some proportions. In early days, people used to struggle and face many hardships before developing leadership qualities.

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Nowadays, due to technological advancements and scientific inventions, people can live very easy life. Due to the limited challenges that they face in their life, they lack these qualities. However, one cannot be instilled with these qualities theoretically. One needs to cultivate them practically through motivational grooming, following some ideal role model, attending practical trainings etc.

Following an ideal role model may be a good option in this regard. However, it is difficult to find a human role model having all these qualities. So, we can look for such a role-model in either mythology or spiritual world. One such mighty Fig is Hanuman who appears in the great epic named Ramcharitmanas of Hindu religion and mythology. The exploration of his character and personality brings numerous qualities that are essential for the success of the corporations. This paper studies the various qualities of Hanuman that should be present in the candidates hired for the company.

II. PURPOSE AND SCOPE

The purpose of this paper is to study the various qualities that firm should look for as we find in the persona of Hanuman while hiring professionals, maximizing chances of the company success in this fast changing business environment. The paper focuses on exploring the various characteristic features related to the concept in hand. The vital components related to the said concept have been explored with special reference to Hanuman in the context of the mythological and religious resources namely Hanuman Chalisa, Sundarkaand (Ramcharitmanas) by Goswami Tulsidas; Ramayana by Valmiki and Mahabharata composed by Vyasa.

III. REVIEW OF LITERATURE

Hanuman is a prominent character in Indian mythology and culture. People pray him as God all over the world. In recent times, scholars are trying to explore a number of characteristic features in his persona. Efforts are being made to analyze his character for studying various dimensions in terms of professional qualities as mentioned in the introduction of this paper. The concept of looking at Hanuman's qualities for achieving company's success seems to be unexplored yet.

Hanuman is one of the most worshipped deities of India. His other names show him as Lord of Monkeys (Kapeeshwar), Devotee of Rama (Rambhakta), Ambassador of Rama (Ramduta), Reliever of Sorrows (Sankatamochan) and so on [2]-[5]. But do any of his names show him as a Great Professional? Relation between Professionalism and Hanuman is unexplored concept that author would like to analyze. In this paper, author throws light on some points to

prove that Hanuman was extraordinary in professionalism to achieve success. It is possible that some scholars might have referred to this concept, but it seems that it has not been exclusively analyzed so far. Moreover, every study does bring out some fresh view-points irrespective of the studies conducted in the past.

The concept has been explored and studied in this paper purely on the basis of the primary sources namely *Hanuman Chalisa*, *Sundarkaand* and *Ramayana*. Author has always been mesmerized by spiritual insights in these scriptures since long. Author realized interesting and meaningful characteristic features of Hanuman's persona as a saviour, an emissary, a servant and a warrior while looking into spiritual insights from management understanding.

After dwelling upon Hanuman's character since long, author is of the view that inspiration can be taken from Him in many attributes of human values [6]. In the present scope of paper, only those professional qualities that contribute towards success in present world organizations have been taken for the detailed study.

IV. RESEARCH METHODOLOGY

In this study, the data from the above-mentioned scriptures has been analyzed in the context of religious, cultural and human dimensions which are correlated with the professional qualities. However, no emphasis was put on the correlation with the subject of management as such. The personal observations and insights have enormously formed the part of the study as the various connotations of the textual data have been interpreted and correlated with the topic in hand. All the dimensions related to the topic have been amply supported by textual references.

V. CHARACTERISTIC FEATURES OF THE CONCEPT

The concept of the professional qualities as observed in the persona of Hanuman shall be discussed through the following premises so as to contribute to the final conceptual structure of the concept "HANUMAN Circle" (Fig. 1):

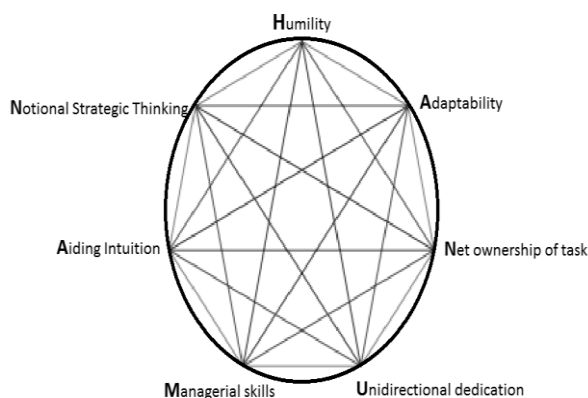


Fig. 1. Hanuman circle.

