Movie Analysis – 3Idiots

Organizational Behavior

Phani Sarma. N 2008B3A8373G
Kavya. B 2008B4A3483G
# Table of Contents

- Cast 2
- A brief review of the plot 2
- Myers – Briggs Type Indicator (MBTI) 5
- Personality Types 6
- Big five Model of Personality Dimensions 7
- Reinforcement Theory 8
- Power and Politics 8
- Perception 9
- Conflicts 10
- Johari window 11
- Transactional Analysis 11
Movie Analysis - 3 Idiots

It's not that 3 Idiots is a flawless work of art. But it is a vital, inspiring and life-revising work of contemporary art with some heart imbued into every part. In a country where students are driven to suicide by their impossible curriculum, 3 Idiots provides hope. Maybe cinema can't save lives. But cinema, sure as hell, can make you feel life is worth living.

❖ Cast:

<table>
<thead>
<tr>
<th>Actor</th>
<th>Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aamir Khan</td>
<td>Ranchoddas &quot;Rancho&quot; Shamaldas Chanchad / Phunsukh Wangdu</td>
</tr>
<tr>
<td>Kareena Kapoor</td>
<td>Pia Sahastrebuddhe</td>
</tr>
<tr>
<td>R. Madhavan</td>
<td>Farhan Qureshi</td>
</tr>
<tr>
<td>Sharman Joshi</td>
<td>Raju Rastogi</td>
</tr>
<tr>
<td>Boman Irani</td>
<td>Viru Sahastrebuddhe (ViruS)</td>
</tr>
<tr>
<td>Omi Vaidya</td>
<td>Chatur Ramalingam (Silencer)</td>
</tr>
<tr>
<td>Parikshit Sahni</td>
<td>Mr. Qureshi</td>
</tr>
<tr>
<td>Javed Jaffrey</td>
<td>Ranchoddas Shamaldas Chanchad</td>
</tr>
<tr>
<td>Mona Singh</td>
<td>Mona Sahastrebuddhe (Pia's sister)</td>
</tr>
<tr>
<td>Sanjay Lafont</td>
<td>Suhas</td>
</tr>
<tr>
<td>Rahul Kumar</td>
<td>Millimeter</td>
</tr>
<tr>
<td>Amardeep Jha</td>
<td>Mrs. Rastogi</td>
</tr>
<tr>
<td>Farida Dadi</td>
<td>Mrs. Qureshi</td>
</tr>
<tr>
<td>Jayant Kripalani</td>
<td>Interviewer</td>
</tr>
<tr>
<td>Arun Bali</td>
<td>Shamaldas Chanchad</td>
</tr>
</tbody>
</table>

❖ A Brief review of the plot:

Farhan Qureshi (R. Madhavan), Raju Rastogi (Sharman Joshi), and Ranchoddas "Rancho" Shamaldas Chanchad (Aamir Khan) are three engineering students who share a room in a hostel at the Imperial College of Engineering, one of the best colleges in India. While Farhan and Raju are average students from modest backgrounds, Rancho is from a rich family. Farhan wants to become a wildlife photographer, but has joined engineering college to fulfill his father's wish. Raju on the other hand wants to uplift his family fortunes. Rancho is a wealthy genius who studies for the sheer joy of it. However, Rancho's passion is for knowledge and taking apart and building machines rather than the conventional obsession of the other students with exam ranks. With his different approach Rancho incurs the wrath of dean of college, Professor Viru Sahastrabudhhe (ViruS) (Boman Irani). Rancho irritates his lecturers by giving creative and unorthodox answers, and confronts ViruS after fellow student Joy Lobo hangs himself in his dormitory room. Joy had requested an extension on his major project on compassionate
grounds—his father had suffered a stroke—but ViruS refused, saying that he himself was completely unmoved by his own son's accidental death after being hit by a train. Rancho denounces the rat race, dog-eat-dog, mindless rote learning mentality of the institution, blaming it for Lobo's death.

