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Management Lessons From Bhagavad Gita

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Abstract

The tremendous contribution of India to the world is Holy Bhagavad Gita which is considered to be one of the first disclosures from God. The spiritual ideology and management lessons in this Gita were brought in to well-lighted of the world by many great Indian effort and they call the Bhagavad-Gita the soul of Vedic Literature and a complete model to practical life. This paper focuses the modern management concepts like mission, vision, leadership, motivation, excellence in work, achieving goals, work commitment, decision making and planning, how all are discussed in the Bhagavad-Gita.

Keywords: Bhagvada Gita, God, Spiritual ideology, Vedic literature, Management

Introduction

In the today's scenario management is the essential part of every one life. Management is the getting things done through and with people, efficiently and effectively. Management involves planning, organizing, staffing, directing and controlling human efforts. Bhagavad Gita slokas by management view-The philosophy of Bhagavad Gita should not be viewed from devotional perspectives only but also as a guide in developing managerial effectiveness. The Bhagavad Gita was delivered by Sri Krishna to motivate Arjuna, who got mentally disturbed upon seeing those near and dear ones whom he had to kill in the war of Kurukshetra, Lord Krishna told him to perform his duty. In the eighteen chapters of Bhagavad Gita, one discovers tremendous management guidelines which are applicable even today.

Objectives

1. To reconsider some of the modern management concepts in the light of the Bhagavad Gita
2. To study about Bhagavad Gita and managerial effectiveness
3. To study about the management lesson from Bhagavad Gita

Managerial Functions and Bhagavad Gita

1. Planning
2. Organizing
3. Staffing
4. Directing
5. Controlling

Planning

Planning is the basic function of every organization. Formulate strategies to achieve them. Bhagavad Gita guide for developing managerial efficiency and effectiveness to achieve the desired results.

Organising

The process of defining and grouping the activities of the enterprise. Bhagavad Gita turns human beings weaknesses into strengths and shares the responsibilities among the people.

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Staffing

The selection and training of individual for specific job functions. In Bhagavad Gita selecting right set of individuals in the team. Selecting the right managers who motivate to group members.

Directing

Directing includes framework an effective work climate and creating opportunity for motivation, supervising, scheduling and discipline.

When Arjun reached the battle field he lost his courage to fight when he saw his young and old relatives as his opponents and feeling that he will have to kill them. He resisted to fight and dropped his arms. That time Lord Krishna directed him and said that you should focus on your goal.

Controlling

Controlling means the power to control how something is managed or done.

Controlling an army of 1.53 million soldiers and warriors to action against a bigger army was not an easy task. The 1.53 million soliders were divided in 7 divisions led by a commander each further controlled by a supreme commander.

Lessons from Bhagavad Gita

1. Stick On A Goal

Fix a goal and achieve them.

2. Utilization Of Available Resources

Proper utilization of scare resources effectively.

3. Attitudes towards the Work

To develop the visionary perspective in the work we do.

4. Work Commitment

A popular verse of the Gita advises detachment from the fruits or results of actions performed in the course of one's duty. Detach yourself from the end rewards and concentrate on the work itself. Being dedicated work has to mean working for the sake of work, generating excellence for its own sake.

5. Work Results

The Gita explains the theory of "detachment" from the extrinsic rewards of work:

- If the result of sincere effort is a success, the entire credit should not be appropriated by the man of action alone.
- If the result of sincere effort is a failure, then the entire blame does not accrue to the man of action

6. Motivation

Motivation plays a critical role in achieving goals and business objectives.

Lord Krishna said: you have a right to perform your prescribed duty, but you are not entitled to the fruits of action. Never consider yourself the cause of the results of your activities, and never be attached to not doing your duty. After listening and followed by leaders order Arjun recovered and decided to fight in the war against his enemies. This is the outcomes of Krishna's motivation to Arjun.

7. Work Culture

An effective work culture is about active and rigorous efforts in pursuit of given or chosen tasks. Sri Krishna elaborates on two types of work culture daivi sampat or divine work culture and asuri sampat or demonic work culture.

Daivi work culture- Daivi work culture involves fearlessness, self-control, sacrifice, straight forwardness.

Asuri work culture- Asuri work culture involves egoism, personal desires, and improper performance.

Crave Daivi sampat work culture to become a world class enterprise to tap the potential avenues.

8. Surrender to the Supreme

Lord Krishna asked Arjuna to surrender him to lord; you should not have doubts on the existence of the lord. Look for the bigger and harmonious picture, put yourself egos aside. Spirituality leads to social harmony and realize ultimate destiny of human beings as a result self-assessment and self-determination.

9. Power of Science and Wisdom

Gita says "Science can be understood by our senses i.e. mouth speaks and understands various issues through eyes, ears and other senses. Wisdom will create inner feeling (intuition), it will make power of your intentions very strong, which can be transformed into introspection, after series of inner understanding if your mind says yes it becomes intentions". Intentions starts with inner feelings then transform into intuitions and travel as introspection and ably supported by wisdom becomes an action plan and your expressions and through science it becomes success formula.

10. Steadiness of Mind

Krishna tells in the midst of the battlefield that one should practice steadiness of mind him by yoga. Life is like Mahabharata wherein have battle being fought daily in the mind. Lesson: With steadiness of mind one can calm the emotions and increase his/her Viveka or Buddhi with vichikshana.

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12. In Action to Action

Krishna's response to the despondency of Arjuna on the battlefield was that "This is not the behavior of a great warrior" Individuals and organizations are straggling to move ahead with different obstacles. Intent towards action not on its fruits.

13. Intentions Are Your Expressions

Gita says "your intentions should be clear, practical and achievable and should differentiate you from others. Power of intention is the success mantra for attaining any desired task.

14. Anger Management

Lord Krishna Said, desire for sense objects comes from attachment to them, and anger comes from unfulfilled desires” Modern psychoanalysis revealed that anger is a manifestation of repressed and suppressed desires. The purpose of life, our responsibilities, our goals and most importantly, peaceful co-existence with fellow human beings.

15. Transformational Leadership

Transformational leaders (HR managers) exhibit charisma, encourage followers to do their own way and treat followers differently but equitably based on follower need. Today’s HR managers and consultants can benefit from the philosophy of Bhagavad-Gita, which can serve as a guide in HRM. Mere reflection of western HRM approaches may not be appropriate in the Indian (Asian) context due to differences in the cultural environment. Many new recent HRM approaches will continue to emerge, however the Bhagavad-Gita has remained and will remain to be applicable and continue to contribute to HRM for many centuries to come.

Conclusion

The contribution of Bhagavad Gita not only spiritual knowledge but also the art of self-determination, personality, behavior, time management, stress management and many others aspects of management which can be used as a guide to increase management effectiveness. The Bhagavad-Gita suggested an HRM approach, which focuses on exploring the inner world of the self. If managers can develop a sense of confidence as indicated in the Gita, the quality of leadership will be improved and the quality of management will be improved.

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