

In these six odd decades, the world's largest democracy has gone through numerous economic transformations. While India's democracy grew stronger by the day, "corporate democracy", in terms of both shareholder interest and employee say remained bleak for several reasons

Power to the people

MYTH V/S REALITY

Udit Mittal, MD, Unison International says, "India is the largest functioning democracy in the world with political consensus. Such a democracy, unfortunately doesn't exist in the corporate world; it's definitely a myth. In a democracy, equality and freedom form the base of operations. In a corporate set-up, it's difficult to see this happening - things are managed top-down. Decision-making is done at the top level; the bottom doesn't have much say. For businesses that decide to be democratic, they are not just being altruistic. They see benefits for their organisations in it."

CHALLENGES

Shrutidhar Pallwal, VP, corporate communications and media relations, Apteck Limited believes that corporate democracy is a complete myth - a mere lipservice. "Unfortunately, more number of executives are now seen to be managing their respective bosses or boards - more than the func-

tions. The reason why democracy doesn't exist in corporates is primarily due to the mindsets that often spark a debate between the young and experienced and this compounds the competition within the settled to the relatively inexperienced yet extremely communication-savvy generation. Also, a very important factor is the fear of competition. Losing information to the competition comes with everyone knowing about everything in the company and its operations."

Is it the pressure at the top or competition amongst peers that makes it difficult? "Actually both, but looking at the rat race, it is the competition not only amongst the peers, but also at the top-level management as well. They are in the run of getting maximum business at any cost and need to play a democratic game. I won't say it is unethical, because after all, it is for organisational growth," says Deepak Kaistha, director, Planman Consulting. According to Ronesh Puri, MD,

The reason why democracy doesn't exist in corporates is due to the mindsets that often spark a debate between the young and experienced and this compounds the competition within the settled to the inexperienced yet extremely communication-savvy generation

Executive Access, however, the reason is the sheer desire to perform or deliver more, whether it's at the top- or bottom-level. "The pressure in the corporate world has increased and is bound to increase more as it is becoming more of a performance-oriented world. Meeting targets and deadlines are pressures that any manager faces. Peer pressure doesn't make it any easier. When there are multiple people, there is a risk of having been left far behind," says Puri.

LEARNINGS DERIVED

What are the lessons that the corporate world must learn and unlearn from the example of the Indian democracy? Mittal adds, "Indian democracy, in itself, is huge, and difficult to manage. It is fighting various problems like corruption, influenced decision-making and various such things that prevent a democracy to be a truly people-driven mechanism. Politicians are not thinking socially; instead, it's becoming a profit-making venture. Corporates can learn from the mistakes being done and think how can they stop or prevent them."

Kamal Meattle, CEO, Paharpur Business Centre and Software Technology Incubator Park says, "With a billion people, the Republic of India is the world's largest democracy. India is very proud of its democracy, despite the wheeling and dealing that goes on. In India, we have all the necessary and fundamental rights. Right to equality, right to freedom of speech and expression and right against exploitation, etc show us the path of development. The corporate world must learn these things and try to follow these principles to achieve their goals."

— Unnati Narang

To read more such stories, log on to

www.itsmyascent.com/CareerAdvice

ABUDHABI
VISA & TICKET FREE
For a very prestigious Client Specialized in Oil & Gas urgently requires the following personnel,
SR. SHUTDOWN PLANNING ENGINEERS
BE Mech.Eng. with min 10 yrs exp out of which 7 yrs in shutdown planning of Oil and gas plants in the gulf countries. Consolidated salary 15,000 to 25,000 AED plus free bachelor accommodation & food at site.
Rush your Cv's to jobs@arvindint.com
M/s. ARVIND, Near AYYAPPANKAVU, ERNAKULAM (SOUTH) - 18