

Project Management Learnings from Ramayana

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ABSTRACT

Ramayana is the first Indian Epic also known as Adhi Kavya comprising 24000 shlokas, grouped in 500 sargas which are divided over 7 kandas. The first author of Ramayana, written in Sanskrit, is Maharishi Valmiki. These authors have discovered multiple dimensions and implications of Ramayana in diverse fields like Management, Philosophy, Spirituality, Literature, Indian Mythology, etc. There are many teachings from this epic that can be applied in today's management-life in areas such as Project Management, Strategic Management, Leadership, Human Resource Management, and the like.

In Ramayana, after the evil-spirited Ravana abducted Goddess Sita, Lord Rama who is in search of Goddess Sita, along with his brother, Lakshmana finds Lord Hanuman, a noble monkey, who played a predominant role in search of Goddess Sita and destruction of Ravana, the king of Lanka. After finding the whereabouts of Goddess Sita, they prepared for a war with Ravana to bring her back to Ayodhya. They also prepared for the Coronation of Lord Rama; so that "the Prince in exile becomes the King of Ayodhya".

KEYWORDS: Lord Rama, Goddess Sita, Ramayana, Project Management, Agile methodologies

Objective: The application of Agile Project Management at the time of searching Goddess Sita in Ramayana.

Methodology: Agile Project Management methodology is used in this research study, which has four main stages:

Project Initiation, Project Planning, Project Execution, and Project Closure

The research study tries to understand in detail how Ramayana's knowledge-repository is integrated into the modern-day Agile Project Management Methodology.

Results: Valmiki Ramayana is extremely wealthy in portraying multiple examples of Project Management methodologies, synthesizing of Agile Project Methodologies from Ramayana, and application of Project Management to modern-day Projects.

Implications: The results from this article can be applied to today's management life like – Project Management, Strategic Management, Leadership, and Human Resource Management.

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INTRODUCTION

Ramayana means Rama+Ayana, and can be explained as the movement of Rama. Ramayana is one of the ancient Indian epics and important texts of Hinduism (Ramayana, Maharishi Valmiki, Goldman, Robert P, 1994). Ramayana is also one of the largest ancient epics in the world's literature which consists of 24000 verses and was written by Maharishi Valmiki (5th Century BC) who was also known as Adi Kavi. Ramayana can also be termed by two other names, as SeetayasCharithamMahath which means the greatest character of Goddess Sita, and Poulatsyavadha which means the end of the Poulatsya family i.e., Ravana. This article is an abstract from Ramayana's two main Kandas namely Kishkindhaakanda and Sundarakanda.

As per Hinduism, there are 4 yugas called Krita, Treta, Dwapara and Kali. Ramayana is the epic that happened in Treta yuga. Ravana offered prayers for ten thousand years to Lord Brahma who is called the creator of the universe. Lord Brahma got extremely pleased with Ravana's prayers Ravana for ten thousand years and the deity asked Ravana for a boon of his choice. Ravana asked for immortality. Lord

Brahma declined the boon as it is against the *srusti dharm*a (defined way of living in this universe) as asked by Ravana, and asked him to ask for another boon. After hearing this, Ravana felt crumbled for a second that all his effort and time of ten thousand years got wasted, as he was dreaming of immortality all these years! He motivated himself and thought of another boon and asked that he will not be killed by gods, danavas, yakshas, kinneras, kimpurushas, serpents, birds, gandharvas, daityas, and rakshasas (these are all the races created by Lord Brahma) (Ramayana, Maharishi Valmiki). Ravana did not pay attention to the dexterity and wisdom of humans and monkeys, as a race, as he considered them as pieces of grass. Lord Brahma readily offered the boon in the presence of all gods.

After getting the boon, Ravana started torturing all the gods, dikpalakas (in charge of all sides), and all species on the earth. He started invading the whole earth and capturing all the kingdoms unethically. To describe his brutality, he had even occupied Kubera, his own brother's kingdom *Swarna Lanka* (Srilanka in modern days), and established his base there. With a lot of arrogance developed to Ravana, he had completely become the vilest spirit ever that the earth experienced.

All species now started preaching Lord Vishnu to get rid of their predicaments from Ravana. The generous ever, lord Vishnu, promised to the gods and other species that he will take birth as a human to kill the malevolent Ravana (Rao, V.N, 1991)

“Dasha varsha sahasraanidasha varsha shataani cha!”

