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An Overview on Management Ideologies from Bhagavad Gita

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Management as an education sector is only 100 years old. Management as a science is busy with business. Management has become the name of life skills. It has in fact become a key skill for both individual, community, organization (including business), manufacturing, public relations (say health, hygiene, and education) and is actually an all-encompassing skill. The active message of the Bhagavad Gita has a strong connection with contextual management processes. The Bhagavad-Gita is one of the oldest Indian spiritual texts and philosophies and is more than 5000 years old. It is one of the most popular and accessible texts in all Indian literature, a must read for anyone interested in Indian philosophy. Arjuna became depressed on the battlefield when he saw his relatives having to fight. Encouraging the Bhagavad-Gita preached at the Kurukshetra battlefield by Lord Krishna to Arjuna as advice to do his job while crowds of men stand waiting. Arjuna faces a dilemma of conflict between emotions and intelligence. Gita teaches honesty, integrity, and truth etc. The Bhagavad Gita also shows how challenging it is as an opportunity to find a way to success, depending only on you and your expert alchemist. The Bhagavad Gita teaches how a person's purpose in life can be achieved; no matter how difficult. The Bhagavad Gita contains a wealth of ideas about governance. All the translated verses create great interest in our modern rulers. All of these verses have their own ideas about administrative functions. It has strategies that enhance the knowledge, skills and education of the average person and make them more efficient and effective. It has the power to transform production capacity into productivity.

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INTRODUCTION:

One of India's largest offerings in the world is the Holy Gita. The Bhagavad Gita is preached at the Kurukshetra battlefield by Lord Krishna in Arjuna as advice to do his job while crowds of men stand waiting. It has all the management strategies to achieve mental balance and overcome any crisis. The Bhagavad Gita can be experienced as a powerful motivator for change. The Bhagavad Gita means the song of the Spirit, the song of the Lord. The Holy Gita has become a secret driving force after the emergence of human life. In the days of doubt this divine book will support all spiritual search. This divine book will contribute to a positive, positive attitude and deepen one's inner process. Then life on earth can be a real education — motivating, fulfilling, and exciting — no matter what the circumstances. May the wisdom of recognizing love ever guide us in our journey. In its eighteen chapters it reveals a human drama. This is the experience of everyone in this world, a drama of human ascension from a state of complete despair, grief and complete despair and despair to a state of complete understanding, clarity, renewed energy and victory. Management has become a part of everyday life, be it at home, office or factory and Government. In all organizations, when a group of people meet for the same purpose, management principles begin to apply to resource management, finance and planning, priorities, policies and practices. Management is a systematic approach to performing tasks in any field of human endeavor. Their job is to enable people to work together, to make their weaknesses work, says Management Gurus. It builds cohesion in collaboration - equity in thought and action, goals and benefits, plans and operations, products and markets. It solves shortages, whether in the physical, technical or human spheres, through the use of the highest and least available processes to achieve the goal. Lack of management leads to frustration, confusion, waste, delays, devastation and depression. Managing men, money and building materials in the best possible



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way, in terms of conditions and conditions, is the most important and crucial factor in effective management.

Eighteen Lessons from the Bhagavad Gita:

The important spiritual lessons found in the 18 chapters of the Bhagavad Gita are as follows:

- Chapter 1: Wrong thinking is the end of a problem in life.
- Chapter 2: Accurate knowledge is the solution to all our problems.
- Chapter 3: Unselfishness is the only way to progress and prosper.
- Chapter 4: Every action can be an act of prayer.
- Chapter 5: Get rid of selfishness and endless happiness.
- Chapter 6: Connect with the highest daily knowledge.
- Chapter 7: Apply what you learn
- Chapter 8: Never Give Up.
- Chapter 9: Appreciate Your Blessings
- Chapter 10: See Deity all around
- Chapter 11: Give yourself enough to see the truth as it really is.
- Chapter 12: Anoint your mind and heart to get higher than God
- Chapter 13: Separate the material and attach it to the top.
- Chapter 14: Live your life according to your vision.



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- Chapter 15: Put God first.
- Chapter 16: Being good is a reward in itself.
- Chapter 17: Choosing what is right rather than pleasing is a sign of strength.
- Chapter 18: Let us walk, let us move on in oneness with God.

