

Spiritual Management Ideologies taught in Bhagavad Gita- a cross reference with regard to Indian Banking Sector

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Abstract:

In every financial institutions, managers will have confusion and dilemmas regarding what to do or not to do, what to be or not to be. Every manager is working in the background of a battle-like situation in the organization with such dilemmas, confusions, and stress. He has to face many challenges in the day to-day running of the concern, like attaining targets, maintaining growth, ensuring a good work environment for subordinates, solving their problems, etc.

Lord Krishna's guidance to Arjuna in Bhagavat Gita can be a lodestar to the modern managers in the mildest of such challenges and confusions which they experience in the globalised world. In this study, researchers have made analysis and interpretations of selected verses from the Bhagavad Gita which explains six Spiritual Management Ideologies which are very significant in the modern management era. This qualitative research study uses Hermeneutics methodology. The present study concluded with the suggestion of including the teaching from Bhagavad Gita in the schedule of training sessions for managers. It is a ready reference for managers in every situation at work and life. It should be taught at the school level itself by including the Bhagavad Gita in the syllabus. It helps to inculcate values and ethics in children, transforming them into better global citizens for our country and the rest of the universe.

Keywords: Bhagavad Gita, Lord Sree Krishna, Spiritual Management Ideologies, management thoughts, leadership, stress management, problem solving, mentor, managerial skill.

Introduction:

The Bhagavad Gita is not a religious book only. It is a book which provides us with the way to live our lives in a mindful manner. It is taught to Arjuna on the battlefield of Kurukshetra when Arjuna is confused and is under severe stress and dilemma. This is the exact situation Gita begins with. It begins with the confusion, stress, and inactivity of Arjuna on the battlefield. There are eighteen chapters containing a total of seven hundred verses with an abundance of knowledge concerning all areas of life..

In Gita, Krishna actually empowers Arjuna to make his own choice in performing duties. He facilitates Arjuna and explains Arjuna's strengths and abilities. He advises that the problems are smaller than Arjuna's power. The heartbreaking situation is nothing before a powerful man like Arjuna, who has the capacity to overcome the challenges, pains and confusion through which he is moving through. Krishna makes Arjuna understand his power, strength and duty. Lord Krishna builds a powerful sense of confidence in Arjuna through the manifestation of his own power.

The guidance provided by Lord Sree Krishna to Arjuna in the Bhagavad Gita can be utilized by the managers in Indian Banking sector even in this era of tough targets and stiff competition for performing their job effectively and overcoming the problems faced by them with a positive vision of their own lives. The Bhagavad Gita does not demand the sacrifice of material things in this world. It shows a path to purifying the mind and soul and helps to realize the inner-self and the supreme one.

Review of Literature:

Sharma (1999) in his work pointed out that increasing popularity of the Bhagavad Gita in addressing managerial has been a growing interest among management researchers in applying the concept of Karma Yoga. Bhagavad Gita is helps to preserve our energy both physically and mentally and purifies our thoughts and make oneself to work without attachment to results.

Shiv K. Tripathi (2007) in his research, "Managing Business as a Spiritual Practice: The Bhagavad Gita way to Achieve Excellence through Perfection in Action", studied the ways to supplement modern management principles and functions by incorporating the three paths of human salvation taught in Bhagavad Gita .

Biswajit Satpathy (2010) in his research studied the Spiritual intelligence detailed in Bhagavad Gita. The non physical and motivating propertied of spiritual intelligence in Bhagavad Gita is well studied in his work. He used hermeneutics methodology of Research.

Anila KP and Dr. V.Krishnaveni (2017) pointed out the importance of tuning western management principles and those taught in Bhagavad Gita. They spelled out the use of

moral dimensions in business life. Both business and personal life needs the extracts of Bhagavad Gita for best results.

Subhadeep Mukherjee (2017) explains in his article that 'Bhagavad Gita is a guide to reach spiritual paths through which we can attain self-knowledge and inner-peace. He pointed out that our legendary leaders like Mahatma Gandhi, Dr. Radhakrishnan, Lokmanya Tilak and many others was inspired by the philosophy of 'Bhagavad Gita'.

Dr. Aswathi Nair (2019), in her work studied about “identity crisis and intrapersonal conflict management from the premise of Bhagavad Gita,an enviable product of ancient Indian classical literature written in Sanskrit Language”. In this paper, an assessment, analysis and interpretation of verses of Bhagavad Gita regarding Identity Crisis and Intrapersonal Conflict is carried out.