Raamoraajyamupaashruthvaabrahamalokhampraya aschathi!!”

(Ramayana, Maharishi Valmiki – chapter 1, Verse 1, 97 shloka)

Lord Vishnu promised that he will rule the kingdom of Ayodhya for eleven thousand years to establish *Rama Rajya* before he would descend to Vaikunta (Lord Vishnu's home). Lord Rama was born on January 10 at 12.05 hours, 5114 BC, Maharishi Valmiki (5th Century BC) to king Dasaratha and his wife Kousalya in Ayodhya and had Bharata, Lakshmana, and Satrugna as his younger brothers and all of them got their spiritual and archery skills from Maharishis Viswamitra and Vashista. Lord Rama got married to Goddess Sita who was a daughter of King Janaka and Sunayana and born in Mithila.

As per King Dasaratha's request, Lord Rama and Goddess Sita went to *Aranyavas* (living in the forest – an ancient way of living) for 14 years. Malicious

Ravana abducted Goddess Sita when Lord Rama and Lakshmana were away. He had planned for Goddess Sita to be alone and made Lord Rama and Lakshmana go away in search of the golden deer so that the abduction can become easier. By the time, Lord Rama and Lakshmana reached the house they observed that Goddess Sita was not there in the *Panchvati* (House surrounded by five banyan trees) and went to obstreperous grief ((Ramayana, Maharishi Valmiki, Bala Kanda).

Lord Rama (Lord Rama is described as below. Ra means light, Ma means within me. So, Rama means the 'Light Within Me'; is in search of Goddess Sita who was kidnapped (Rao, V. N., 1991) by the evil-spirited Ravana. Ravana was flying in his air-chariot (*pushpakaviman*) and was seen by the bird-king Jatayu. Jatayu was an old friend of king Janaka but Jatayu did not know that the woman in the Ravana's chariot was goddess Sita, King Janak's daughter. Jatayu fought furiously with Ravana and lost both his wings and fell to the ground with injuries that were refactorable. When Lord Rama and Lakshmana were in search of goddess Sita they got some leads from dying Jatayu that Ravana abducted Goddess Sita and carried her towards the south of India.

Lord Rama and Lakshmana started their search towards the South of India after cremating Jatayu. Their initial idea was to meet Sugreeva, the Monkey King (Ramayana, Maharishi Valmiki, Lariviere, R. W. 1996), and to have friendship with him so that he can a potential help in search of Goddess Sita. After traveling towards Kishkindha, they succeeded to meet Lord Hanuman who was an incarnation of Lord Shiva and born to Kesari and Anjana (Tulasidas, DasKrishna, A. 2013) and Lord Hanuman played a key role in the search for Goddess Sita in the later part of Ramayana.

After establishing a friendship with Sugreeva with the help of Lord Hanuman, Lord Rama came to know that Sugreeva was in deeper trouble with his brother, Vaali. Lord Rama gave his assurance in solving Sugreeva's grief and reassured him that he will sort his issues with Vaali by killing him.

As Promised, Lord Rama killed Vaali ((Ramayana, Maharishi Valmiki Kishkindhakanda, Kartar, S. B., & Dehli, N. S, 2003) and fulfilled his promise to Sugreeva as he got his kingdom and his wife back. As the monsoon was about to begin, Lord Rama suggested to Sugreeva to take a rest till winter started and have all the preparatory work done to begin Goddess Sita's Search. As winter started, Sugreeva along with his team, enabled the search for Goddess Sita and ensured that they find her.

After finding the whereabouts of Goddess Sita, they prepared for a war with Ravana to bring her back to Ayodhya and perform the coronation of Lord Rama as "Prince in exile to the King of Ayodhya" (Ramayana, Maharishi Valmiki, B. B. Lal, 2008).

Project management is the pillar for the success of any project. Project management is the process of leading the work of a team to achieve the goals of the project within the given constraints. This information is usually described in project documentation, created at the beginning of the development process. The primary constraints of project management are defined scope, time, and budget.

Agile project management is an iterative approach to delivering a project throughout its life cycle.

Literature Review

There is a lot of research work done on project management and Ramayana independently, but there are only a few researchers who performed research on both Ramayana and project management independently and combined both. Cited below are a few valuable contributions by various researchers and authors.

