

# Comparative Study of Recruitment Procedure (Modern Day Policies vs. Kautilya Policies in HR)

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**Abstract**—The article defines the comparative quality of Modern Day Policies with the Kautilya's Policies which equip us with the knowledge and wisdom to lead a successful business. As observed, the kingdoms and dynasties prior to Chanakya's period collapsed due to lack of systematic procedures, policies, visionary and a political thinker. Kautilya, a great statesman brought some light to the hopeless medieval India then and a compilation of whose brilliance, wisdom, and diplomatic skills in empire building today, serve as a good guide in establishing a very flourishing business.

The article unfolds the ideology behind creation of business empires with recruitment of right people from the right roles in hierarchy. The leaders in the organization with good ethics and morals set as an example for the team to follow, set right challenges and help increase the production in turn set a bench mark for the future leaders. Problem prediction and solving within the organization, well drafted policies concerning retention of employees, performance enhancement, revenues, strategic promotions, clarity of thoughts and direct communication ease the running of such business successful. Identifying potential markets for growth, traveling across and build new markets and maintain a strong relationship with existing alliances, planned meetings, nurturing and rewarding talents ,verification as a tool in communication, right practices, right punishment methods and Corporate Social Responsibilities add velour to the positive energy within the organization and thus establish stable flourishing and long lasting.

**Index Terms**—artha shastra, dandaniti, honoring, monitoring system, public relations.

## I. COMPARATIVE STUDY OF RECRUITMENT PROCEDURE (MODERN DAY POLICIES VS. KAUTILYA POLICIES)

Medieval India is a collection of Fiefdoms, Kingdoms, mini-empires, quarrelling themselves, maranders, revenged mind foolish fiefs. Petty minded Kings, debauch rulers. There is no systematic procedures, recruitments, management principles. Due to this the Dynasties were collapsed. This is the time a political thinker, concept of National Visualizer, creator of Central Governance. Sound economics creator Social Mass of intellect, brains creating, man of statesmanship of Chanakya. His brilliance brought some light to the darkness of the hopeless medieval India.

Due to his political wisdom and diplomatic skills in empire building, economic reforms, recruitment procedures, right

person for right work is called "Machiavelli India"

Today the Kautilya's (Chanakya) Ardha sastra is a mission of Indian Management and corporate systems. The 6000 sutras of Ardha Sastra can be a turning point in any person's life.

### *Power in Corporate World:*

Intellectual Power of Knowledge revolution right from the richest man in the world Bill Gates to the highest paid executives are evaluated only on the basis of knowledge they have gained.

### *Man Power: Internal – External*

Internal manpower was the execution and movement of organization. External man power represents the customer base. These are most important aspects for any industry.

### *Financial Power:*

Gives courage to the organization. Financial success ensures progress and strengthens the support of employees; stake holders can share holders and help to develop the organization.

### *Power of Moral and Enthusiasm:*

Increases energy levels, it helps to get more in production, sales, profits, high targets. This will help to make a person to enter into new markets and help to plan for new ventures and ultimately make a person a great Leader.

### *Power and Responsibility:*

Any business, leader must think and alert about revolt. It means dissatisfied employees, shareholders, stake holders, and external threats from suppliers, customers, and clients, even politics will have a threat from dissatisfied voters. It is three ways we can solve the problem.

- a) We must do "Need Analysis" to know the person need and greed.
- b) Old and new clients mix always maintained.
- c) Solve immediately the curbs and dissatisfaction of the employees and clients.

Don't wait for any "Golden" moment. Start immediately the best time is thought generation. Don't wait for muhurat. Start work on it immediately. Remember always the thousand miles

journey start with first step.

#### *Challenge Yourself:*

You need to challenge yourself. Do not procrastinate. A job started is a job half done – start now.

#### *Begin With the End in the Mind:*

Prepare blue print of what you want to do and goal. Jot down the points, begin with the end in the mind.

