

Admit Mistake Take Respect (AMTR): Human Resource and Organizational Behaviour Lessons from Indian Mythological King Ravan

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ABSTRACT

Purpose: *In the present dynamic scientific and business environment, there is a corresponding rapid change in human lifestyle. People have become selfish and materialistic. Leaders who are distinguished professionals in the world outside are in fact corrupted inside. The researcher's paper takes a look at how Admit Mistake Take Respect (AMTR) rings an alarm bell towards better and opens the door to an opportunity to make things right at the workplace. The researcher's paper also throws light on how it works and how to recharge at the workplace if one tries it as his/her daily menu. Consequently, relating mythological themes & management with the present-day materialistic world is not easy. The existing research links and contextualizes the concepts of AMTR through the king of Lanka to human resource & organizational behavior with the ancient Indian texts.*

Objectives: *The researchers have set the following primary objectives and the current study investigates 3 broad research questions: (1) To evaluate Ramayan's character Ravan stimulates AMTR. (2) To examine the need for why to AMTR from Ravan to the workplace. (3) To identify AMTR's impact on human resources and organizational behaviour.*

Design/Methodology/Approach: *The study is established on both secondary & primary evidence. Hypotheses are identified for the various variables selected and analyzed to prove or disprove the same without any errors.*

Findings/Result: *There were stimulating virtue leadership behaviours through the emperor of Lanka and the villain of Ramayana. Also, there was an AMTR of Anti-Hero, Ravana to human resource & organizational behaviour with the ancient Indian texts.*

Research Limitations/Implications: *In the current research an effort has been made by the researchers to comprehend the research gap in the area hence a conceptual idea is proposed and the research goes further to advance significance to discover the degree of relationship to evaluate Ramayan character Ravan stimulates AMTR behaviour showing high moral standards (constructive leadership behaviours).*

Originality/New Knowledge/Interpretation/Value: *Many of the earlier studies have proved that Indian mythology has an innate meaning than basic good and evil. There is an intriguing narrative at every turn if one is willing to go deep. Ravana depicted a villain, but it's crucial to understand why he chose to do so. Actually, the goal was to balance the forces of good and evil. It is understandable why he is still revered in some areas of the world. Ravana is often looked down upon as an evil character in the Ramayana. But nobody can be really classified as completely black or white. Like every other mortal, Ravana also had shades of grey. But none of us can ever disagree the fact that he was the most dexterous character in the epic as well. Hence, this study helps in concluding that, a comparative look at AMTR behaviour makes*

Ravana the most interesting Ramayana character ever and offers perceptiveness into human resource & organizational behaviour with the ancient Indian texts.

Paper Type: The study is based on both secondary & primary evidence.

Keywords: AMTR, Constructive Behaviours, Leadership, Workplace, Octapace Culture, Enneagram, Human Resource, Organizational behavior, Ramayana

1. INTRODUCTION :

“The great Leaders will admit mistake, learn from it and never make it again – Phil Holberton”

Though the sentence seems to be very impressive and expressive in today’s credit card society and life in our cell phone society, one has a very difficult in practicing and preaching. Potential practice of AMTR can make a high voltage personality, if one tries as his/ her daily menu. Mistakes are a must on the road to success but admitting error clears the score and proves you wiser than before.

Name: Ravan. Meaning: King of Lanka, Ravana was a character in Hindu history, who was the chief antagonist of the Hindu epic Lord Ramayana and Power Holder, a means of terrifying roar, named by Lord Shiva, ruled Lanka for 12,000 years (James, T. W. (1869). [1]). Pulastya, one of the greatest sages in Indian mythology and one of the Saptarishis, was the grandfather of Ravana (Rajarajan, R. K. K. (2018). [2]). He was born to Sage Vishravan and Asura’s mother Kaikashi. Hence, he was contemplated half Asur (demon) and half Brahmin (sage) (Shantanu, P. (2019). [3]). The legendary adversary of the ancient Hindu epic Ramayana was known as Ravana. He was shown as both the powerful ruler of Lanka and a Rakshasa (devil). (Nathan, R. B. (2011). [4]). He was a demon with ten heads, but not many people know that he was not born with ten heads. Ravana is said to have ten heads and twenty limbs. According to myth, each of his ten heads corresponds to one of his ten qualities: Kama (Lust), Krodha (Anger), Moha (Delusion), Lobha (Greed), Mada (Pride), Maatsyarya (Envy), Manas (Mind), Buddhi (Intellect), Chitta (Will), and Ahamkara (The Ego) (Vishal, S. (2019). [5]).

Ravana never ceased to be ambitious. He made wishes for Lord Shiva's sovereignty, celestial spirits, serpents, and rakshas after pleasing his affection. He persistently preferred to triumph and wanted to govern the three realms. So, his characteristic of his informs us that the secret to advancement is to be ambitious (Vidhi, V. (2021). [6]). Ravana was seen and depicted as having ten heads, yet sporadically he was only shown with nine due to the fact that he severed one of them in order to persuade Shiva. He was said to as a devoted devotee of Shiva, a profound scholar, an effective administrator, and a master of the Veena (pronounced "veh-nah," a chordophone instrument) (Mark, C. (2016). [7]) & (Subhamoy, D. (2017). [8]). Ravana was made indestructible and had the ability to take on whatsoever shape he desired, including men, mountains, and even death itself, thanks to his dedication to and penance for the mighty God Brahma. He was so strong that he could unleash storms and earthquakes. He was considered to be the biggest devotee of Shiva. It was aforesaid by none other than Lord Shiva himself that Ravana was a great devotee, even Lord Rama did not doubt his devotion. People used to call Ravana a very good poet, he has also written many compositions (Vinod, R. (2020). [9]).