Agarwal, S. K., & Srivastav, A. K. (2016) had done an exemplary job on the application of Ramayana in business management on weapons of the leaders in an iterative approach starting with self-awareness and culminating in evaluating change; and thereafter starting next cycle: Self-Awareness and Skills Assessment → Skill Practice → Define Goals and Develop action plans → Consolidate learning → Evaluate change and Establish next phase → Self-Awareness and skills assessment. Business Management in Ramayana covered the importance of managerial effectiveness in current-day management. A few other important topics covered in this article are work motivation, control, vigilance, and equanimity from Ramayana which are very important and much-needed qualities of a Leader. Lord Rama has executed perfect leadership throughout Ramayana, and Sugreeva's leadership qualities are also discussed at great length in this article. According to Rami, A., Alluru, P. S., & Kumar, V., (2014) in their contribution in management lessons where they have covered self-management from the Indian Style of Management which includes personal management from the abstracts of Indian Mythology and covers mainly, thoughts, time, resources and one's needs. A wonderful comparison has been done by the authors here between Management from Western and Indian approaches with eight main parameters taken into consideration namely Belief, Guidance, Emphasis, Tools, Problem-solving,

Decision-making approach, and Development Process. Along with this, the authors have very nicely covered the lessons from Ramayana, other Indian Mythology epitomes like Mahabharata, and Kautilya Arthashastra. Also, Pathak, P., Singh, S., & Anshul, A., (2016) have narrated excellently the Modern Management Lessons from Ramayana; which mainly covers the search for an Ideal Management Paradigm, quintessential management lessons from Ramayana, the importance for a Leader to follow Dharma in delivering their duties, etc. Muniapan, B., & Satpathy, B. (2010) have shared their knowledge on this combination by stating how a manager can earn wisdom from Ramayana. The author here considered Ramayana as a fantastic epic and the first written literature in the Indian Mythology – "Adhi Kavya". In this article, the main focus was on developing managerial effectiveness from the abstracts of Adhi Kavya – Ramayana. In this article, it is articulated, how a manager can derive managerial effectiveness from ancient Indian wisdom. Another essence of wisdom was published by Singh, B., & Singh, B. B., (2016) where the authors discussed the strategic management approach of Ramayana. The authors here formed a strategic management process, that has been formed by Environment Scanning and Analysis → Goal Setting → Strategic Formation → Strategy Implementation → Monitoring and Evaluation. The beautiful assimilation of Strategic formation from Ramayana has been done in this article in 5 episodes which are Kaikeyi asking Dasaratha for Lord Rama's Exile, Sita Haran, Lord Rama meets Lord Hanuman and Sugreeva, Death of Vaali, Lord Rama's Search for Goddess Sita. The best part of the article is the incorporation of all 5 strategic management processes to all 5 episodes.

There are some individual contributions performed by a few authors who have done research on Agile and project management and below-mentioned are the respective citations.

Rasnacis, A., & Berzisa, S. (2017) have shared their illustrious work on the method for adaptation and implementation of agile project management methodology. In this article, the author has explained the implementation of agile PM methodologies concerning the improvement of the development process with fewer defects, quicker delivery along with effective communication, better quality, better risk analysis, and optimized costs.

Rastogi, N. I. T. A. N. K., & Trivedi, M. K. (2016) have explained how the "PESTLE" technique can impact a project, which is as follows Political Analysis – Government Policy, Labour Law, etc, Economic Analysis – Economic growth, Exchange

rates, etc, Social Analysis – Population, Age, etc, Technological Analysis – Innovation, Automation, etc, Environmental Analysis – Weather, Climate, etc, Legal Analysis – Employment Laws, Copyright, and Patent Laws. Jugdev, K., & Mathur, G.(2006). have contributed to the field by focussing on Project management elements as strategic assets.

A lot many books have been written by Maharishi Valmiki and translated to the Telugu language by Srinivasa Siromani in 1955 that emphasize how vulnerable a human life can be and a beautiful message that even a god is not free from sufferings in his incarnation. It also accentuates the great bonding between god and the disciple (Lord Rama and Lord Hanuman). Apart from these, there are many hidden takeaways and implications to the management field and a few of them are covered in this article.