Threatened by Rancho's talent and free spirit, ViruS labels him an "idiot" and attempts on a number of occasions to destroy his friendship with Farhan and Raju, warning them and their parents to steer clear of Rancho. In contrast, ViruS’ model student is Chatur Ramalingam or "Silencer", (Omi Vaidya) who sees a high rank at the prestigious college as his ticket to higher social status, corporate power, and therefore wealth. Chatur conforms to the expectations of the system. Rancho humiliates Chatur, who is awarded the honour of making a speech at an award ceremony, by substituting obscenities into the text, which has been written by the librarian. As expected, Chatur mindlessly memorises the speech, without noticing that anything is amiss, partly aided by his lack of knowledge on Hindi. His speech becomes the laughing stock of the audience, infuriating the authorities in the process.

Meanwhile, Rancho also falls in love with ViruS' medical student daughter Pia (Kareena Kapoor) when he, Raju and Farhan crash her sister's wedding banquet in order to get a free meal, in the process further infuriating ViruS.

Meanwhile, the three students continue to anger ViruS, although Rancho continues to come first in every exam, while Chatur is always second, and Farhan and Raju are inevitably in the last two positions. The tensions come to a head when the three friends, who are already drunk, break into ViruS's house at night to allow Rancho to propose to Pia, and then urinate on a door inside the compound before running away when ViruS senses intruders. The next day, ViruS threatens to expel Raju lest he talks on the other two. Unable to choose between betraying his friend or letting down his family, Raju jumps out of the 3rd floor window and lands on a courtyard, but after extensive care from Pia and his roommates, awakes from a coma.

The experience has changed Farhan and Raju, and they adopt Rancho's outlook. Farhan decides to pursue his love of photography, while Raju takes an unexpected approach for an interview for a corporate job. He attends in plaster and a wheelchair and gives a series of non-conformal and frank answers. However, ViruS is unsympathetic and vows to make the final exam as hard as possible so that Raju is unable to graduate. Pia hears him and angrily confronts him, and when ViruS gives the same ruthless reply he gives to his students, she denounces him in the same way that Rancho did over the suicide of Lobo. Pia reveals that Viru's son and her brother was not killed in an accident but committed suicide in front of a train and left a letter because ViruS had forced him to pursue a career in engineering over his love for literature; ViruS always mentioned that he unsympathetically failed his son on the ICE entrance exams over and over to every new intake of ICE students. After this, Pia walks out on the family home, and takes ViruS's spare keys with her. She tells Rancho of the exam, and he and Farhan break into ViruS's office and steals the exam and give it to Raju, who with his new-found attitude, is
unconcerned with the prospect of failing, and refuses to cheat and throws the paper away. However, ViruS catches the trio and expels them on the spot. However, they earn a reprieve when Viru's pregnant elder daughter Mona (Mona Singh) goes into labour at the same time. A heavy storm cuts all power and traffic, and Pia is still in self-imposed exile, so she instructs Rancho to deliver the baby in the college common room via VOIP, after Rancho restores power using car batteries and a power inverter that Rancho had dreamed up and ViruS had mocked. Rancho then delivers the baby with the help of a cobbled-together Vacuum extractor.

After the baby is apparently stillborn, Rancho resuscitates it. ViruS reconciles with Rancho and his friends and allows them to take their final exams and they graduate. Rancho comes first and is awarded ViruS's pen, which the professor had been keeping for decades before finding a brilliant enough student to gift it to.