The terrifying rakshasa demon Ravana ruled over the fortress island of Lanka (current-day Sri Lanka) and was the ruler of all demons. His mother Nikasa was a demon as well as the mother of the cannibal demons known as the Pisitasantas. Ravana’s father was Visravas, the son of Pulastya, one of Prajapati's creations (Mittal, J. P. (2006). [10]). When he drove his half-brother Kubera away, the god of riches, from the island, Ravana obtained his kingdom through deceit. (The Encyclopedia's Editor Britannica, (2023). [11]). Indrajit (also known as Meghanada), who had the ability to become invisible, and Aksha, who had three heads that represented the three phases of fever (hot, cold, and perspiration), were two of Ravana's numerous offspring. With his 10 heads (for which he is also known as Dasakantha and Panktigriva) and twenty limbs, Ravana enjoyed an intimidating look (Hemendra, (2014). [12]). He had inestimable scars on his body from his victories over the gods. Predominantly, three wounds were caused by the thunderbolt of Indra, the tusk of Airavata, the elephant of Indra, and the discus of Vishnu. Ravana was created imperishable and had the capability to take on whatever shape he desired, including men, mountains, and even death itself, thanks to his loyalty to and penance for the mighty God Brahma. He was so strong that he could cause storms and earthquakes. But it was anticipated that a lady would

be the reason for Ravana's demise and so it would be (Aiyangar, N. (1909). [13]) & (Valmiki, (2007). [14]).

As Ravana was a scholarly king, it was believed that the 10 heads of Ravana represent the six shastras and four Vedas, which he had mastered. Symbolically, the 10 heads could epitomize Ravana's mental power which was considered to be 10 times that of an average human being. Ravana was as handsome as a bright cloud. He had a convincing personality. Hanuman, after seeing Ravana for the first time, praised him. Ravana also knew the art of yoga. He was a master of 64 types of knowledge and all arts of weaponry. Ravana was a great king and had many good qualities but he got carried away because of them. He turns out to be egoistic and stubborn thinking himself to be the best and better than everybody due to which his destruction was obligatory. He was said to be a genius and no one can ever touch his stature of excellence. It was Ravana who was brilliant as a villain which made Lord Rama the Hero of the Ramayana. Though he was referred to as a villain but his ethics and morals in the fight with Rama made him immortal and the epitome of a villain (Radhika, C. (2016). [15]).

In furthest descriptions of the Ramayana, Rama was treated as a hero with many good qualities. Ravana, on the other hand, is a demon with negative traits. However, in parts of south India as well as in Southeast Asian countries it was Ravana who is worshipped as a hero (The Sunday Tribune, (2007). [16]). It is considered that the place is the maternal home of Mandodri making Ravana the son-in-law of Mandasaur. Henceforth, people here worship Ravana and mourn his death on Dussehra while praying for the departed soul. There are many Ravana temples in the province. According to Ramayana, Ravana was the son-in-law of Mandasaur as it was his wife Mandodri's paternal home. That is why people in Mandasaur worship Ravana for his knowledge and devotion to Lord Shiva. The place has a 35-foot-tall statue of Ravana and the people of Mandasaur hold prayers to mourn his death on (Dussehra Sarah, H. (2014). [17]). Indrajit was the oldest son of Ravana and his wife Mandodari. He was named Meghanada after his birth because his birth cry sounded like thunder. When Meghanada was going to be born, Ravana desired his son to be supreme so that none in the world might defeat him. He also owned the highest degree of knowledge in astronomy and was even said to control planetary movements. Nurturing this was an instance - when Indrajit (his son) was about to take birth, he instructed all the 9 planets to align in a row in order for Indrajit to be a special child.

An unquenchable, all-consuming ego turned out to be Ravana's Achilles heel that negated all his other divine qualities. In this respect, he was, and will forever, serve as an example to exemplify that even though one is well endowed with good qualities, a single frailty in character is enough to drag you to your end. According to this research, even today the dead body of Ravana is safe in a cave built on a hill. This cave is located in the dense forests of Ragla, Sri Lanka. It is said that more than 10 thousand years have passed since the killing of Ravana at the hands of Lord Shri Ram. Sri Rama was of age 53 years when he vanquished & killed Ravana. Ravana lived more than 12,000 (Tulsidas N. D. Vibhishana, [18]).

2. REVIEW OF LITERATURE (CONCEPTUAL CLARIFICATION) :

Three sets of brothers are mentioned in the Ramayana: Ram and Bharat were the sons of Dashrath; Vali and Sugriva were the sons of Riksha; and Ravana and Kuber were the sons of Vishrava. The sons of Riksha must share the kingdom but end up fighting over it; one of the sons of Vishrava, the Kuber, builds Lanka and the other, Ravana, usurps it; and the sons of Dashrath are prepared to make the other king. As a result of their outstanding focus on Ayodhya, the sons of Dashrath are known as manavas, or people. Vanars is the name for the other brothers. Ravana had come from a distinguished family; he was the younger sibling of Kubera who was the God of riches, the son of the great philosopher Vishrava, the grandson of Brahma-the Universe Creator. He was also considered to have been a scholar and an enthusiast in art as well as an ardent disciple of Lord Shiva.(Edward, W. H. (1915). [19]).