This article is to fill the research gap in terms of looking at Ramayana from the perspective of project management. Looking at the vast assimilation of Ramayana's knowledge repositories, here is an attempt to take a tiny piece from the above-mentioned repository and associate that piece with current Project management techniques to demonstrate how the Project Management along with few Agile methodologies are executed in one of the Ramayana's knowledge repositories (Jugdev, K., & Mathur, G., (2006), Rasnaxis, A., & Berzisa, S., (2017), Pathak, P., (2016))

This article also covers the key aspects of project management like team motivation, risk management, and customer delight. This is achieved by focussing on how we have espoused those techniques from Ramayana.

Questions:

1. How the motivation was done to Lord Hanuman at the crucial juncture?
2. Lord Hanuman, as a project manager, how he has handled the project risk?
3. When the Project aims to find Goddess Sita, How Lord Hanuman other benefits as part of undreamt requirements?

Objective

The application of Agile Project Management at the time of searching Goddess Sita in Ramayana.

Methodology

This article provides an overview of how Agile Project Management could have been implemented at the time searching Goddess Sita in Ramayana. Various key components were taken into consideration while managing the project like initiations (Friendship between Lord Rama and Sugreeva), Team Management (like how Sugreeva

has distributed regions/directions to search for the respective monkey troops), Risk Management (alerting Sugreeva to perform his oath and the alert is much needed as there is a high risk that Sugreeva might get addicted towards lavishness, lust, and luxuries that he got after a long time. 75% of a Project success depends on the Team motivation and in this project the motivation was done at the very right time in multiple scenarios and this includes the rewards and recognition as well, relating the modern world fantasized word "Customer's Undreamt requirement" was broadcasted in this article, the two main (along with others) aspects of Agile methodology were embraced in this article such as Project retrospection and milestone celebration.

Overall, the article follows the traditional project management steps along with a few Agile methodologies.

Project Initiation

Project Planning

Project Execution

Project Closure

Results & Discussion

Project Title

FINDING WHEREABOUTS OF GODDESS SITA

Current Situation

Don't know where Goddess Sita is and need to find her

Desired Situation

Find Goddess Sita and bring her back to Lord Rama

Project Initiation

1. Project Objective
2. High-Level Schedule
3. Scope
4. Resources
5. Kick-off

Project Objective:

Finding the whereabouts of Goddess and make Lord Rama feel Solace.

High-Level Schedule:

As mentioned in the introduction, the actual plan to find Goddess Sita needs to start with the start of Winter.

Sugreeva to Swear as King of Kishkindha - Early Monsoon

Sugreeva to enable his resources and dividing into teams - During Monsoon

Distribute the areas of search among the resources - Early Winter

Find Goddess Sita – Winter

Project Scope:

To find the whereabouts of Goddess Sita with the help of Sugreeva's Monkey troops.

Resources:

Lord Rama: Product Owner, who gave requirement to Sugreeva

Lakshmana: Product Manager

Sugreeva: Delivery Manager

Lord Hanuman: Project Manager/Project Lead

All Monkey Troops: Project Resources

Kick-Off:

After deciding the teams (Srinivasa Shiromani) as mentioned below, the project kick-off was completed to find the whereabouts of Sita.

Team East: Vinath and Team

Team South: Jambavath and Lord Hanuman with Team

Team West: Sushena and Team

Team North: Sathavali and Team

Project Planning

Requirement Gathering and Analysis:

1. Identify whether Goddess Sita is alive or not?
2. Find the places where Ravana will live
3. Strengths and Weakness of Ravana to be analyzed to bring back Goddess Sita

Risks

Below mentioned are the risks which were captured during the analysis phase. (Pritchard, C. L., & PMP, P. R., 2014)

1. There is no alternative for Lord Rama if Sugreeva did not trust him for friendship
2. Remediation to be planned if Sugreeva did not start the project as soon as winter starts due to his indulging in lavishness, lust, and luxuries that he got after a long time
3. There is no idea about the strengths and weaknesses of Ravana

Project Commitment:

The teams are finalized, risks are mitigated as per project schedule, Sugreeva with his deeper knowledge concerning places ((Ramayana, Maharishi Valmiki, Srinivasa Shiromani, 1955) to search gave additional confidence to Lord Rama. Everyone agreed to the commitment of the project "Finding Goddess Sita".

Project Execution:

Meetings with the Teams:

Sugreeva is continuously organizing team meetings whilst identification of teams according to their strengths and weaknesses.

Taking continuous updates on the arrival of Monkey troops.