Research Gap:

A lot of management Ideologies are explained by Lord Sree Krishna in Bhagavad Gita. Only five ideologies are taken for the current study. So there is scope for further researches in this area as Bhagavad Gita contains abundance of knowledge concerning management that can be utilized for effectively managing an organization.

Objectives of the Study:

1. To understand Spiritual Management ideologies taught in Bhagavat Gita
2. To study and interpret verses of Bhagavad Gita on Management ideologies.
3. To suggest ways for solving problems faced by managers in this era by interpreting verses of Bhagavad Gita.

Methodology and Scope:

This is a descriptive study. This qualitative research study uses Hermeneutics methodology. Hermeneutic is a discipline that uses a methodology of interpretation, study of originality of texts with the help of other interpretations. It is a justifying methodology. Interpretations of sacred scriptures of the Jewish and Biblical exegesis traditions are commonly done using this methodology.

The scope of study is limited to the six Spiritual management ideologies taught by Bhagavad Gita and not all the ideologies taught in Bhagavad Gita are covered.

Limitations of the Study:

1. The researcher had tried to study and interpret six spiritual management ideologies taught by Gita and not all ideologies explained in Gita

2. The research study and results are based on the understanding of the Author regarding Bhagavad Gita. It can be subject to discussion.
3. The research methodology applied here has its own inherent limitations.

Theoretical framework:

Bhagavat Gita and Management ideologies:

Management has become an important part of day to day life of every individual. For effectively attaining the objectives or goals of an organization, people working in the organization should be guided and managed towards such aims with the help of principles, techniques and strategies. Management is professional art and science of getting things accomplished through optimum utilization of available resources. For these functions of management starting from planning to control is to be effectively carried out. 'Bhagavad Gita' is considered as a complete guide to enhance the efficiency and the effectiveness of employees to achieve the desired goals by applying the strategies like converting the weaknesses into strengths of the workers, sharing authorities, responsibilities and ideas, allotting right person for the right job in the team, imparting knowledge about the job environment, mentorship to inspire subordinates and provide solutions to the problems faced by them. Bhagavad Gita ensures peaceful and ethical working environment in the organization through purified thinking and conducts, doing the duties without detaching to results,, strategic plans and accomplishment etc.. Absence of efficient Management will lead to disorder, turmoil, wastage, destruction, depression and stress. Bhagavad Gita can be used as an ultimate solution for all such dilemmas of inefficiency and mismanagement.

Knowledge Management:

न च तस्मान्मनुष्येषु कश्चिन्मे प्रियकृत्तमः ।
भविता न च मे तस्मादन्यः प्रियतरो भुवि ॥

*“na cha tasmān manuṣhyeṣu kaśchin me priya-kṛittamaḥ
bhavitā na cha me tasmād anyaḥ priyatara bhuvi”.*

In Chapter 18, verse 69 of the Bhagavat Gita, Lord Krishna explains to Arjuna the highest gift one can give to others. It is the gift of "knowledge" because knowledge does have the capacity to change one's life entirely. Physical objects can never beat the power of knowledge. One should share knowledge and wisdom with others as it grows rapidly while sharing with needy people.

The manager should be "Sarvajna", meaning all-knowing. He should never hesitate to share his knowledge with others, especially with his subordinates. A manager should be able to remind subordinates of the exact purpose of their job and should apply techniques or methods to overcome fear and tensions faced by their subordinates and solve problems with their work. He should apply his knowledge for the good of all, and this can reduce conflicts of interest among subordinates.

Mentor of mentors:

मच्चित्ता मद्गतप्राणा बोधयन्तः परस्परम् ।
कथयन्तश्च मां नित्यं तुष्यन्ति च रमन्ति च ॥

*mach-chittā mad-gata-prāṇā bodhayantaḥ parasparam
kathayantaśh cha mām nityam tuṣhyanti cha ramanti cha*

Lord Krishna says in Chapter 10, verse 9, that where people devote their intellect, body, and wealth determines what is most important to their hearts. Devotees show their devotion to God by committing themselves to him. "My followers submit their lives to me," Shree Krishna declares in Mad-gata-pranah. Lord Krishna stood firm in his support of the Pandavas. He led a team of five against hundreds. He made a fascinating action plan for both the short and long term. He properly guided them in each and every problematic and worse situation.