The main enemy of the Hindu epic Ramayana and its derivatives was Ravana, monarch of the island of Lanka. According to the Ramayana, Ravana was the first-born child of the sage Vishrava and Rakshasi Kaikeshi. Sita, the wife of Lord Rama, was abducted and taken to his realm of Lanka, where he captive her in Ashok Vatika. Later, Rama battled Ravana in Lanka with the aid of Vanara King Sugriva and his

army of vanars. Ravana was murdered, and Rama saved his loving wife Sita (Reshu, M. (2017). [20]). Although Ravana is frequently viewed as a representation of evil, he also retained many traits that made him a wise man. He was knowledgeable about the four Vedas and the six shastras. Considered to be Shiva's most adored follower, Ravana. In various locations, Shiva is shown with images of Ravana. Moreover, he appears in Buddhist Ramayanas and Jatakas as well as Jain Ramayanas, as well as the Buddhist Mahayana work Lakvatra Stra (Sharma, S. R. (1940). [21]). In some scriptures, he was depicted as one of Vishnu's cursed door keepers. The story goes like Ravana, in his earlier birth, was one of the gatekeepers of Vaikunta - Jaya and Vijaya. Maharishi Bhrighu curses them that they too would suffer the sorrow and pain of being dissociated from Vishnu. They can obtain redemption after either by 10 births of friendship with Vishnu or 3 births of hostility. They chose those 3 births of hostility rather than 10 births of friendship. Ravana had to ensure that he is slain by Vishnu to obtain salvation from the curse of Maharishi Bhrighu (Bhavana, P. (2019). [22]). He was thus born 3 times in 3 yugas. In the first birth, Jaya and Vijaya were born as Hiranyaksha and Hiranyakashyapu, next as Ravana and Kumbhakarna and later as Sisupala and Dantavakra. One can't denunciation Ravana completely for all the wrongdoing he is alleged of," says Satkari Mukhopadhyay, a noted Sanskrit Scholar, (Shantanu, P. (2015). [23]). Ramayana expert and consultant with the National Mission of Manuscripts at the Indira Gandhi National Centre for the Arts.

A tale says that before the battle between himself and Rama, Ravana conducted the proper Vedic rites for Rama, a Kshatriya. The latter desired the ceremonies to be performed by the greatest brahman available at the time. Despite the fact that the rituals sought heavenly intervention for his own death, Ravana graciously agreed to conduct them (Dev, P. (2014). [24]). Mukhopadhyay also claimed that Sita's abduction by Ravana was provoked. Ravana just abducted Sita to teach Rama and Laxmana a lesson after his sister Surpanakha was humiliated and had her nose slashed by Laxmana. However, contrary to common perception, Sita was never molested by Ravana while she was imprisoned, demonstrating his respect for her. (Shanti, L. N. (1999). [25]). Despite having a very extraordinary demeanour, Ravana appears to have a sizable following. In Kakinada, Andhra Pradesh, there is a sizable Shivalinga that was allegedly erected by the Asura titan himself. A group of local fishermen worship the Shivalinga and a statue of Ravana concurrently (India TV News Desk, (2016). [26]) & (Faiz, S. (2016). [27]).

In actuality, Ravana was a devoted servant of Lord Shiva, a colossal scholar, a superb administrator, and a master of the plucked string instrument known as the veena. He has authored the astrological book Ravana Samhita and the novel Arka Prakasham (a book of Siddha medicine) (Swamy, V. (1988). [28]). He had an extensive knowledge of both black magic and Ayurveda. He ostensibly had complete control over the positions of the planets. He had a flying chariot called a Pushpak Viman that he had acquired from his step-brother Kuber. He had mastered tantra vidya, the art of faking ideas to create optical illusions, which he employed against his foes. Lord Shiva once crushed Ravana's forehead as he attempted to lift Mount Kailash. Ravana then began praising Lord Shiva and begging for pardon. As a result of Lord Shiva's ecstatic dancing in praise of Ravana, which is known as tandava and for which the mantras were known as "The Shiva Tandav Stotram" (Pavla, R. (1991). [29]). After finishing his studies, Ravana performed a massive Tapasya (penance) on the banks of the Narmada River in order to appease Lord Shiva. Ravana annexed his head out of a desire to please the Lord, and each time he did so, the head grew back and proceeded to do so for 10 times, allowing him to carry out his penance. Ravana sacrificed 10 heads, which Lord Shiva then gave to him. He is also called as because of these 10 heads "Dashmukh" (Ninan, M. M. [30]) & (The Gazetteers Department, (2011). [31]).

The ten heads of Ravana represent the six shastras (Hinduism's holy texts, divided into four categories: the Sruti, Smriti, Purana, and Tantra), as well as the four Vedas, which Ravana well-read and comprehended, making him a brilliant scholar and one of the most learned people of his time (Singh, K. S. (1993). [32]) & (Roshan, D. (2010). [33]). He was an expert in 64 different fields of study and all fighting techniques. The most well-known hymn ever chanted in worship of Lord Shiva is his Shiva Tandava Stotra, which he is reported to have been composed with the appropriate musical Svara (notes) (Ramanujan, A. K. (1991). [34]) & (John, D. (2016). [35]). The 10 emotions are yet another interpretation of Ravana's ten heads. The following are the emotions that make up these feelings: Kaam

(Lust), Krodh (Anger), Moha (Delusion), Lobh (Greed), Mada (Pride), Maatsarya (Envy), Manas (Mind), Buddhi (Intellect), Chit (Will), and Ahamkara (Ego) (Anonymous, (2004). [36]). The Hindu traditions place a strong prominence on restraint of the senses and the projection of the intellect alone, which is seen as superior to all other faculties. The employment of other emotions is seen to be harmful to a soul's development. (Devadatta, R. B. Beni, M. B. Bimale, C. L. (1984). [37]). Ravana once received an advice from the great monarch Mahabali to avoid these nine emotions and to preserve just intelligence, which he justified by saying that having all of these qualities is equally necessary and makes him a complete man. The one head of Buddhi oversaw his fate, while the other heads of Ravana oversaw his deeds, which finally brought about his demise. (Hackin, J. (1969). [38]) & (Harle, J. C. [39]). He eventually gave in to his senses, and since he was powerless over them, he not only ruined himself and his tribe but also turned out all of Lanka into ashes. As he lay dying on the battlefield, one of his greatest repentances was having all this knowledge but being unable to use his abilities. He grieved not using the knowledge he had acquired over his life, which ultimately contributed to his demise (George, M. (2002). [40]).