Their story is framed as intermittent flashbacks from the present day, ten years after Chatur vowed revenge on Rancho for embarrassing him at the speech night and promised to become more successful than Rancho a decade later. Having lost contact with Rancho, who disappeared during the graduation party and went into seclusion, Raju and Farhan begin a journey to find him. They are joined by Chatur, now a wealthy and successful businessman, who joins them, brazenly confident that he has surpassed Rancho. Chatur is also looking to seal a deal with a famous scientist and prospective business associate named Phunsukh Wangdu. Chatur sees Wangdu, who has hundreds of patents, as his ticket to further social prestige. When they find Rancho's house in Shimla, they walk into his father's funeral, and find a completely different Rancho (Jaaved Jaffrey). After accusing the new man of stealing their friend's identity and profiting from his intellect, the host pulls a gun on them, but Farhan and Raju turn the tables by seizing the father's ashes and threatening to flush them down the toilet. The householder capitulates and says that their friend was a destitute servant boy who loved learning, while he, the real Rancho, was a lazy wealthy child who disliked study, so the family agreed to let the servant boy study in Rancho's place instead of labouring. In return, the real Rancho would pocket the qualifications and the benefits thereof, while the impersonator would sever all contact with the world and start a new life. The real Rancho reveals that his impersonator is now a schoolteacher in Ladakh.

Raju and Farhan then find Pia, and take her from her wedding day to Suhas by performing the same tricks with his material possessions, and having Raju turn up to the ceremony disguised as the groom and eloping with Pia in public. When they arrive in Ladakh, they see a group of enthusiastic Ladakhi children who are motivated by love of knowledge. Pia and the fake Rancho rekindle their love, while Chatur mocks and abuses Rancho the schoolteacher. He asks Rancho to sign on a DECLARATION OF DEFEAT document. And sees that Rancho is using the pen which ViruS had gifted him. Chatur snatches the pen from Rancho and starts to move back. When Rancho's friends ask what his real name is, he reveals that his real name is Phunsukh Wangdu and phones Chatur, who has turned his back, and tells him that he will not be able to sign the deal with him because he has his pen. He asks Chatur to turn around
meet his prospective business partner. Chatur is horrified and falls to his knees, accepts his defeat and continues to plead his case with Phunsukh to establish the business relationship he was after.

This movie not only questions our education system but also the motive of doing higher education. Now-a-days, students are pursuing Engineering and MBA as they want give more importance to money than their real interests and strengths in life. It is time for our educators also to wake up, as some of them transform the most interesting subjects into painful experiences. Parents sometimes also ruin the childhood of their kids by trying to achieve their personal dreams through their children. To make them achieve things, they pressurize them which sometimes to leads to suicide.

The following personality traits are discussed by using MBTI, TYPE A, TYPE B and BIG FIVE MODEL of Organizational behavior in the context of a movie 3 idiots.

❖ **Myers-Briggs Type Indicator (MBTI):**

<table>
<thead>
<tr>
<th>Character</th>
<th>Extroverted(E)</th>
<th>Introverted(I)</th>
<th>Sensing(S)</th>
<th>Intuitive(N)</th>
<th>Thinking(T)</th>
<th>Feeling(F)</th>
<th>Judging(J)</th>
<th>Perceiving(P)</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aamir Khan</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>ENTP</td>
</tr>
<tr>
<td>Kareena Kapoor</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>ESFP</td>
</tr>
<tr>
<td>R. Madhavan</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>ESTP</td>
</tr>
<tr>
<td>Sharman Joshi</td>
<td>Y</td>
<td>N</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>ENFJ</td>
</tr>
<tr>
<td>Boman Irani</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>ISTJ</td>
</tr>
<tr>
<td>Omi Vaidya</td>
<td>N</td>
<td>Y</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>Y</td>
<td>N</td>
<td>ISTJ</td>
</tr>
</tbody>
</table>

*Note: Where Y = Yes, N = No and only important characters are dealt in the discussion.*

**Reasons:**

The MBTI score of Aamir Khan in the movie is ENTP because he is Quick, ingenious, stimulating, alert, and outspoken. He is resourceful in solving new and challenging problems, Adept at generating conceptual possibilities and then analyzing them strategically. He is also good at reading other people and Bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another in machines, Focus on the here-and-now, spontaneous, enjoy each moment that he can be active with others and Learn best through doing. This can be justified at any stage of the film because he always chooses to go for innovating new machines and developing an ideology that is error free.