A manager should be a mentor to his subordinates. Management is about more than just having authority; it's also about being able to empower people via guidance, support, and motivation. As a result, they gratefully accepted both favorable and unfavorable circumstances as the superior's decision, being equipoise in both. A good mentor can help by viewing things from the right perspective. Due to the rising complexity and diversity of options and challenges that one experiences at every stage of one's life and profession, a mentor – mentee relationship is becoming increasingly crucial.

The Bhagavad Gita provides a foundation for increasing motivation to perform our duties in an effective manner. Otherwise, how can one explain Arjuna's miraculous change from a state of anxiety, mental distress, and hair-raising experience to one of combating battle against a battery of society's most credible and competent leaders and subsequently winning the war?

Strategic approach:

न हि देहभृता शक्यं त्यक्तुं कर्माण्यशेषतः ।
यस्तु कर्मफलत्यागी स त्यागीत्यभिधीयते ॥

*na hi deha-bhṛitā śhakyam tyaktum karmāṇy aśheṣhataḥ
yas tu karma-phala-tyāgī sa tyāgīty abhidhīyate*

It could be argued that merely renunciation of duties is preferable than renunciation of the benefits of actions, because there will be no distraction from concentration while performing duties. No one can ever be fully renounced if we interpret renunciation as the exterior abandonment of work... However, it is called perfect renunciation, according to Sree Krishna, if one can give up attachment to the fruits of one's actions.

Sree Krishna applied a strategic approach or problem-solving approach throughout the Mahabharatha. A strategic approach means utilizing the right tool or person at the right time. During the Kurukshetra war, Abhimanyu and Ghatolkacha died. Anyway, they served a great purpose. Lord Krishna wanted Ghatolkacha to fight with Karna. In order to resist or stop Ghatolkacha, Karna has no option but to use his only Shakti Astra, which he had kept to use on Arjuna. To safeguard Arjuna from Shakti Astra, Krishna introduced Ghatolkacha into the war and protected Arjuna.

Subsequently, Kaurav Sena violated all the agreed laws of war to kill Abhimanyu. In this, Lord Krishna wanted the Pandavas to see this and break all the laws to kill Dronacharya, Karna, and Duryodhana. In this way, Lord Krishna utilised the right person (yodha) at the right time for the right situation.

Managers should follow a strategic approach to employing the right person, method, or tool at the right time. He should possess tactical abilities to handle situations.

Tolerance:

मात्रास्पर्शास्तु कौन्तेय शीतोष्णसुखदुःखदाः ।
आगमापायिनोऽनित्यास्तांस्तितिक्षस्व भारत ॥

*mātrā-sparśhās tu kaunteya śhītoṣṇa-sukha-duḥkha-dāḥ
āgamāpāyino 'nityās tans-titikṣhasva bhārata*

Krishna emphasizes tolerance and endurance in Chapter 2 Verse 14. The experiences or feelings of happiness and pain are derived from the interactions of our body's sensory organs with physical objects. Such feelings aren't permanent. It varies depending on the circumstances. In the summer, chilly water is refreshing, but in the winter, it is a source of discomfort. A person of discrimination should be trained to tolerate both positive and negative feelings without being affected by them. Being the Supreme Power of the Universe, Krishna lived a simple life. A man of people, humble, noble, and he continued to do the right things.

Lord Krishna answered the questions of Karna about the negatives that happened in his life. He explained what is right (Dharma) is known to our mind (conscience). What matters is how we react at the moment, regardless of how much injustice we received, how many times we were humiliated, or how many times we were denied what was due to us. The injustice of life does not give you permission to wander down the wrong Dharma path.

Managers should practise observing their own thought processes. It can be either our friend or our opponent. It all depends on how we deal with our impulses. Our minds will help us carry out our Karma if we befriend them or have a good attitude towards them. However, if we do not deal with them properly, they will become our opponents, causing our downfall. So learn to train our minds using the proper intellectual or spiritual process.

Your mind can be your greatest friend and asset, which can bring you to a higher level of success.

Lord Krishna advises us to learn to tolerate the ups and downs and not be distracted from our duty. One should have the power to tolerate both pain and success, because both distract us from our duty.

