

Spy Leadership in India from Mauryan Empire to Modern Era

OPEN ACCESS

Volume: 11

Special Issue: 1

Month: January

Year: 2024

E-ISSN: 2581-9402

Received: 13.11.2023

Accepted: 15.12.2023

Published: 27.01.2024

Citation:

Kanchana, S. "Spy Leadership in India from Mauryan Empire to Modern Era." *Shanlax International Journal of Management*, vol. 11, no. S1, 2024, pp. 150–55.

DOI:

<https://doi.org/10.34293/management.v11iS1-Jan.7157>

Dr. Kanchana .S

*Associate Professor & Head of Department
Department of Management Studies,
J.J.College of Engineering & Technology, Trichy*

Abstract

For over many years, the term Leadership has been a subject of debate within the area of Management. As we all know, many great leaders have lost their position and their lives too because of betrayal of people around them. So, we propose Spy leadership is also required in this current competitive scenario inspite of various leadership styles. Based on our approach, this paper provides the existence of spies from ancient India and also the importance of this Spy leadership in this modern era to analyze individuals and retain true and right persons for various position in an organization. This paper also highlights the existence of spy leadership and usage of technological surveillance to monitor employees. Hence, the researchers have chosen this topic to study about the existence and importance of this Spy Leadership from Mauryan Empire to modern era.

Keywords: Spy Leadership, Modern Era, Leadership, Organization, Leaders, India, Mauryan Empire

Introduction

The idea of Leadership dates back to ancient era. Simply, to co-ordinate the efforts of all people, a leader is needed and his behaviour towards his fellow members is his leadership style. Each leader has his own kind of co-ordinating the members in his organization. But, the understanding and predicting the behaviour of leaders continues to be a mystery even though 30,000 articles and books written concerning leadership so far. Several theories, philosophies, approaches and models are shaped to support leadership. The leaders were invariably been there all through cultures over history. Within the same method, the application and philosophy of leaders and leadership is seen in documented writings like the previous and new testaments of bible, the epic Mahabharatha, the Sanskrit literature, the Bhagavath Gita - religious text, Kautilya's Arthashastra in Republic of India and Essay of Confucius in China.

Review of Literature

A survey was done by the research firm Gartner in 2018 taking into consideration 239 large corporations and it was found that 48 percent of the surveyed business units were employing monitoring strategies like looking closely at who is meeting with whom and examining the content of emails and social media communications. In a similar vein, Microsoft monitor employees emails and their meetings with clients in order to gauge work-life balance, management effectiveness and

employee productivity. Some employees can view how they spend their time each week, and it also provides recommendations for how to spend time the next week.

In the same way, a report was given by Accenture in 2019 quoting that 63 percent of C-suite executives were using new technological advancements in order to gather information about their employees and also about their performance. This type of employee monitoring can affect the trust the employees have towards their companies and it is important that the companies must explain to their employees about their monitoring and the reason for monitoring.

Actually, businesses are using employee surveillance technology at an increasing rate:

Analysts project that the employee (automated) monitoring solutions market, now valued at approximately \$1.1 billion, will reach approximately \$3 billion by 2023. That means a ton of employee espionage is on its way to us.

More than 50% of the 239 large corporations that the research firm Gartner surveyed last year used “nontraditional” monitoring techniques, such as looking closely at who is meeting with whom, looking through automated telephone transcripts, looking through emails and social media messages, looking up genetic information and other similar actions.

According to Gartner, such rankings should hit 80% by the next year which was 30% in 2015. Workplace monitoring is expanding quickly.

According to the Teramind website: “Keystrokes, the clipboard, searches, printing and even on- screen material (OCR) in real-time are just a few among the staff monitoring activities that Teramind covers.

Objectives of the Study

- To understand the importance of Spy Leadership.
- To understand the existence of Spy leadership from Mauryan Empire to modern era.

Spy Leadership and its importance

The second-oldest profession in the world is frequently described as spying. Spy leadership is the leadership in which the leader may have spies to get information in his absence. This spy leaders are intelligent leaders as this style will help to understand people in a better way. The government’s authority over the people of the nation can be reinforced by knowing what their activities are. In international relations and combat, having knowledge about another nation’s activities can be extremely advantageous. So, the persons in keen position / heads / owners / managers may follow this Spy leadership which when applied can help them to know well about the people around them and accordingly work can be assigned to them. This spy leadership will definitely help in order to understand about the subordinates and other employees.