- Humility
- Adaptability
- Net ownership of task
- Unidirectional dedication

- Managerial skills
- Aiding Intuition
- Notional Strategic Thinking

A. Humility

- “suni prabhu bacana biloki mukha gata harasi hanumanta,
- carana pareu prem.kula trahi trahi bhagavanta” [3]

When Hanuman returned back to Ram after successful completion of his task of getting information about Goddess Sita, Ram praised him saying how he would be able to return his favour. On this, Hanuman was very joyous, but instead of being arrogant he fell at Ram's feet, overwhelmed with love and crying and saying “My lord! Save me from the tentacles of egoism”.

In other incident, Hanuman, the monkey-god, is much adored by people for his strength that is combined with simplicity. Despite his great power he always sits at the feet of Ram, never demanding a higher seat. And yet, at one time, Hanuman did claim a higher seat. This was at Ravan's court (Fig. 2).



Source: <http://www.ruchiskitchen.com/kids/stories/hanuman.htm>

Fig. 2. Hanuman created his own thorn by extending his tail long enough and then sitting in front of Ravana

This shows that even at the pinnacle of success, Hanuman was worried about not to become egoist. Modern day professionals can draw a big lesson in humility from it. One should not let ego enter in his mind on achieving something big and one should take on any new task with balanced mind without any preconceived notions of ego.

B. Adaptability

- “sukshama room dhari siyahi dikhawa vikat roop dhari lank jarawa” [2]

Hanuman changed his size from micro to macro when meeting with Goddess Sita and while destroying the Lanka respectively (Fig. 3). He changed his size depending on the requirements of the external conditions, which made him successful at various places. This also shows Hanuman's quality of decision making in deciding when to show his power and when not to show his power. Hanuman thus proves himself as a manager who is ready to adapt according to situation.

Similarly, good professional needs to adapt to the conditions based on the requirement of the situation. He should be ready to come out from his comfort zone and change according to the market and industry requirements. If a professional insists on the same conditions based on his previous success in similar conditions, it might hurt the company as one needs to keep on updating his tools and techniques depending on the internal and external environment of the firm [7].



Source: http://www.indianetzone.com/46/hanuman_burns_lanka.htm

Fig. 3. Burning lanka to intimidate enemy

C. Net Ownership of Task

- “laaye sanjivan lakhan jiyaaye” [2]

Hanuman was caught in the dilemma of distinguishing vital Sanjivini booti (herb essential for getting Ram’s brother Laxman’s life back) from other herbs. Understanding the crucial importance of time to save Laxman’s life, he took the extreme measure to bring whole of the mountain back for Laxman’s treatment to save his life (Fig. 4).



Fig. 4. Hanuman holding full mountain to cure Laxman using Sanjeevini herb

In the professional environment also, professionals should take total responsibility of the task till the end and get the desired result even if they are met with unanticipated events during the course of accomplishing the task. Such a professional walks extra mile to achieve excellence and always meets deadlines. It is another great management lesson for professionals to take the full ownership of task assigned. It helps them in better professional development as well as the better goal accomplishment.

D. Unidirectional Dedication

- “raam kaaj karibo ko aatur” [2]

Hanuman was always ready to do anything for his boss Ram. A good manager must have quality to work for his organization and boss with unidirectional dedication. Hanuman’s loyalty to Rama was commendable and reaches to the extent where it can easily be qualified as devotion.

- “raam kaaj kinhe bina mohe kaha bishram” [3]

Here, Hanuman confesses that he doesn’t like to rest until the work assigned to him by Shri Rama is finished. This clearly demonstrates his devotion towards the work assigned to him (Fig. 5).

A professional with this degree of dedication towards his work is ideal for a firm even in today’s professional culture as performance in any professional field is the product of both ability and motivation of an individual [8]. Firm can fully entrust business in his hands.

E. Managerial Skills

- “jaay hanuman gyan gun sagar” [2]

Says that praise to Hanuman, who is the sea of knowledge and skills.

- “bidyabaan guni ati chaatur” [2]

Goswami Tulsidas again praises Hanuman saying that he is knowledgeable, skillful and very sharp. In case of Hanuman, Tulsi Das went on to say-

- “durgam kaaj jagat ke jete sugam anugrah tumhare tete” [2]



Source: www.krishnasmercy.org/dotnetnuke/News/Blog/tabid/57/EntryId/590/A-Poker-Face.aspx

Fig. 5. Hanuman’s total devotion to Rama



Source: <http://www.dollsofindia.com/library/sita>

Fig. 6. Building Rama bridge to cross ocean

Which means even the toughest and seemingly impossible task get easier, thanks to Hanuman. In another incidence of *Ramayana*, Rama was required to cross the sea with whole of his army and this was seemingly impossible task. But Hanuman made even this seemingly impossible task by floating the stones over the sea (Fig. 6). Thus he made possible for all the army to walk over this stone bridge over the sea.