The festival of Dussehra commemorates Lord Ram's triumph over Ravana, the Lankan demon (Rakshasa) king. In the Hindu epic Ramayana, which is regarded as holy, Ravana plays a significant role (Pandian, M. S. S. (1998). [41]). Ravana is represented as a ruthless and incredibly strong demon king in Valmiki's Ramayana. The pivotal event in the epic Ramayana occurs when Ravana kidnaps Sita, the wife of Lord Ram. To fight Ravana and save Sita, Lord Rama must travel a great distance, endure difficulties, and cross the sea. Lord Rama defeats Ravana in the decisive encounter waged on the island of Lanka (Times of India, (2018). [42]) & (Vaibhav, T. (2018). [43]).

3. GAPS & AGENDA FOR FUTURE RESEARCH :

All are kings where some follow rules and some break rules. The question is why? Ram and Krishna act for the benefit of others, the larger group. Ravan and Duryodhan are more interested in their glory even if their particular kingdoms are devastated. On a parallel track, it constantly distinguishes Durga, the symbol of social status, from Shakti, the inner power - physical and mental prowess. On epitomizing positive and negative leadership through Ram, Ravan, Krishna and Duryodhan. The journey towards leadership is a journey from 'me' to 'we'. Indian mythology has a deeper meaning than only good and evil. There is an intriguing narrative at every turn, if one is willing to go deep. Ravana interpreted a villain, but it's crucial to understand why he chosen to do so. Actually, the goal was to equalize the forces of good and evil. It is understandable why he is still revered in some areas of the world. In the Ramayana, Ravana is frequently regarded as being a bad guy. However, no one can be categorized as an entirely black or white. Ravana was a mortal, just like everyone else, and had grey areas. But none of us can ever doubt that he was the character with the greatest expanse of dexterousness in the epic as well.

4. OBJECTIVES OF THE STUDY :

The researchers have set the undermentioned primary objectives and the existing study investigates 2 broad research questions:

- (1) To evaluate Ramayan's character Ravan stimulates AMTR.
- (2) To examine the need for why to AMTR from Ravan to workplace.
- (3) To identify AMTR impact on human resource and organizational behaviour.

5. HYPOTHESIS OF THE STUDY :

Based on the objectives, hypothesis (Table 1) are framed to prove or disprove the statements.

Table 1: Hypothesis of the Study	
H01	Ramayan's character Ravan does not stimulate AMTR.
H02	There is no need for AMTR from Ravan to workplace.
H03	AMTR does not impact on human resource and organizational behaviour.

6. RESEARCH MODEL :

The research framework is drawn in Figure 1 explains a block diagram of Ramayan's Character Ravan Stimulates AMTR & Table 2 explains the study variables. (I.V: Independent Variables & D.V: Dependent Variables).