They are significant because they divulge information and use proxies to exploit the adversaries. For instance, Russians can really operate planes in other nations by utilizing a remote control. Therefore, when a Russian controls their aircraft from the ground, pilots will be shocked to discover that they are unable to operate the aircraft during a conflict. In comparison to other nations, Russians in particular are more interested in espionage.

Subsequently, spies can provide intelligence about the number and potency of hostile forces. Additionally, they have the ability to identify dissidents within the company and persuade them to provide more information or leave. Spies use technology theft and other means to subvert the enemy at times of crisis. It is illegal to spy on or observe someone, business, government, or other entity covertly.

Espionage System of Mauryas

The Mauryan espionage network was well established. The Emperor was informed about the markets and bureaucracy via spies.

Among the best political and military treatises ever written in prose is Chanakya's Arthashastra. The Arthashastra, a massive treatise that spans fifteen volumes and dates back to the fourth century, covers several facets of the art of governing. The fixation with spying on the king's subjects is one of the most famous aspects of the Arthashastra. The Mauryan government was notable for its unrestrained recommendation of the establishment of a Secret Service and its utilization of secret agents. An efficient espionage network was developed in order to maintain strict oversight over every aspect of the administration, including the behavior of the officers.

All around the kingdom were deployed a great number of spies, counter-spies, news agents, secret agents, double agents, investigators (gudhapurushas), etc. Chanakya provides a detailed explanation of the several facets of espionage. He splits them into two categories: sanchari (wandering) and sansthan (stationary), each with a number of subcategories. In this department, only the most capable, intelligent and virtuous men and women were hired. In addition to using code words, secret language and cipher writing, courier pigeons were employed. The functioning of the bureaucratic apparatus was continuously communicated to the monarch. "The ears and eyes of the king" were the spies. Even though it was observed and commented upon, the people's daily lives were unaffected.

The spies had to carry out their tasks deftly, cautiously, and covertly. Spies worked against other spies, and on key cases, many agents were requested to gather data that was subsequently totaled and cross-referenced. According to Chanakya's draft of his Arthashastra, these are the five categories of spies that were appointed within the Mauryan Empire. They were

- Fraudulent Disciple –Students (kápatikachhátra)
- Ascetics – Recluse (Udástitha)
- Impoverished Farmers – A Householder (Grihapaitika)
- Unsuccessful Trader/Businessman – A merchant (Vaidehaka)
- Religious Leaders

Though extremely risky, these spies' efforts served the state's interests. They had a network of informants who could tell them about the vulnerabilities and strengths of the populace. Afterwards, palmistry was employed to predict futures using these secrets. The religious leader would then foretell disasters, mishaps and unexplained fatalities—obviously state-planned assassinations. He would even foretell official accolades and decorations to particular individuals, which were undoubtedly discussed in advance by King, the ministers, and him.

These five categories of spies were compensated for their services with money and perks. Nonetheless, their appointment was mostly made based on their integrity and foresight.

Female as a Secret Agent

The Role of Women as Spies

Women played a critical role in the victory over British domination. By caring for the ill and injured, cleaning clothes, preparing meals, gathering supplies and using their creativity to find substitutes for things that were out of stock, they performed a crucial support role (Berkin, 2006). Berkin (2006) found that, women began to manage stores and farms as men enlisted in the worldwide army. As wives and mothers were the main purchasers of essentials, they had a significant role in the boycott of British English as well. Their men benefited from their support throughout the Revolutionary War, and their efforts made it possible for tactics like the boycott to be implemented.

Important roles were also played by women in intelligence networks. Due to their capacity to collect information that is difficult to obtain, women were frequently used by Washington as scouts and spies (Samuelson, 1989).

Samuelson (1989) proposed that, some brave women travelled long distances to warn American forces of British plans. Not only did a large number of women openly assist with the war effort, but a much larger number did so covertly by acting as spies, covert messengers and doing other intelligence-gathering duties.