Administrative guidelines from the Bhagavad Gita

There is an important difference between success and efficiency in management.

- Success in doing the right thing.
- Efficiency to do things right.

The general principles of effective management can be applied to all areas, the difference being used more than the goal. The duties of the Manager may be summarized by:

- Creating a vision
- Planning a strategy to achieve the vision.
- Developing the art of leadership.
- Establish institutional efficiency.
- Building a new organization.
- Improving human resources.
- Team building and collaboration.
- Transmission of energy, inspiration, and communication.



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Thus, management is a process of aligning people and getting them committed to work for a common goal to the maximum social benefit - in search of excellence. The critical question in all managers' minds is how to be effective in their job. The answer to this fundamental question is found in the *Bhagavad Gita*, which repeatedly proclaims that “you must try to manage yourself.” The reason is that unless a manager reaches a level of excellence and effectiveness, he or she will be merely a face in the crowd.

- **Ancient realities in a new framework**

The *Bhagavad Gita*, written thousands of years ago, enlightens us on all managerial techniques leading us towards a harmonious and blissful state of affairs in place of the conflict, tensions, poor productivity, absence of motivation and so on, common in most of Indian enterprises today – and probably in enterprises in many other countries.

The modern (Western) management concepts of vision, leadership, motivation, excellence in work, achieving goals, giving work meaning, decision making and planning, are all discussed in the *Bhagavad Gita*. There is one major difference. While Western management thought too often deals with problems at material, external and peripheral levels, the *Bhagavad Gita* tackles the issues from the grass roots level of human thinking. Once the basic thinking of man is improved, it will automatically enhance the quality of his actions and their results. Now let us re-examine some of the modern management concepts in the light of the *Bhagavad Gita* which is a primer of management-by-values.

- **Efficient use of available resources**

The first lesson in the science of managing is choosing wisely and using scarce resources appropriately. During the curtain resurgence before the Mahabharata War, Duryodhana chose Sri Krishna's vast army to help him while Arjuna chose the wisdom of Sri Krishna to support him.



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This episode gives us a glimpse into the nature of an active manager - one who has chosen numbers, the latest, the wisdom.

• **Dedication**

The famous Gita verse advises the "separation" of the fruits or the consequences of actions performed during one's work. Dedication should mean "to work for, to produce good for oneself." If we always calculate the date of the promotion or level of commission before submitting our efforts, then such work is not divided. It is not "producing good for yourself" but working only for external rewards that may (or may not be) the result.

Working with only the expected benefit, means that the level of performance of the current job or job is poor - with mental anxiety of the future. In fact, the way the world operates means that events do not always respond well to our calculations and therefore the expected results may not always come. Therefore, Gita tells us not to hold on to our current commitment to an uncertain future.

• **Motivation**

For many years it has been thought to satisfy the basic needs of workers - enough food, clothing and shelter, etc. they are important factors in motivation. However, it is not uncommon for the clerk and the Director to be dissatisfied - only their scales and composition are different. It should be true that once the minimum requirements are met, the Director should have little difficulty in developing his or her role in the organization and in the community. But more often than not, it does not happen that way. ("The eagle stays aloft with a minimum expenditure of energy.") Self-esteem includes abandoning selfishness, putting others ahead of yourself, emphasizing team performance, dignity, teamwork, understanding and trust - and, indeed, sacrificing the low demands of higher values, the opposite of Maslow.



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• **Work culture**

An active work ethic is about the hard and difficult efforts to pursue a given or chosen career. Sri Krishna elaborates on two types of work ethic - "daivi sampat" or divine work culture and "asuri sampat" or demonic work culture.

Daivi's work ethic - includes fearlessness, cleanliness, self-control, self-sacrifice, openness, self-sacrifice, calmness, innocence, unselfishness, gentleness, modesty, lack of jealousy and pride.

Asura work culture - includes arrogance, deception, personal ambitions, misconduct, unhelpful work.