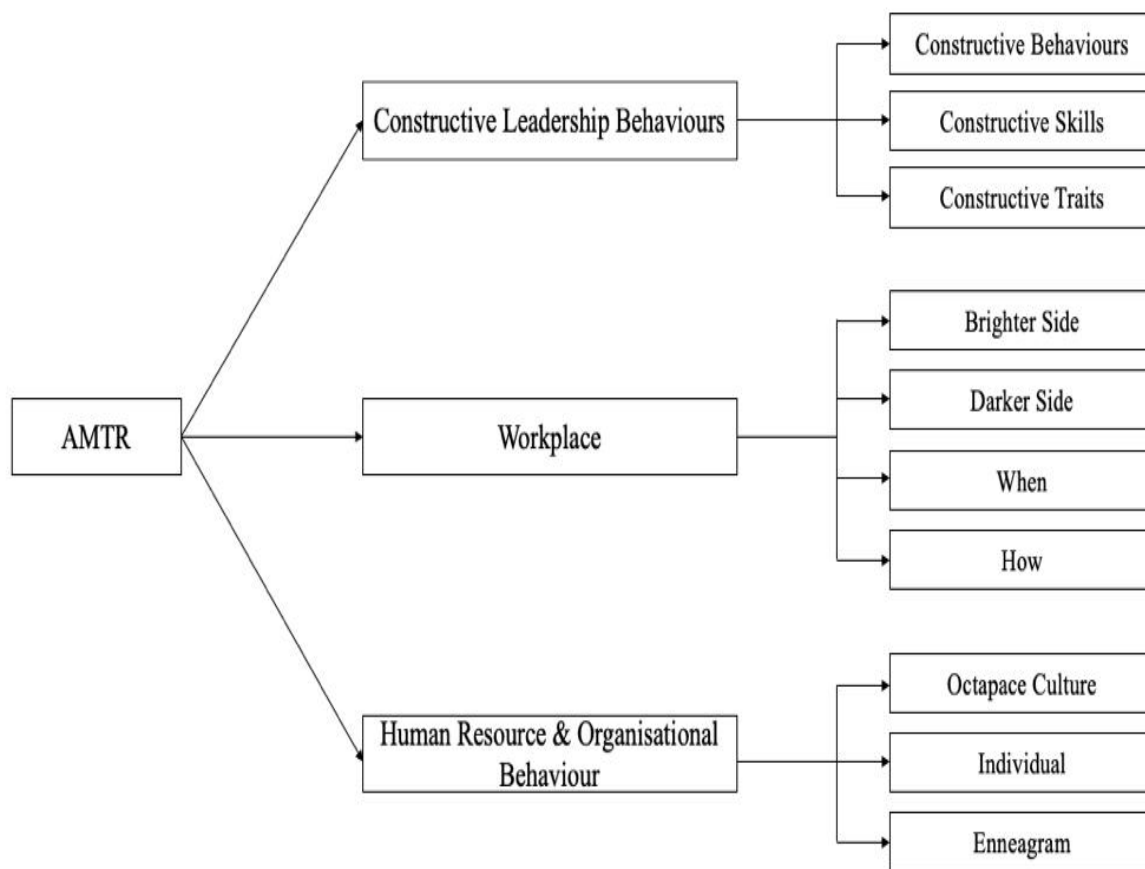


Fig 1: Block Diagram of Ramayan's Character Ravan Stimulates AMTR

Table 2: Study Variables	
Independent Variables: Behaviours	Dependent Variables: Personality Type
<ul style="list-style-type: none"> AMTR 	<ul style="list-style-type: none"> Ravan

7. RESULTS & DISCUSSIONS :

7.1 Epilogues to Prove Ramayan Character Ravan Stimulates AMTR:

Though Ravana was renowned for being Lanka's "demon" king, little is known about the fact that he also possessed a number of admirable traits. He was enormous, had 20 hands and 10 heads, and possessed astounding magical abilities that let him vanish, hurl fire and rain, or shoot hundreds of arrows throughout the battle. Although Ravana is well-known for being the 'devil' king of Lanka, a representation of evil, and the main antagonist of the Epic Ramayana, it is less commonly recognized that he also possessed a number of virtues.

The research framework is drawn in Figure 2 explains a block diagram of constructive leadership behaviors (AMTR) & Table 3 explains the study variables. (I.V: Independent Variables & D.V: Dependent Variables).

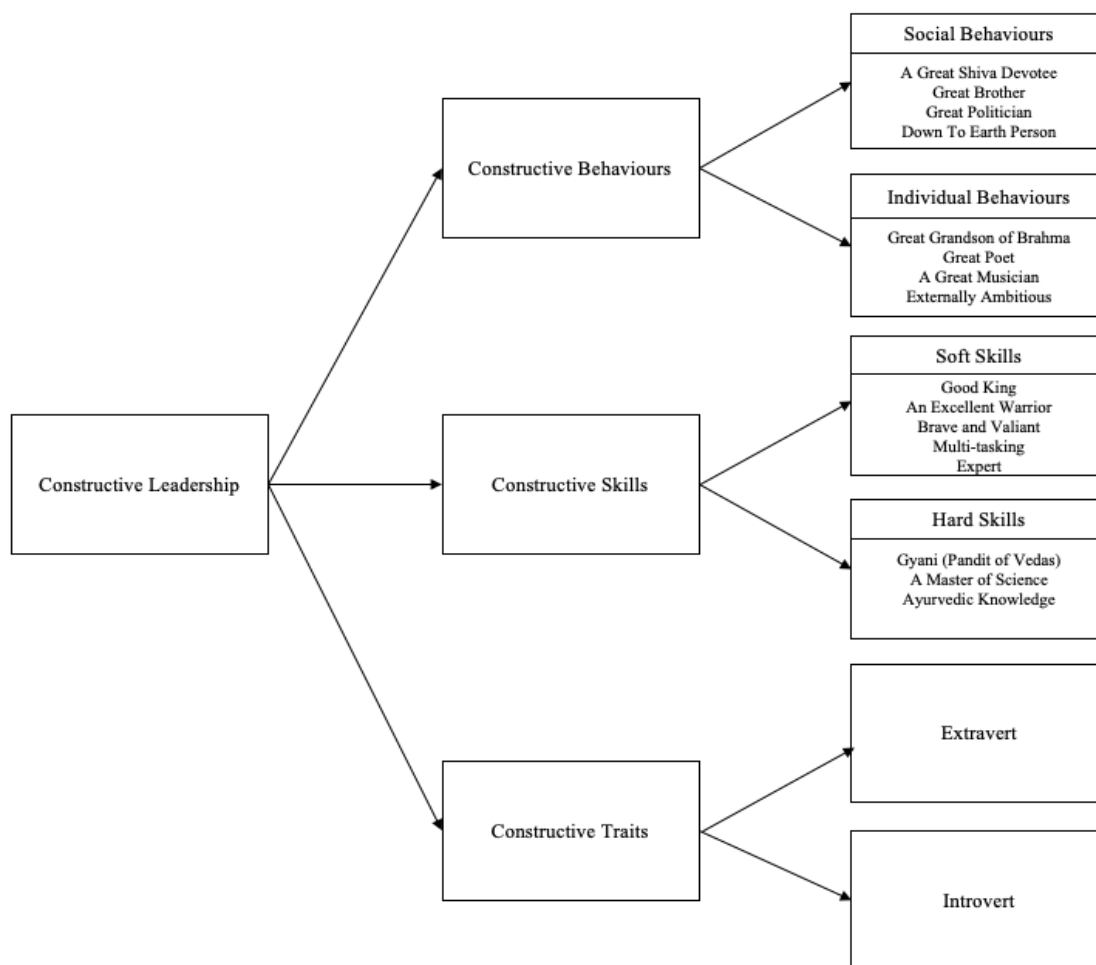


Fig 2: Block Diagram of Constructive Leadership Behaviours (AMTR)

Table 3: Study Variables	
Independent Variables	Dependent Variables
<ul style="list-style-type: none"> Constructive Leadership Behaviours (AMTR) 	<ul style="list-style-type: none"> Constructive Behaviours Constructive Skills Constructive Traits