Berkin, (2006) found that, women played a crucial role in the Culper Ring, one of the most well-known spy networks of its day. Anna Strong, one of the network's participants, used clothing hanging in specific configurations in accordance with a code to send signals.

Samuelson (1989) said that, many of the wives and sisters in the gang provided information or served as messengers for their men. One particularly mysterious member was agent 355—an undercover operative. She informed American operatives about Benedict Arnold's defection. She perished on the prison ship Jersey, along with hundreds of other prisoners, and was interred in a mass grave.

Berkin (2006) noted that the work that women put into helping America defeat the British was every bit as perilous and challenging as that of their male counterparts. For a variety of reasons, women were effective spies. Many of them exploited their culinary and housekeeping expertise, seizing the chance to listen in and obtain intelligence straight from the enemy.

Operation of Spies

Spies working for a nation can be categorized into two categories:

- Intelligence officers
- Agents.

Intelligence officers

Members of intelligence services are called intelligence officers, and they will undergo a thorough training program on the use of espionage and agent techniques. They may operate covertly or overtly, posing as trade delegates, journalists, or students, and identifying themselves to their host nation as representatives of foreign intelligence services. In order to conceal their agency's employment, some intelligence officers may operate covertly, posing as journalists, businesspeople, or students. On occasion, they may conduct business in "deep cover," using fictitious names and nationalities. Since they lack diplomatic immunity, these spies go by the term "illegals."

Agents

In the UK, an agent is a person who works covertly for an intelligence officer, supplying information. They are formally called "covert human intelligence sources." They might have had some basic training in espionage tactics, but they're not going to be a professional "spy." An agent may be motivated by a wide range of ideological or personal goals.

Intelligence officers procure intelligence firsthand and designate agents to carry out similar tasks. Agents of intelligence use a vast array of methods, often limited only by their imagination. They routinely record calls, listen to chats, and have secret conversations using the newest technology. They obtain secret information by utilizing their positions and trusted relationships. They might also look for areas of vulnerability in those who keep secrets. It's probable that they are aware of weaknesses in their company's security that they could take advantage of.

Espionage Threats in Modern Era

According to studies, most people fall victim to scams while they are going through a difficult time in their lives.

Need of Employers to Watch Over their Workers at Work

Owners of businesses want to maintain operations, cut expenses, assemble the most accountable and productive team members, and let go of inefficient ones. An employee is not as necessary to the company if they spend the most of their workdays on social media, entertainment websites, and soap operas, all while failing to do their assigned job. This is the initial, and possibly primary, objective of employers. The second reason for using such a system is that an organization wants to lower the chances of commercial information breaches; for instance, it wants to find out who is selling databases or sending clients to rival websites (these kinds of situations are not unusual). The third objective is to control the reputation of the company in the eyes of the clients. To do this, identify the sales managers who don't treat their business partners with adequate courtesy and politeness. In reality, the great majority of firms that choose to install monitoring systems do so with these three objectives in mind.

Awareness of Employees about Surveillance

Usually, a specific agent program will be installed in employee's computer. Information about the user is gathered. It can be seen in the computer's installed apps list and there will be a distinct program title for every system. The name of this program can be identified with the aid of the search engine. The existence of such a program in the applications list confirms that the employee is being monitored and it is the most dependable method. Sometimes the employee may learn by looking at the behavior of his boss. It should be a red flag if the department leader gets to know more than they should.

Application of Technology in Employee's Surveillance

Percolata, a Silicon Valley startup that counts 7-Eleven and Uniqlo among its clients, ranks employees according to their "true productivity" by using in-store sensors to determine each employee's score.

In 2019, employee monitoring has become more popular. Technological developments in wearables, machine learning, data analysis, and facial recognition have produced a plethora of products that facilitate employers' ability to monitor the employees both within and outside the workplace. The company most willing and well-known to use staff monitoring technology is Amazon. They often put their warehouse workers to a harsh work environment where everyone is monitored, evaluated and pressured to reach ever-higher benchmarks.