Positivism:

अनन्याश्चिन्तयन्तो मां ये जनाः पर्युपासते ।
तेषां नित्याभियुक्तानां योगक्षेमं वहाम्यहम् ॥

*ananyāśh chintayanto mām ye janāḥ paryupāsate
teṣhām nityābhīyuktānām yoga-kṣhemām vahāmyaham*

In Chapter 9 Verse 22, Lord Krishna advises us to practice seeing the glory of the creator in the creations. In the workplace, if we look at someone better than us, usually there can be a problem with jealousy. We may feel that they are doing better than me, and sometimes we may try to bring them down. In such situations, when we start looking at the divinity in everything and everyone, and start looking at how divinity empowers some people to do something in a different way, that person is gifted with higher powers and disturbing them is an action against the creators who had given higher or special divine power to that person. Spiritual people get their inspiration from such gifted people and can use or utilize such motivation to be applied in our actions of performing duties well. Mindful people look for divinity in all places, people and things.

Focus on one's duty (Karma-yoga):

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन ।
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि ॥

*karmaṇy-evādhikāras te mā phaleṣhu kadāchana
mā karma-phala-hetur bhūr mā te saṅgo 'stvakarmaṇi*

In verse 47 of the Bhagavad Gita's second chapter, it says that nobody should be swayed by the results of their work. It's called Karma Yoga. Letting the fruits of your deeds be your motivation is never a good idea. Do not submit to inactivity. Set your focus on yourself, do your work, and don't get caught up in anything. In both victory and defeat, maintain a level head. "Karma yoga is the spiritual practice of "selfless action carried out for the benefit of the universe," according to Lord Krishna in the Bhagavad Gita. The verse describes four definitions of work.

1) Do your duty, but do not attach yourself to the outcome.

- 2) The results of your actions are not for your own satisfaction or life.
- 3) During the time of work itself, give up the image of a doer ship.
- 4) Never be attached to inaction or laziness.

Everyone has the right to do their duty, but the results are not solely dependent upon the efforts taken to do the duty. A number of factors are there while accounting for results- "our destiny (previous karmas), God's will, others' efforts, the people's cumulative karmas, the place and situation (a matter of luck)" If we are more concerned about the results, then we may experience anxiety and stress if they are not up to the level of expectations. Lord Sree Krishna convinced Arjuna to give up concern about the outcome and to look forward to performing the duties in an effective manner. Krishna says when we are not at all concerned about the outcomes, we will be able to concentrate on and dedicate all our efforts towards the performance of our duties. By practicing to concentrate on work, one can experience the results even better than ever before.

Findings of the study:

1. The study reveals the advice of Lord Krishna in Bhagavad Gita to solve the problems of Arjuna on managing stressful situations has immense significance even in the modern world for solving critical issues or dilemmas of managers in Indian Banking Sector.
2. Spiritual management ideologies taught by BagavadGita can be a lodestar to Bank managers in the modern era.
3. Managers can use the guidance provided by the Bhagavad Gita-the treasure of knowledge, while undergoing difficult and stressful situations.
4. The present study reveals that all the modern Spiritual Management Ideologies studied have a direct connotation from the verses of the Bhagavad Gita.

Suggestions:

1. The relevant concepts relating to management explained in Gita should be included in the schedule of training and development programmes provided to managers in Banking Sector.
2. It is suggested that Managers can seek the guidance provided by ancient Indian scriptures at any moment of stressful or confusing situation as it is a trouble shooter of all such dilemmas.
3. The Bhagavad Gita should be included in the syllabus at school level itself as it explains the way of living one's life effectively.
4. Managers should keep the thoughts of Bagavad Gita as a ready reference for successfully carrying out the day to day operations of the Banking Industry

Conclusion:

The Bhagavad Gita, taught by Lord Sree Krishna, has answers to all questions that arise at various levels or situations in one's life. It teaches us how to lead a meaningful life. It

covers all areas like humanity, sociology, science of the soul, politics, management, leadership etc. This article is concerned with the Spiritual management Ideologies taught in the Bhagavad Gita. An attempt is made to relate the Ideologies of Management to the Bhagavad Gita preaching. The clarifications given by Lord Krishna towards the doubts of Arjuna are worth the questions of many of our thoughts even in this changed scenario. This can be applied according to the situations in the branch for optimum results.

The Mahabharata and Ramayana are included in the new curriculum for pupils in our neighboring country, as part of Prince Mohammed Bin Salman's "New Vision for the Education Sector in Saudi Arabia-2030." The wisdom of knowledge contained in the Bhagavad Gita should be instilled at every level of our educational system in order to equip our students and professionals to achieve excellence in order to live a worthwhile and meaningful life.

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