Table 4: Constructive Leadership Behaviours (AMTR)		
Hypothesis	Factors Considered	Outcome
H01	Constructive Leadership Behaviours (AMTR)	From the findings & analysis, we can personify Constructive Leadership Behaviours (AMTR) by: <ul style="list-style-type: none"> A very learned man Very brave Very active Strong Devotee Knowledge Spiritual Astrologer No 1 Predictor Proactive

		<ul style="list-style-type: none"> • Leadership • Managerial skills • Reading ability • Solider • Consistency • Attitude: do or die • Protector for his race and land • Great dreamer and achiever • Person of strong will • Great political and diplomatic sense • Power full
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7.2 Dimensions of Constructive Leadership Behaviours (AMTR):

Talking about his virtue he was a:

(1) Great Grandson of Brahma: By birth, Ravana was neither a Rakshasa nor a Brahmin. Actually, he was the son of a prominent Brahmin Rishi named Vishrava, who was the son of Prajapati Pulastya, and kshatriya Rakshasi named Kaikesi. He became known as Brahmarakshasa as a result. A person with the power and intelligence of a Rakshasa and a Brahmin. One of the ten mind-born sons of Brahma.

(2) A Great Shiva Devotee: It is generally known how devoted he was to Lord Shiva. What is less well known, however, is that he once attempted to destroy Shiva's residence, Mount Kailash (Ravananugraha). Shiva then impaled him beneath his little toe and made him pay for his error with nine years of suffering. After that, he became become a devoted follower of Shiva. Additionally, Shiva gave him the name Ravana at this time. The most devoted follower of Mata Laxmi was Ravana. Noticing the Lord Shiva's power and might Ravana sings Shiva Tandava Stotram. He was the creator of Shiv Tandav Stotra for pleasing Shiva. He composed the Ravan stuti. He even obtained Chandrasah (moon sword) from Lord Shiva.

(3) A Great Poet: Majority are aware of Ravana's devotion to Lord Siva. The poet Ravana was a master. He lauded Shiva's cosmic dance, known as the Shiva Tandava Stotram, in the most exquisite way. You will see that he was a fantastic poet even if you read it with a poetic mindset.

(4) A Great Musician (Knowledge of Music): Ravana was a great musician and played veena outstandingly well. He was credited to have invented an instrument called Ravanhatha. As we all know that Ravana was brilliant at playing the veena, he was playing the veena and his wife Mandodari used to dance to the tune of it. The tune played by Ravana was so mesmerising that Mandodari was lost in the tune and kept dancing continuously. Ravana too was so much into the beauty of his wife dancing that he played the veena more vigorously. At this moment a string from the instrument broke and he was unable to play it anymore. Seeing that his wife is lost in his tune, he did not want his wife to stop dancing and so he cut his thigh with a knife, took out a nerve, tied it to the veena and again started playing it so that he could see the grace of Mandodari. Today, centuries/millenniums later, it is known that while performing a bypass surgery doctors use an extra nerve that is located in our thighs. Such was the knowledge that Ravana possessed. The ultimate scholar, devotee, brother, ruler and also the ultimate villain who was given the name 'Ravana' by God after he mesmerized him with his poetry.

(5) Gyani (Pandit of Vedas or Scholar of Vedas): He was one of the most intellectual scholars of his time. He was a highly educated person, had a very deep knowledge of Vedas. Ravana was very wise and knew all the Vedas and Dharma Shastras. Hence at the end of the Ramayana battle Rama sent Laxman to him so that he can take lessons from Ravana. He was well-versed in the Vedas and is credited with penning the poem honoring Lord Shiva, the Shiva Tandava Stotram. All four Vedas were studied by Ravana, he also practised Sama Veda chanting.

(6) A Master of Sciences: In addition to being a master warrior, Ravana was a multidisciplinary scholar. He composed the astrological treatise known as Ravana Samhita. Originally written by Ravana,

the Ravana Sanhita is regarded as the holy grail of Hindu astrology. It is well-known that Lord Rama utilized his Pushpak Vimana to fly Sita back after her rescue. But a little-known fact is that Ravana owned a lot of these aircraft and even had airports where he could land them. Some locations in Sri Lanka are still referred to be airports, including Weragantota in Mahiyangana, Thotupola Kanda at Horton Plains, Wariyapola in Kurunegala, and Gurulupotha in (MahiyanganaSruthisagar, Y. (2019). [44]).

(7) Ayurvedic Knowledge (In Short Good Doctor): He was even credited with inscribing a commentary on the Vedas and verses on medicine. He also possessed a thorough knowledge of Ayurveda.

(8) A Good King: On contrary to the belief, Ravana was not a cruel ruler. Although he seized Sri Lanka by force from his step-brother Kubera, but he proved to be the most influential Sri Lankan king ever. His reign over Sri Lanka is recorded as the most prosperous era of Lanka. Even though he ferociously conquered Lanka from Kubera, Ravana was a very skilled administrator, and stated that even the most impoverished residents of his country had gold utensils and were not living in squalor.

(9) An Excellent Warrior: Ravana was a fierce, shrewd fighter. Ravana was difficult for Lord Rama to defeat; it took him till the tenth day of the fight to do it. Ravana overran a large area, vanquishing both the Devas and Asuras. He also had Chandras, Shiva's sword. Ravana appeared to murder Sita when the fight broke out and many of his troops, including his brother Kumbha Karna and his son Meghanatha, began to perish. One of his ministers then asks, "Why murder this woman right now? Show your foes who you are and fight like a man in the field. Then he abstains from doing that, takes part in a war, and perishes in action as a result (Ref: Adhyatma Ramayana). Ravana was angry and haughty, yet he was also a brilliant scholar. He learned the Vedas, the holy writings, and the practices of the Kshatriyas (warriors) from his father.