The MBTI score of Kareena Kapoor in the movie is ESFP because she is outgoing, friendly and accepting. She enjoys working with others to make things happen, brings common
sense and a realistic approach to their work and makes work fun. She is also flexible and spontaneous, adapts readily to new people and environments; learns best by trying a new skill with other people. Since she is a doctor in the film the character reflects that she is friendly, outgoing at any stage. This can be justified at any state of the movie from her sister’s marriage to the climax shoot.

The MBTI score of R.Madhavan in the movie is ESTP because he is stimulating, alert, and outspoken; resourceful in solving new and challenging problems. He is good at reading other people and bored by routine, will seldom do the same thing the same way, apt to turn to one new interest after another. The personality trait of Madhavan is kind of flip flop in his character. At the starting of the story he joins the Imperial College for the sake of his dad’s wish and will not reveal his zeal in wild life photography. But by the end of the story he reveals that he is not at all interested in doing a job that a normal engineer does.

The MBTI score of Sharman Joshi in the movie is ENFJ because he is warm, empathetic, responsive, and responsible; highly attuned to the emotions, needs, and motivations of others; finds potential in everyone, wants to help others fulfill their potential; sociable, facilitates others in a group. The explanation can be justified from many parts of the movie i.e. he is highly attuned emotions can be justified when he is emotionally moved when Aamir Khan joins his father in the hospital and when Virus rusticates him from his college. He is loyal and responsive when Virus asks him to reveal who he was with, the last night.

The MBTI score of Boman Irani in the movie is ISTJ because he is quiet, serious; earn success by thoroughness and dependability, practical, matter-of-fact, realistic, and responsible. He decides logically what should be done and works toward it steadily, regardless of distractions. He also takes pleasure in making everything orderly and organized – work, home, life & values traditions and loyalty. The explanation can be justified at any stage of the story.

The MBTI score of Omi Vaidya in the movie is ISTJ for the same reasons why Boman Irani is of the same personality type.

- **Personality Types:**

<table>
<thead>
<tr>
<th>Type A</th>
<th>Type B</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boman Irani</td>
<td>Aamir Khan</td>
</tr>
<tr>
<td>Omi Vaidya</td>
<td>R. Madhavan</td>
</tr>
<tr>
<td>Sharman Joshi</td>
<td></td>
</tr>
</tbody>
</table>
Reasons:

Type A’s
1. are always moving, walking, and eating rapidly.
2. feel impatient with the rate at which most events take place.
3. strive to think or do two or more things at once.
4. cannot cope with leisure time.
5. are obsessed with numbers, measuring their success in terms of how many or how much of everything they acquire.

Type B’s
1. never suffer from a sense of time urgency with its accompanying impatience;
2. feel no need to display or discuss either their achievements or accomplishments;
3. play for fun and relaxation, rather than to exhibit their superiority at any cost;
4. can relax without guilt.

❖ The Big Five Model of Personality Dimensions:

<table>
<thead>
<tr>
<th>Extroversion</th>
<th>Agreeableness</th>
<th>Conscientiousness</th>
<th>Emotional Stability</th>
<th>Openness to Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aamir Khan</td>
<td>Aamir Khan</td>
<td>Boman Irani</td>
<td>Joy Lobo</td>
<td>Aamir Khan</td>
</tr>
<tr>
<td>Kareena Kapoor</td>
<td>Kareena Kapoor</td>
<td>Omi Vaidya</td>
<td>Sharman Joshi</td>
<td>R. Madhavan</td>
</tr>
<tr>
<td>R. Madhavan</td>
<td>R. Madhavan</td>
<td>Kareena Kapoor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sharman Joshi</td>
<td>Sharman Joshi</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Reasons:

**Extroversion:**
The characters of Aamir Khan, Kareena Kapoor, R. Madhavan, Sharman Joshi can be treated to be extroverted because they are *Sociable, gregarious, and assertive* most of the times in the story.