Risk Mitigations

1. Both Lord Rama and Lakshmana are very good at communication and when they met lord Hanuman, both the parties had an intellectual discussion which made Lord Hanuman believe that both Lord Rama and Lakshmana are trustworthy and eligible to be friends with his King, Sugreeva.
2. Sugreeva had a very strong pool of ministers who will never let their king down in performing his duties
 - A. In this scenario, Lord Hanuman has added a mnemonic to Sugreeva in reminding him to initiate the return help for Lord Rama before Lakshmana sensitized on this issue.
3. Whichever team finds the whereabouts of Goddess Sita is responsible for doing the SWOT for Ravana.
 - A. In this case, they have got the leads that Goddess Sita was kidnapped and took towards the south. A very strong team was appointed for that direction which is highly capable of accomplishing the additional things and which can meet the undreamt requirements as well.

Implementation:

As per the leads, mentioned in the context, a strong team was appointed in search of Goddess Sita towards the south, which was led by Jambavantha and Lord Hanuman.

Lord Rama and Sugreeva also believed in the skill and will of Lord Hanuman and gave Lord Rama's ring to him, which can help in proving his identity when he finds Goddess Sita; which means they believed that Lord Hanuman can only do this amongst the uncountable Monkey troops.

All the teams from East, West, and North have returned with the unpleasant news - No clue about Goddess Sita.

Implementation Challenges:

However, the southsideteam is yet to report despite the timeline got breached. The team led by

Jambavantha and Lord Hanuman got stuck in a deep and mysterious cave which was built by "Maya" with the boon from Lord Brahma and they lost all the precious time there, without any progress made. With the help of the resident of the Cave((Ramayana, Maharishi Valmiki, Srinivasa Shiromani, 1955, SatyaprabhaRajarajan, R.K.K.,2001), they came out of that cave. Now, they are in a dreadful threat of the death sentence, declared by Sugreeva for the defaulters who breach the time.

Everyone in the team is now thinking of committing suicide rather than going back and accept a death sentence from Sugreeva.

Just before committing suicide, they met the elder brother of the bird king, Jatayu, named "Sampathi", who lost his wings while saving his brother from sunstroke. Angadha explained to Sampathi, why they are invading the southside and also narrated how Jatayu lost his life while saving Goddess Sita. Sampathi, at a very old age, was bewildered after hearing the shocking news of his brother's demise. Angadha requested Sampathi's help in finding Goddess Sita and further requested him to tell about the whereabouts of evil-spirited Ravana.

Sampathi is an old eagle, who is not able to fly. Sampathi can only provide help with his suggestion and liaise his knowledge about Ravana's location and the whereabouts of Goddess Sita. He told the monkey-troop which was led by Angadha that he had witnessed Ravana, flying in the sky, taking away a woman who was screaming: "RAMA RAMA" and "LAKSHMANA"; ((Ramayana, Maharishi Valmiki, Goldman, Robert P 1984) and he strongly believed that it should be Goddess Sita. He also informed that she dropped the ornaments while reluctantly flying with Ravana and showed some of those ornaments which were dropped near Sampathi.

Sampathi also mentioned that Ravana stays at a place called Lanka which is 100 Yojanas from the seashore here. He said that it is a very dangerous place and no human can enter that place.

Now, Angadha had set up a meeting with all the senior members of the Monkey Troops to identify a resource who can potentially fly 100 Yojanas(~1287.48 KMS) and find Goddess Sita. A few of the warriors came forward and volunteered to fly but Angada doubted their skill whether or not they can fly that far.

Team Motivation:

Finally, Jambavantha started provoking Lord Hanuman as he is the only one who can fly that far and come back safe. Jambavantha incited all the skills

that Lord Hanuman possesses and makes him fly to Lanka, the place where Ravana lives.

After the very strong provocation done by Jambavantha about his incarnation on how only three people in the entire world are the speediest, one, his father (Vayu Dev); two, Garuda; and three, Lord Hanuman himself.

Lord Hanuman started believing that he could even fly 10000 Yojanas if needed (Ramayana, Maharishi Valmiki; Richman, P., 2008) These words for Lord Hanuman increased the confidence of the rest of the team manifold; and they started cheering Lord Hanuman to achieve the objective of finding Goddess Sita and their safe return to Kishkindha afterward.