(10) Great Brother: He becomes enraged when Surpanakha appears and informs him of what happened to her as a result of Lakshmana. He intended to get revenge on Rama, but after hearing her describe Sita's beauty to him, he decided to kidnap her instead. But he shows that he cares about his family.

(11) Eternally Ambitious: He made wishes for Lord Shiva's sovereignty, celestial spirits, serpents, and Raksha after winning his affection. He constantly desired to triumph and wanted to govern the three realms. As a result, his character attribute of his suggests that the secret to advancement is ambition.

(12) Brave and Valiant: He was born into the ancestry of Brahma Himself and hence a Brahmin too. Not just by birth but by his knowledge. He had a deep love for Lord Shiva. He was stronger than everybody else. The Bible makes it clear that Jesus had the power to break mountains in two and move oceans. He even faced up against Indra's thunderbolt, the tusks of Airavata, Indra's elephant, and Vishnu's discus. Only Kartavirya Arjuna and Vanara Vali were mortals who could physically defeat him.

(13) Good Administrator. Even though he took Lanka from Kubera violently, he is well versed in the law and had a finely tuned system of government in Lanka. Ravana became enraged and made the decision to murder Hanuman after he taught him to give Sita to Rama and destroyed Ashoka Vana. But when Vibhishana asserts that killing a messenger is improper, he agrees and instructs to burn his tail.

(14) Multi-Tasking: There are so many stories and myths about his ten heads, we should understand that 10 heads are only symbolic. They suggest that he was a person who could simultaneously work on 10 different problems. We can compare that with our modern-day multi-tasking.

(15) Expert: Expert in the field of war strategy, and defending. He was the greatest statesman of his times. After being hit by Lord Rama's arrow, when Ravana falls to the ground, Vibhishana and Sugriva begin dancing and rejoicing. Lord Rama shows his grief and tells them they should be ashamed of

themselves that such a great warrior has fallen. He expresses them they are no match for Ravana and should go and learn statesmanship from him.

(16) Good Politician: When Ravana was on his deathbed. The Lord Rama reportedly urged Lakshman to go study political science from Ravana because Ravana was such a superb politician and had such extensive understanding of it.

(17) Down to Earth Person: Accepting the defeat of ego is a great thing not so easy for a normal man to accept it and get friendly with the same person.

- Accepts defeat from Bali and becomes his political friend.
- Accepts defeat from Lord Shiva after that he inscribes Shiv Tandav to please him and received Chandrahastha weapon from Shiva.
- Accepts defeat from Rama and asks him to provide Moksha.
- He was always supported by Shiva till the time he was fighting against bad rituals.
- On the deathbed, Ram asked Lakshmanan to seek the blessings of Ravana. So even Ram knows the good qualities of Ravana.
- There's a portion of the story that before marching to Lanka, Sri Rama had to do a yagna for which the wife being present was also mandatory and a Brahmana priest had to conduct it. For this purpose, Ravana had agreed to bring Sita and conduct the ceremony. He brought Sita to Rama, conducted the procedure and at the end of it, as part of the procedure he also proclaimed something like 'May you be victorious' to Rama, and then returned back to Lanka taking Sita. Ravana never powerfully took custody of any woman not even Sita. He was well aware that the one he fetched to Lanka was not Sita but Vedavathi.
- He decided to fight with Rama because his sister was disrespected by Ram (in spite of knowing that Ram is a form of Lord Vishnu). This shows his love for his family (Sivapriyan, (2020). [45]) (Divya K. (2017). [46]) & (Akshatha, V. (2018). [47]).

7.3 Epilogues to Prove the Need for Why to AMTR from Ravan to Workplace:

How it Works in Workplace - Brighter Side/Darker Side

Exhibit 1: On Brighter Side
<ul style="list-style-type: none">• It shows one's positive mental attitude, behavior, self realization and self examination towards slip ups.• Shows one's personal character and ethics.• Indicates you are a trust worth person.• Shows one's responsibility, sense of ownership and in the long run, encourages people to respect you.• Increase one's growth process, learning and credibility.• Indicates you are a good team player.• Shows one's leadership quality.• Improves one's competitiveness and performance.• Sense one's empathy and emotions.• Shows one's intelligent quotient, Emotional quotient, People quotient, and Relationship quotient.• Reduce conflicts, disputes, misunderstanding etc.• Reduces or releases ones stress.

Exhibit 2: On Darker Side
<ul style="list-style-type: none">• Canned or fired or sagged from the ones job.• Shows one's weakness or view it as sign of weakness.• Highly criticized embarrassed or shamed.

AMTR - When and How?

Exhibit 3: When?

- When not able to reach targets assigned.
- When not able to perform effectively and efficiently.
- When lacking with the appropriate skills.
- When blind decision is imperfect/made.
- When not following policies (leave mismanagement, performance management blunders)
- When inappropriate behaviour emerges (inappropriate comments, jokes, physical, verbal or emotional harassments etc.)
- When ditched by personal problems.

Exhibit 4: How?

- Personally
- Privately
- Open door policy
- Suggestion box
- Self-assessing

7.4 Epilogues to Prove AMTR Impact on Human Resource and Organizational Behaviour:

(i) AMTR builds Octapace culture i.e., Octapace culture exhibits ones Openness, confrontation, trustworthiness, authenticity, proactiveness, autonomy, collaboration and experimenting.

(ii) AMTR express an individual values, norms, principals, standards and making majority people to accord, good character like honesty, loyalty and sincerity.