• **Turn your weaknesses into strengths.**

Preparation for the Kauravas: Karna continued his military career throughout the country, conquering various empires and gaining wealth. But it did mean conditional loss of both men and money and the creation of new enemies. Pandavas: Although in exile they turned to improvement over their weakness Arjuna started a campaign to get Divyastras. Bhima met his brother Hanuman and received the blessing of improved powers. Yudhisthira received teachings from various wise men, and studied the Game of Dice at Gandharava Chtrasena, lest he be challenged to another game of dice. He was reportedly undefeated at Dice.

• **Leadership - Share your responsibilities.**

Kauravas: Central leadership. One Chief of Staff at a time, with the highest authority of the Eleven in military operations. Bhishma, Drona, Karna, Shalya and Ashwatthama.

Pandavas: Distributed leadership. Seven officers of seven divisions (one man declined one account each). Dhrshtadyмна - Great Commander. Arjuna - Supreme Commander. Krishna - Arjuna's chariot driver and adviser.



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• Team spirit

Kauravas: There is no team spirit. They all fought their battles individually. Bhishma: By his oath to protect the throne Hastinapur. Drona and Kripa: They owe their allegiance to the throne. Shalya: You just tricked Duryodhana into being there. Initially he was a partner of Pandava. Karna: Proving his robe against Arjuna. Duryodhana's friendship. They did not treat each other well. Bhishma and Karna. Bhishma and Shakuni. Karna and Shakuni. Karna and Shalya. Shalya and Bhishma. Pandavas: One group. One Goal. As men, they all had great respect for Krishna and Yudhishtira. While as heroes they were completely amazed by Bima and Arjuna. Most of them were close relatives - cousins, in-laws, in-laws. In addition they were all part of the decision-making process. It was their "normal" war. Teamwork succeeds when individual efforts fail.

• Individual motives

Kauravas: With the exception of Duryodhana no one wanted a War. All 4 major generals had a strong relationship with the Pandavas. Bhishma (grandson) - He will not kill the Pandavas. He will kill 1,000 soldiers each day. Drona (students) - He will not kill the Pandavas. He will only photograph them. Shalya (Nakula-Shadeva's mother's uncle): He loved the Pandavas and secretly helped them by humiliating Karna Karna (Pandavas brother): He promised that he would not kill any of the Pandavas except Arjuna. The Rebel Team. Pandavas: The same goal. But the people had individual goals. Their agenda, which has recently become one and the same as the parties' agenda. Dhratsadyumna: Drona. Shikhandi: Bhishma Satayaki - Bhurisravas. Arjuna - Karna. Bhima - Duryodhana and his brothers. Sahadeva - Shakuni and his sons. Here - the sons of Karna. The Right Team is made by selecting the Right People. Find the right man for the right job.



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• Right Management

Krishna : The Greatest Crisis Manager the world has seen. Yudhisthira : Low-key strategist. On the first day of the War, he played a Master game. Went over to the Enemy side to seek blessings from Elders. In reality he made a covert deal with them, wherein all of them agreed to help him and unfolded the secrets of defeating them. While coming back, he took a calculated risk. He made an offer to all the assembled people to change sides if they wanted to. He knew well of the lack of cohesiveness among the Kauravas. Yuyutsu, son of Dhrtarashtra crossed over to the Pandavas. This exposed the weakness of the Kauravas for all to see. Know your enemies weaknesses and exploit them. Take Calculated risks. Inspire, invigorate, counsel your own team in moments of need.

Apart from the above, Women Empowerment, Turn enemies into allies, Commitment scores over Competence, Know your enemy/challenges. Exploit its weaknesses. Take calculated risks, Accept different ideologies. Cooperate with team, Gender Balance is required for stability and administration.

Conclusion:

The modern management ideologies existing today are derived from Bhagavad Gita. According to modern management principles, goal can be attained through coordination of efforts.

Bhagavad Gita also emphasizing that fortune can be attained through doing their work (Karma) without expecting much from its results. Thus, teaching of Bhagavad Gita is of universal implication as it contains recommendations for the modern practice of management. It is time that modern management thinkers should hold the importance of ancient Indian philosophy in filling the gaps that exist in the existing framework of management. Organizations need to focus on the up-gradation of their employees through effective training and development. Government



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needs to put attention on the allocation of the reasonable amount for the human resource development by promoting quality education to all the fellow citizens of the nation. It will enhance the competitive advantage of the individual and would create a source of resourceful human capital within the country.

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