Release Go/No Go Decision:

Lord Hanuman reaches Lanka after facing many obstacles in finding Goddess Sita. After so much hard work, he could eventually see Goddess Sita. He met her and showed her the ring that Lord Rama had given him. He informed her of Rama's efforts to trace her by dividing region-wise troops. This made Goddess Sita feel a bit of solace, despite all struggles she was going through at the moment.

Lord Hanuman then took permission from her to leave that place and he assured her that he will come back along with Lord Rama to bring her back to Ayodhya as the Queen.

He came back to the seashore where all his team members are anxiously waiting to hear from him about what happened in Lanka, could he see Goddess Sita, was she alive and many such questions were running through their minds. Then the team heard the fierce, happy, overwhelming tone of Lord Hanuman Stating this line,

"I HAVE SEEN GODDESS SITA" - Project succeeded. (Ramayana, Maharishi Valmiki, Srinivasa Shiromani, 1955; Dutt, Romesh C, 2004)

The team, then traveled back to Kishkindha to convey this happiest news to Lord Rama, Lakshmana, and their King, Sugreeva.

Project Closure

Project Retrospection

Mentioned below are the instances where the team could have done better:

1. Sugreeva could have used all 4 months of the rainy season for the planning.
2. With more time available in planning, the team could have avoided un-planned challenges during the implementation phase.

Meeting Undreamt requirements

Though finding Goddess Sita and making her feel at peace along with Lord Rama, is the implicit and explicit requirement of the project.

Making a walk-through of Lanka and assessing Ravana's strengths will cover the undreamt requirements of the project.

This has also helped in building the best practices to reach Lanka which helped in the seamless implementation of further projects.

Team Rewards and Recognition:

Lord Hanuman - Star Performer of the Project

Angadha - Best Performer

As a note, Lord Hanuman is a highly skilled and high-will resource of the project. The actual motivation for him was the additional key responsibility given to him by Lord Rama by giving his ring to prove his identity. This tells that the management had complete trust in Lord Hanuman which he stood by to the end of the project.

Team Motivation:

Mentioned below are the instances where motivation helped the team to work collectively, assertively, and effectively.

1. When Lord Rama was worried that the project is not getting started due to environmental issues (PESTLE) (Rastogi, N. I. T. A. N. K., & Trivedi, M. K., 2016) as the rainy season was longer than expected, Laksmana kept him motivated with soothing and empathizing words which helped Lord Rama to think assertively and hopefully towards project accomplishment.
2. Finally, Jambavantha started provoking Lord Hanuman as "he is the only one who can fly that far and come back safe". Jambavantha boosted all the skills that Lord Hanuman possesses and made him fly to Lanka, the place where Ravana lived.

Milestone Celebrations

1. Lord Rama and Lakshmana establishing a friendship with Sugreeva
2. Sugreeva forming teams and sending to different directions
3. Finding the whereabouts of Goddess Sita and informing Lord Rama
4. Closure ceremony where Lord Rama is in solace and planning for the war against Ravana

Conclusion

Valmiki Ramayana is extremely wealthy in portraying multiple examples of Project management methodologies. Several authors have been cited in respective parts of this paper, where their research

findings have added more clarity to the discussion of this paper. Lord Rama, in the form of a human, with an army of monkeys and bears, was able to find Goddess Sita with hard and smart efforts from Lord Hanuman.

Team motivation is a very crucial element for any project's success, likely, in this project Lord Hanuman got motivated two times

- When Lord Rama gave his ring to him which will help in proving his identity when he met Goddess Sita. Giving a prestigious responsibility is the motivation factor for high skill and high will resource.
- When Jambavantha motivated him at the very right time which helped in the development of self-belief.
- Handling the project risks is the key aspect of project planning which will eventually make a huge contribution to project success and achieving key milestones
- Establishing friendship between Sugreeva and Lord Rama at the very right time
- Alerting Sugreeva at the right time in initiating the project proceedings
- Enabling the high skilled team towards the most anticipated direction who went in search for Goddess Sita who could assess the strengths and weaknesses of Ravana which is also covered as meeting the undreamt requirements of the project

Implications

Corporate Implications: The results from this article can be applied in today's management life like – Project Management, Strategic Management, Leadership, and Human Resource Management.

The paper will be helpful and applicable in both waterfall project management as well as the Agile methodology of Project management.

Human Resource Management Implications: The study will be applicable in terms of Team management, work distribution, and increasing team motivation.

Social Implications: The findings of the paper will help increase work collaboration, building relationships, and creating best practices.

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