Likewise, worthy employee has to be knowledgeable, skillful, quick learner as well as open to new views. These qualities are essential for professionals to handle any job assigned to them. The person should listen to all the views without any preconceived notion and then, take informed decision. It will help the organization to grow faster.

F. Aiding Intuition

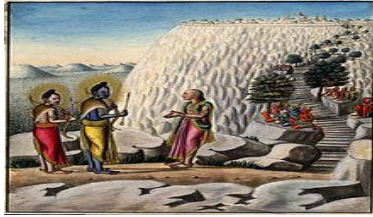
Hanuman was senior manager to King Sugreev, who had lost his kingdom to his brother Bali, and was staying in forest. Sugreev suspected Rama & Laxman, who were carrying archeries with them, to be sent by Bali to kill him. Thus, he ordered Hanuman to kill them. Before following the order, Hanuman checked whether this action is needed. Following his intuition to establish real identity of Rama & Laxman, he approached the two in disguise (Fig. 7) and discovered that Rama & Laxman were searching for Goddess Sita, who was kidnapped by Ravan. Then he brought Rama and Laxman to Sugreev, who helped latter in killing Bali and getting his kingdom back. The incident is mentioned in Hanuman Chalisa as mentioned below:

- “tum upakaar sugreewahi keenha, raam milaai raja pada deenha” [2]

Which means, Hanuman rendered an invaluable service to Sugreev (the king of the monkeys) by introducing him to Shri Rama and restoring him to the throne.

- “tumhro mantra bibhishan maana, lankeswar bhaye sab jag jana” [2]

Says it was Hanuman’s intuition which helped him in recognizing Bibhishan as a friend even when he was brother of Ravan. Eventually, Bibhishan has been instrumental in making it feasible for Ram to kill Ravan. Thus, Hanuman’s intuition not only fetched him a friend in enemy’s territory but also helped him in securing the final victory for his master Ram over Ravan. Ram after killing Ravan and taking over Lanka made Bibhishan king of Lanka.



Source: <http://en.wikipedia.org/wiki/Hanuman>

Fig. 7. Rāma and Laxman meeting hanuman at Rishyamukha



Source: <http://en.wikipedia.org/wiki/Hanuman>

Fig. 8. Hanuman showing Rama’s ring to Sita in the Ashoka grove

Similarly, in a professional environment, it is a must requirement by professionals to use their intuition in many decisions and problem solving because it is not possible to take each decision backed by complete data due to lack of time and resources. Intuition should also be backed up by research [9]. So, until and unless one can use his intuition to reach to quick solutions, it becomes difficult for company to succeed in cut-throat competition.

G. Notional Strategic Thinking

- “pura rakhawre dekhi bahu kapi mana kinha bichara, ati laghu rupa dharau nisi nagara karau paisara”[3]

Hanuman decided not to enter Lanka by fighting with soldiers protecting Lanka’s gate. His decision was strategic as he did not want to call for unnecessary trouble by letting Ravan know that he entered the city before getting his task completed which was to obtain information about Goddess Sita (Fig. 8). He was powerful to take on those soldiers, which he proved both later and before this particular incident, but he restraints himself in direct fight with army at that moment and adopted a strategic move to enter the city in the night by converting his body to micro size so that no one would be noticing it.

Likewise, this strategic thinking is very crucial for a management professional to succeed in this fast changing scenario. This is a great management lesson to learn during adversity (slowdown), i.e. when there is scarcity of resources;

when there is no significant support available nearby; one should not lose heart; he should be positive and assess the opportunities emerging in the environment even if small to make best use of these new opportunities to come out of adversity.

VI. CONCLUSION

On the basis of the foregoing discussion, a professional with the kind of skill set, as that of Hanuman, would be a gem to any organization. The qualities shown by Hanuman represent the whole spectrum of desired qualities required by any organization from an ideal professional. Had Hanuman not have such qualities, it would have taken a long time for him and his master Rama to kill Ravan and free Goddess Sita. The organizations, by keeping in view the above discussed qualities in the form of HANUMAN Circle, can make thorough scrutiny of the fresh candidates before extending them final job offer and can also evaluate existing employees for the promotion. Various qualities such as intuition, adaptability and humility are very subtle in nature and are more pertinent to the professionals in leadership role.

Thus, Hanuman represents before us an ideal professional with holistic approach to accomplish the task and DNA of successful professional at the helm of any organization to shape its future

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