

AN EMPIRICAL STUDY ON SPIRITUALISTIC ELEMENTS IN ORGANISATIONAL LEADERSHIP AND AN ANALYTICAL FRAMEWORK ON RAJARSHI LEADERS, WITH RESPECT TO INTRAPERSONAL AND INTERPERSONAL FACTORS

RISHI GUPTA¹ & DIPA MITRA²

¹Research Scholar, Indian Institute of Social Welfare and Business Management, University of Calcutta, Kolkata, India

²Associate Professor and Former Head, Indian Institute of Social Welfare and Business Management,
University of Calcutta, Kolkata, India

ABSTRACT

Presently a pertinent and subtle transitional stage in the evolvement of human process is being traversed where ideas like knowledge and selflessness would help the inner core of any corporate to grow and thus it is imperative that the top leadership facilitates the same.

Hence, this study has been designed to provide a conceptual guideline, on the significance factors of Rajarshi Leadership and their influence on the organizational effectiveness and in this context, some of the principles from the Bhagvad Gita. These factors have been attributed to either the Intrapersonal or the Interpersonal set, and have an influence on the leader's working, in the organization.

The statistical population for this study includes the managers heading various divisions, for one of the reputed electrical companies, having its various offices in India and the data collection tools are the questionnaires that would involve the different elements as discussed above. Factor analysis is carried out to determine the most pertinent and important factor to arrive at the main determinants of the Rajarshi leadership hypothesis. Moreover, Regression analysis is also carried out to understand till what extent and degree, these factors have been instrumental in influencing the organizational effectiveness.

KEYWORDS: Rajarshi Leadership, Indian Wisdom, Gita, Intrapersonal & Interpersonal Factors