#### *Punishments – Dandaniti:*

Dandaniti – The art of the strategy punishments. No leader can punish off anybody just for showing of his power. The leader who knows the right level of punishments carried out in the right manner and at right time always repeated. He is always honored by one and all such a discipline leader is highly productive.

#### *Arthasastra and its influence:*

By studying Arthasastra, one improves experience and theoretical knowledge of studying Arthasastra automatically get translated into practical application in business and administrative life.

First Generation enterprises started by parents will always have negative points along with positive points. One must work at all positive points and change the negative points with his own positives.

#### *Will of Single Person:*

A single person dream starts with small idea and takes a shape of massive growth selection, MIS (Management Information System), training; control will help to develop affective management.

#### *Secret of Chanakya – Training, Ethics and Morals:*

To become a good Leader, one should have a Philosophy of ethics and morals and training of his people.

The Guidance, decision in Action, Adhering the law, building trust will make any businessman Rajarishi.

#### *The Present Status:*

The Indian Economy is currently functioning the best, today corporate sector opened to any person and multiple opportunities came up.

The Journey of thousand miles begins with the first step.

#### *Human Resource Development:*

Right Manager for right job: reaching target is the bench mark

As per the parameters set by the employment we need to select the right manager. A manager need to have the qualities like,

- a) Desire to learn
- b) Effective listening ability

- c) Ability to reflect
- d) Ability to reject false views
- e) Technical competence
- f) Intelligence, perseverance and dexterity
- g) Eloquence, boldness and Presence of Mind
- h) Ability to bear trouble during emergencies
- i) Uprightness, Friendliness
- j) Strength of character and
- k) Crisis management.

Kautilya has given detailed guidelines to follow while recruiting the right person as a Manager for right job a right person. A person selected as manager can be able to select and appoint people in his dain line of graph in a right way.

#### *Strengthening the HR Department:*

HR department must concentrate on various aspects. The most important thing is to stop Attrition in the company. Any HR Manager must form his own strategy and planning after studying each person working in the organization. An HR Manager must be a mentor.

Right person for the right job, it's the job of a CEO to select the right person based on working out the need, place, language, demand, capacity, and strength of hardening, trust concern and other aspects like financials etc.

#### *Why the people leave companies:*

People don't leave companies, they leave their immediate bosses. If the boss is a good leader and source of inspiration, for the employees, no person will get a thought of leaving company.

#### *Promotions:*

Promotions are always based on the results produced. At the end of the day expected or maximum projects are made, or even the budgeted expenditure reduces. Such a person should be considered for promotion.

1. Every employee must contribute to the income of the organization irrespective of the department they are working in.
2. One must learn to sell himself to the management with the contribution he has given to the organization.
3. One must think like an employer not an employee.
4. Even if you are HR Manager you must contribute to your company in terms of financial gains either bringing down costs or by increasing the productivity of your employees.

#### *Direct Communication – Start off:*

One must express clearly core issue very quickly. You must give more time to your leader to speak rather than telling things yourself. In a worst-case scenario when your boss screams please come to the point fast and clear the issue.

#### *Think Tank:*

Great leaders will always have great teams for selecting right

people. The people selected must be strategic, mature, sharp, and brilliant. You must develop from your side the same vision. To keep your seniors happy, one should keep focus on objective.

Apart from giving rewards to the right people, one must think rightly and take small decisions and implement the necessary changes to run the organization.

#### *Finance:*

Sales in vanity, Profit is sanity, cash is reality. This principle can make any organization financially strong. One must keep a continuous watch on budget and expenditure. A leader of any organization must keep a watch on increasing financial status. The profit margins and cash flow must be increased day by day; one must be control on buy now and pay later system.

Paying taxes are also very important factor one must totally get educated and must pay taxes in right time. To improve credibility in the market any organization must have a policies to pay the amount in time.

While industry are must be careful for wealth creation. One should know the difference between external wealth and internal wealth. One should have internal wealth i.e. knowledge, experience, and wisdom. One must also have a concept of Many for Money and keep on looking for new territories one must be a wealth creator.

#### *Potential of Rural Markets – Go rural:*

As Kautilya principle “wealth and power comes from the country side which is the source of all activities”.