**Agreeableness:**
The personality dimensions of Aamir Khan, Kareena Kapoor, R. Madhavan, Sharman Joshi in the film can be treated to be agreeableness because they are *Good-natured, cooperative, and trusting* throughout the movie.

**Conscientiousness:**
The personality dimensions of Boman Irani, Omi Vaidya, Kareena Kapoor in the film can be treated to be Conscientiousness because *Responsible, dependable, persistent, and organized* according to most of the scenes.
Emotional Stability:
The personality dimensions of Joy Lobo, Sharman Joshi in the film can be treated as emotionally unstable because both of them are nervous, depressed, and insecure under stress (negative).

Openness to Experience:
The personality dimensions of Aamir Khan, R. Madhavan in the film is more of kind openness to experience because they are Curious, imaginative, artistic, and sensitive in machines and photography respectively.

Reinforcement Theory:
The reinforcement theory can be used to explain the case of Joy Lobo’s suicide in the film. In reinforcement theory a combination of rewards and/or punishments is used to reinforce desired behavior or extinguish unwanted behavior. Any behavior that elicits a consequence is called operant behavior, because the individual operates on his or her environment. Reinforcement theory concentrates on the relationship between the operant behavior and the associated consequences, and is sometimes referred to as operant conditioning.

It can be basically divided into two types:

1. Positive Reinforcement
2. Negative Reinforcement

In this case there is no positive reinforcement given to Joy Lobo. Instead there is negative reinforcement from Virus in the form of discouragement. This can be justified by the conversation they had in reference to Lobo’s project. Lobo will not have committed a suicide if he had got enough support and encouragement from Virus.

Power and Politics:
Virus plays politics at one point of the story i.e. when it is the time for final exams he decide to screw sharman joshi’s life just because of the personal grudge virus had towards joshi. This can be explained using the help of ‘Cohesive Power’ which is a Formal Power. He also brings up the police in using his ‘Legitimate Power’ to get the 3 idiots arrested. But finally he gets to know his mistake.
Perception:

Perception is a process by which individuals organize and interpret their sensory impressions in order to give meaning to their environment. A number of factors influence perception, some of them are:

The perceiver: When an individual looks at the target and attempts to interpret what he or she sees, that interpretation is influenced by personal characteristics of the individual perceiver.

The target: Characteristics of the target can influence of what is being perceived.

The situation: The context in which we see objects or events is important. Elements in the surrounding environment influence our perceptions.

Attribution theory: The theory suggests that when we observe an individual's behavior, we attempt to determine whether it was internally or externally caused. That determination, however, depends largely on three factors: (1) distinctiveness, (2) consensus, and (3) consistency.

Distinctiveness refers to whether an individual displays different behaviors in different situations. It’s high when the behavior is different in different situations, which implies that the person is externally driven.

If everyone who is faced with a similar situation responds in the same way, we can say the behavior shows consensus. If it’s high, then the person is externally driven.

Over a period of time, if the person responds in the same way, then it is consistency. If its high, unlike the above two cases, the person is internally driven.

Now based on this theory let’s see which characters are internally driven and which are externally driven.

First, considering Aamir Khan, he responds to different situations in different ways i.e. he has high consistency but over a period of time his behavior remains the same he has high consistency which means that he is internally driven.

Coming to Sharman Joshi, he doesn’t respond to different situations in the same way and moreover he is bothered a lot about his family’s financial status. And he has low consistency. All these make him externally driven.

Madhavan is also externally driven, because it’s only for his parents he has done engineering; but not out of his own interest.
Conflicts:

The causes for conflicts can be any of the following:

- Communication
- Incompatible goals
- Interdependence
- Differentiation

Conflicts are generally of two types: 1) Task-oriented  2) Socio-emotional

In this there was a conflict between Aamir Khan and Omi Vaidya regarding the speech given in the auditorium by Omi which is actually the edited version of the original one. This incident had hurt the self-respect of Omi and eventually it lead to a socio-emotional conflict.