It appears that the attitude is that every second not spent creating—whether it's using the restroom, greeting a colleague, or pausing to reflect—is money that has been pilfered from the business. As a result, the workplace is a horrible place to work, where employees experience injury and sadness, which fosters a distrustful corporate culture.

With the use of Hubstaff, an employee monitoring tool, managers may view the employees job as they complete it. The technology for employee surveillance is scorching hot. It is simple to believe that surveillance technology is unrelated to the place of employment if anyone do not work in an Amazon warehouse. However, workers in the gig economy are already tracked and coerced by algorithms to follow instructions and continue working.

Conclusion

The nature of labor in the future may change. Employees privacy and personal information are not negotiable in exchange for a job. They can combat intrusive technology and data privacy abuses in the workplace by raising questions about surveillance monitoring and data privacy. They should be able to work somewhere that doesn't constantly watch over them.

To prevent data breaches, staff productivity can be increased and time theft, computer monitoring can be decreased. Businesses that use computer monitoring appropriately should stay within the parameters of regulations protecting employee privacy. Employees may not comprehend these procedures, though, and they may wonder why they are utilizing an employee monitoring technology and regarding workplace surveillance. Even though the employers are aware of the necessity of workplace monitoring, they should be ready to address any concerns that their staff may have about its applications.

References

1. Ardichvili, A. & Kuchinke, K.P. (2010). Leadership styles and cultural values among managers and subordinates: A comparative study of four countries of the former Soviet Union, Germany and the US. *Journal of Human Resource Development International*, pp. 99- 117.
2. Ardichvili, A. (2001). Leadership styles of Russian entrepreneurs and managers. *Journal of Developmental Entrepreneurship*, 6, pp. 57-100.
3. Banne, P. (2004). Leading from within. *Indian Management*, 43(6), pp. 46-48.
4. Bass, B.M. (1990). *Bass and stogdill's handbook of leadership: Theory, research, and managerial applications*, 3rd ed., The Free Press, New York, NY.
5. Boncella, R.J. Internet privacy: At home and at work, communications of AIS, 7. Article 14, 1-28.
6. Chattopadhyaya. *The Early History of Northern India*, Calcutta, 1950
7. Daft, R.L. (2005). *Leadership* (7th ed.), New Delhi: Cengage Learning India Private Limited
8. Eagly, A.H. & Johnson, B. (1990). Gender and leadership style: A Meta-Analysis. *Psychological Bulletin*, 108, pp. 233-256.
9. Frederick S. Lane (2003). The naked employee: How technology is compromising workplace privacy. 12.
10. George Bragues (2008). The ancients against the moderns: Focusing on the character of corporate leaders. *Journal of Business Ethics*, 78(3), pp. 373-387.
11. Goleman, D. (2000). Leadership that Gets Results, *Harvard Business Review*, pp. 78-90.
12. Harvey, M. (2001). The hidden force: A critique of normative approaches to business leadership. *SAM Advanced Management Journal*, 66(4), pp. 36-48.
13. Rath, T., & Conchie, B. (2008). *Strengths based leadership: Great leaders, teams and why people follow*, Gallup Press, New York.
14. Sessaiah, K. (2000), Are leaders born or developed?. *Indian Management*, 39(3), pp. 89-94.
15. Sinha, A.K., & Venus. (2000). Effective leadership style. *Indian Management*, 39(4), pp. 46-49.
16. Sivakumar, V., Saranya, P. R., Leelapriyadharsini, S., & Iyappan, A. (2019). Impact of social media on e-tourism: A critical analysis of determinants of decision making. *Journal of Tourism, Hospitality & Culinary Arts (JTHCA)*, 7(3), 1-7.
17. Sivakumar, V., Iyappan, A., & Leelapriyadharsini, S. (2019). Leveraging Communication Skills Through the Usage of Smart Phones Among the Students. *The Journal of Social Sciences Research*, 5(2), 360-366.
18. Teerlink, R. (2000). Harley's leadership U-Turn. *Harvard Business Review*, pp. 43-48.
19. Wikipedia: www.wikipedia.org/leadership
20. Wikipedia: www.wikipedia.org/spy leadership
21. Wood, B. (2011). What is ethical leadership. Melbourne Business School.