Even today India lives in the villages. Any commercial activity recycles the wealth of the nation. It helps the wealth flow from one sector to another sector. From one area to another geographical area any organization looking to rural markets must appoint right persons having knowledge of the area.

#### *Monitoring System:*

Any organization must appoint a honest and sincere security persons to control inwards and outwards. Challenge clearly maintain about good strict security procedure and documentation of every event. Today technology developed and CC cameras are using by organizations and developed good monitory system. Interlinked to wet working.

#### *Meetings:*

Meeting plays a major role in development of any organization. The purpose of the meeting and agenda must be very clear. Those meeting that are planned well in advance are the most effective ones.

“Business at the speed of thought” any meeting must be brain storming session or a discussion. Any meeting must end with future action plan and it must be implemented. All the meetings must be recorded and send the relevant copies to the people to know what he discussed in the meeting.

Travelling: to capture new markets locate new avenues one

must travel across the continents and cities. Planning for business travel is most important. While planning one must have travel plan, travelling team and their roles and questions, prospective targets and need to study all the important areas.

#### *Public Relations:*

Any organization must have a grow public relations department to maintain strong relationship with suppliers, shareholders, clients, employees and every other person you can in content.

New technology developed, today public relation, playing a major role through social media any public relations department must arrange meetings to the CEO and he must keep in touch with important persons, he must maintain two way approach and long term approach. Any public relations the leader must spend his time, personal involvement and effort.

#### *Honoring:*

Honoring work force, who have great achievement must be honored by the leader.

The man having wisdom of experience apart from scholaring must be honored. To have a best society, man of learning must be respected and honored.

People with courage, braveness, soldiers and guards must be honored. In any organization people who protect the institution must be honored.

#### *Commandry Respect:*

Yours way of activity only get you respect. We must honour the Manager, and other employees who have due great achievements they must be honored. This process will strengthen the organization.

Every organization must have an award “Quality Man” can be announced one person every year also have achieved best results. This will help the organization to succeed for generations.

#### *Collective working:*

When any problem arises in the office, any goal to be reached, the entire office team must work together to come out from problem and safeguard the organization themselves. And all key persons must take a lead in brainstorm and identify the problem. Turnkey from the different perspectives to solve any problem, in the organization the leader must mobilize all troops and fight together.

#### *Communication - Words as weapon:*

One wants to success in any projection he must be a good communicator. The skill of communication is a word as weapon. Defamation never be developed in organization, it kills interest, moral of a person. Due to defamation many organizations lost good persons.

Vilification plays a major role in communication. If you want to appreciate any person do it in front of others. If you want to

worn anybody do it in closed dens. Otherwise, it leads to back stabbing. The back stabbing creates negative energy.

*Do this or else:*

This is called threatening. We should not try to far fear in any person. This will make the person to take opportunity to hit back soft, yet firm, manner is the best way to communicate as Chanakya said when you communicate it should be satyam, priyam.

*Multiple tasks:*

A good leader can only handle multiple tasks at one time. He must always concentrate on excellence in execution of orders in time. Disaster management is a major aspect one must handle very carefully.

*Corporate Social Responsibility (CSR):*

Corporate Social Responsibility is one kind of donation or development of infrastructure to the needy people. Today CSR is playing a major role it is very important one must think hundred times when he/she implementing CSR.

*Stable Organization:*

Any organization expected can be stable when the organization is having financial strength, people stability,

well research, intelligence management, organizational planning, time management, energy growth, good training, honesty, sincerity, the right attitude, self-discipline.

*Arthasastra and the modern days Recruitment Procedure:*

A study of Kautilya's Arthasastra guaranteed tour for the modern days complete recruitment procedure. The Chanakya laid route map 2400 years ago. The Arthasastra influences corporate studies, Army, Politics, and every person's day to day life.

## II. CONCLUSION

Hence, this paper presented the comparative quality of Modern Day Policies with the Kautilya's Policies which equip us with the knowledge and wisdom to lead a successful business.

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