And, there was one more serious conflict between Boman Irani and Aamir. It was mainly on the education system being followed by most of the colleges in India. First it started off as a task-oriented conflict; but later on due to some personal grudges, it turned into a socio-emotional conflict. When this happens, escalation of conflict takes place.

The above graph is about assertiveness versus cooperativeness.

Let us discuss this with respect to our various characters.

Aamir Khan is more of collaboration type. Initially he failed because of lack of openness among the management of his college. But later he succeeded because of this quality.
Madhavan comes under cooperative category. His passion is wild-life photography but his parents wanted him to become an engineer and that is the only reason he pursued engineering. Thus arises a conflict. This helps in building relationships but it does not fulfill one’s needs.

Omi vaidya falls under competing category. He is too much into himself. It may not lead to success all the time.
Sharman Joshi is partially avoiding type and partially compromise type. Things get bottled up and they burst out at once leading to complex situations like his suicide.

**Johari window**

<table>
<thead>
<tr>
<th>YOU</th>
<th>YOU</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open self</td>
<td>Hidden self</td>
</tr>
<tr>
<td>Blind self</td>
<td>Undisclosed self</td>
</tr>
</tbody>
</table>

Open self is known to you and others too. Hidden self is known only to you. Blind self is known only to others. Undisclosed self is neither known to you nor to others. Every person has some portion of every self.

In this movie, after the three people Madhavan, Aamir and Sharman Joshi joined as a group, they increased space for open self. When we go around in and as a group, we get and give constant feedback. Without our knowledge, this helps in reducing our blind self and adds up to open self.

Aamir used to counsel both of his friends during his college days. Unknowingly, it helped in turning their undisclosed self into open self.

Because of the communication that took place between them, some of their hidden self got converted into open self.

**Transactional analysis**

Ego states:

This explains about the various ego states while responding to situations. The various ego states are:

1) Parent State 2) Child State 3) Adult state

In the parent states and child states, people react to the situation emotionally where as in the adult state, things are rationalized.

Complementary transaction: In this case, we get a response from the same ego state.
**Crossed transaction**: Here, response is received from another ego state.

**Ulterior transaction**: This transaction is dangerous at times and leads to disruption of communication. The tone doesn’t match the ego state.

Let us take some examples from the movie.

In a particular scene, Boman Irani reminds Sharman and Madhavan about their family’s financial status and suggests them to shift to Omi Vaidya’s room so that they can concentrate only on studies. Virus’s (Boman Irani) ego state here is **critical parent state** by showing authority, exercising control.

At the end of the movie, Madhavan tries to convince his father to take up photography as his career. In that scene, initially his father was in a **nurturing parent state** and Madhavan in an **adult state**. Thus a **crossed-transaction** took place in the beginning. Later Madhavan started convincing his father, after which he started to rationalize things. Finally, both of them came into adult state and a **complementary transaction** took place, after which both of them are satisfied.

**Life positions**

- **I am OK, you are OK**: A person accepts others in spite of their shortcomings and feels OK about himself despite not being perfect.
- **I am OK, you are not OK**: Comes over as distrustful, arrogant superior. Thinks that others are inferiors.
- **I am not OK, you are OK**: Recognized by attitudes of depression, powerlessness and inferiority. Thinks that others are better.
- **I am not OK, you are not OK**: A position of thorough hopelessness and despair.

Obviously, **I am OK, you are OK** life position is the most healthy life position.

Aamir Khan comes under I’m OK you are ok. He has high self-esteem and he also accepts others.

Sharman Joshi is always under family pressure and he feels inferior to others; he falls under I’m not OK, you are ok.

Madhavan partially comes under Im not OK, you are ok.

Omi Vaidya and Boman Irani come under I’m OK, you are not ok. Joy (the college guy who committed suicide) falls under I’m not OK, you are not ok category.