(iii) AMTR discovers one's enneagram i.e., one's trait like straight forwardness and capability and to build a healthy environment in an organization.

Based on the above findings, a few suggestions/recommendations can be given to make Admit Mistake Take Respect (AMTR) more effective and efficient at human resource & organizational behaviour. The following shows how to Recharge AMTR at Workplace.

(1) Motivational Fuel: Bring AMTR at workplace can act as a motivational drive, which involves employees in sharing his mistakes. Later he/she becomes more positive, creative and constructive person. Accepting this they build the self-confidence and integrity to admit their mistakes.

(2) Employee Engagement: AMTR acts as a tool in employee engagement, which engages employee and bring a new way to fun at work. AMTR brings a special learning experience, judgments, better decision making and in turn an aid to separable to revolutionize within his realm of work and in the process becoming an expert by discovering one's own trait and to build a healthy environment in an organization.

(3) Change Champion: AMTR brings changes in a person; one feels relaxed by sharing his hidden mistakes. Learning from one's mistakes is an indispensable skill that empowers you to develop the resistance to be a master of change than a victim of change. The person who recognizes that they have made a mistake and changes direction, the fastest one who will win in an age of increasing information, technology and competitions.

(4) HR Policy: A separate brick to check one's loyalty, punctuality, trustworthiness, responsibility, character and ethics. i.e., nothing but building a Octapace Culture. Octapace culture exhibits one's Openness, confrontation, trustworthiness and proactiveness.

(5) A Separate Day: Where the persons write their mistakes brick and pray how the mistake brick fall on his/her head so that it also realizes the pain off and receives respect. A separate day makes an

individual to express their values, norms, principals, standards and making majority people to accord, good character like honesty, loyalty and sincerity.

8. CONCLUSION :

Some of the lessons we ever learn are learned from past mistakes. The error of the past is the wisdom and success of the future. The mistakes make way for learning new things. Mistakes are part of the process in becoming an expert but at same time repetitive mistakes can obstruct our image at work, hence it is important to deal with our mistakes in the right way, taking instantaneous steps to resolve them. It's always best to confess our blunder. In its place of regretting it years later, recognize that it is only human to err and with a sense of ownership and the right confidence, mend a fence, having learnt how to do so along the way. Lastly don't take it hard or internalize the mistake. Learn from the mistake, come up with a pain to avoid repenting, it and move on.

In Valmiki Ramayana, it was now here declared that Rama was the incarnation of lord Vishnu, and Ravana is a villain. Their actions decide their character. Eventually, the point is, every human being is a mixture of both wanted and unwanted qualities (But this is not true with Rama, he is the personification of Dharma.) The percentage decides one's character. Though Ravana was a great poet (Siraj, Q. (2016). [48]) and a great devotee, he had to get penalized because of the way he used his strengths to fulfil his extreme lust and desire to conquer the world. Ravana was wiser, smarter, and stronger than Ram. When Ram meets Ravana face to face, he was awe-struck seeing his knowledge in all traits. Ravana was a brilliant monarch with many admirable traits, but he became overconfident as a result. His egotism and intransigence led him to believe he was the finest and better than everyone, necessitating his demise. Every person has a blend of good and negative traits, but your excellent qualities may become superfluous if you become too egoistic, arrogant, and ambitious. This is why Dussehra is celebrated, not just because Lord Rama defeated Ravana. The festivity of Dussehra honors generosity, self-control, compassion, and love. Though Lord Rama was the reincarnation of Lord Vishnu, he did not allow that fact to make him arrogant. Instead, he was a loyal son and spouse. He was kind, personable, and courteous, always taking the high road rather than the simple one. In this regard, he is recurrently cited as a classic example to express that, even when a person is equipped with many positive traits, even one character flaw may bring them down. But his maternal grandfather Sumali, the sovereign of the Asuras, toiled in undisclosed to make sure he acquired a demonic personality. After all, nobody is good or wicked from birth. The only thing Ravana couldn't keep in track was his ego which eventually proved to be an instrument of his doom. That will end the answer, but I want to add one point here. The law of nature is, even if you do bad for your own good reasons, it should not be entertained. At the same time, if you do good things for bad reasons, it will still help the world to prosper (Omar, R. (2015). [49]) & (The Indian Express, (2017). [50]).

Human resource & organizational behavior individuals should learn essential constructive leadership behaviours and should evade destructive leadership behaviours most injurious that can lead down the path of becoming a villain. Human resource & organizational behaviours are a complex and multifaceted concept that requires a subtle balance of traits and actions. While many qualities make a great leader, several traits or actions can hurriedly destroy a leader's effectiveness and credibility. In the present study, researchers have found Ramayan characters stimulate AMTR behaviours. With these epilogues proven we can conclude the most remarkable leaders in history have utilized their position and charm to uplift people, inspire hope, and effect good transformation. But all too frequently, determination combined with uncontrolled power leads to the rise of villains-ruthless people invincible to bend the world to their own will. Today's leaders must intentionally avoid damaging habits and succumb to attributes that might lead down this dark road in order to become inspirational leaders who respect honesty and integrity and shine a beacon of light rather than darkness.

Thus, to conclude AMTR is a transactional process where one tries to admit and other tries to forgive for a rapport relation. AMTR also increase one's personal growth and development and in the long run encourage people to respect you. AMTR also gives a conclusive that in life, the quality of integral honesty will be one of the most respected qualities owned by individuals especially leaders. AMTR takes a new survival mantra at workplace if it is practiced and it act as a motivational drive, a tool for employee engagement, bring changes in a person, checks one's loyalty, punctuality, trustworthiness, responsibility and it associates with people as people in fact, how you view mistakes can tell a lot about one's character.

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