

Applications of Vedas to Present Modern Management

By Shekhara Gowd Mitta^[a]

Abstract

In India, in Mahabharata epic the question is asked to Duryodhana & Yudhistara that “How is the people in the country?” then both done the survey of the country and returned, Duryodhana declared that all men have evil intentions and they are good till they get a chance to do something bad; whereas Yudhistara declared that all are good hearted and they commit mistakes only because of circumstances. It is an evidence of the latter's purity and the former's wickedness. So here how you view the situation / problem is very important. Integral approach is entirely different, action from inner soul which is going to have an impact in the long run instead of the short run effects.

So, the kingdoms used to keep Raja guru's i.e. advisors for kings to have an advice what is good and what is bad. By their super powers and their abundant knowledge they used to determine the future happenings by doing a particular task. So, the kingdoms were ruled very happily for years together. Ethics in the business, farmers, respect for the elders, Education for knowledge, having good culture

In the present world where Globalization, Liberalization and Privatization is playing a vital role, is Vedas are effective or are those stories only to listen. Once observe the world, western countries and westernization whether are they leading life satisfactorily? Absolutely no! Materialistic life, there is no place for spirituality and relations. Now the kingdoms replaced by the cunning, corrupted politicians and these are advised by the people who is behind the passions. So the people are irritated by these people.

The need of the study is how to manage the things? Whether we have to keep business, work and life separately or common goal to manage all. What is the best approach to manage effectively in the place of the work and life. So how to cultivate those habits to become an effective future manager? Should we have shortcut solutions or earnings? Or long term vision? Should we be mechanical or spiritual?.

Key words: Bhagavad Gita, Vedas, spirituality, business, management

^[a]**Prof. Shekhara Gowd Mitta**

Research Scholar, Bharathiar University, Coimbatore, Tamil Nadu, India.

Email: mshekharagowd@gmail.com,

Ph: +919916537999

1. Introduction of vedas

The Veda - The Eternal and Infinite Knowledge

The Veda is not confined to the four books or to any number of books for that matter. In fact, the adherents of other religions, for example, Christians, Muslims, Sikhs and Parsees maintain that God gave them the inspired knowledge in the form of either a divine edict or a book. But the Veda , according to the most ancient tradition, Veda is Knowledge infinite and eternal i.e it is applicable to all at all times, i.e. irrespective of geographical, cultural, religious, social political, environmental boundaries. Vedas are true at all times. It is not confined to the four books or any number of books. ^[1]
^[21]

Vedanta:

- The four Vedas (Rig, Yajur, Sama and Atharva) are divided into two parts. The beginning part (Vedapoorva), talks about rituals. Vedanta, the concluding part reveals the ultimate knowledge of God, the Universe and Living Beings. Vedanta is a collection of many Upanishads (108 of them are considered important). ^[2]
- The purpose of Vedanta is to guide the human beings to reach the goal of life. ^[2]
- Vedant or Vedanta is a philosophy that is based on the ancient wisdom of the Yogis, as described in the sacred texts of India called the Vedas. It is a philosophy of Oneness. A combination of two words: Ved-knowledge, and ant-end, its literal meaning is 'the end of knowledge'. ^[20]
- In the end, Vedant - or the end of knowledge - means the end of the knowledge of separation by unfolding the wisdom of unity consciousness. ^[20]

2. An Integral Approach from Vedic Perspective ^[2]

- **All the sense of organs work towards goal : “Aapyaayanthu mamaangaani vaak praana chakshu srothra balamindriyaani cha sarvaani”-**
 - Whatever they talk they have to do.
 - Whatever they do they have to do with full heart.
 - All the sense of organs eyes, nose, ears, skin & tongue have to put fully for achievement of goals.
- **Fulfill the commitments ; “Aaviraaveermaa edhi”**
 - There should not be a contradiction of commitments & Fulfillment of the promises to their workers, consumers, clients, society, shareholders, suppliers, middlemen.

- **Assign the right job for right person: “Ayogya purusho naasthi yojaka thathra durlabha”**
 - Every one is having unique and having the strength in one or the other, the organizations have to find that strength of that person like SWOT analysis i.e Strength, Weakness, Opportunity and Threats of the person and assign the suitable position. No person is useless.
- **Be Patience : “Saha naa vavatu”**
 - Always problems will be there, one has to solve with the patience
- **Adopt Ethics : “Dharmaan na pramadithavyam”**
 - Follow dharmic pathway i.e ethics in all the acts.
- **One should not be controlled by Passions : “Dukheshu anudvigna manaa sukhesu vigatha spruhaa; veetha raga bhaya krodha sthithadheer muniruchyathe”**
 - One should control the emotions, he should not be controlled by emotions , Never get upset nor dejected during sorrow, never get attached beyond a limit with happiness and never get over attachment-fear-anger and should keep a vision of stabilized muni.
 - One must manage himself.
- **To do great works great rest is required: Gamyathaam artha laabhaaya kshemaaya vijayaaya cha satru vamsa vinaasaaya punarsandarsanaaya cha:**
 - For prosperity, for making a comfortable situation, for undertaking a successful mission, for facing competition one has to get all required strength, so first that strength to be acquired.
- **Do your duty rest leave on God : “Hate vaa prapsyathi swargam jithwaa vaa bhokshyase maheem”**
 - Do the assigned / taken work; even if you failed also one should not worry because it is the decision of God. So Organizations they have to work towards their goal, they should not worry on failures.
- **Mind is the source of all attachments- so control mind : “Mana eva manushyaanam kaaranam bhandha mokshayo”**
 - Mind is the only cause for attachment and detachment, so control the mind.
- **The mind is established on the words : “Manoo me vaachi prathishtithaa”**
 - So cultivate the culture towards achievement of goal.
- **Goal is one- Paths are different : “Samaanam mantramabhi mantraeva smaanenana vo havishaa juhomi”**

- Like whatever putting into the Agni i.e. fire, it will burn; the same way all work from all people has to reach to reach the same goal. Integration in all functionalities important to achieve the goal.
- **Tell the truth and follow the truth : ““Satyam Vadha Dharmam Chara”**
- **Every one in the world should be happy : “Sarve bhadrāni pasyanthu”**
 - Organisations should aim at everyone internal and external of the organizations should be glorious.
- **Practice own philosophy: “Swadharmo nidhanam sreya paradharmo bhayaavaha”**
 - One has to listen to their heart and work as per the principles. Organizations should practice their own philosophy ; It is meritorious (for a manager) to concentrate in our own dharma instead of penetrating into others, which can be dangerous.
- **One should talk sweetly: “Vaang me madhu matthamaa”**
 - Communication in the organizations should be soft and sweet as honey.
- **Promises with pure mind : “Vaang me manasi prathishtithaa”**
 - Organization promises are founded in the mind, so they should have pure mind so that they can promise which is possible to keep.
- **Concentrate on personal goals of the employees:** Vedantic Management requires the organization to consider the personal goals of the employees as the stepping-stones to achieve the goals of the organization. This means the primary task of the organization is to facilitate the fulfillment of the personal goals of the employees.
- **Ultimate goal in life is to be happy and then dedicate the existence of the organization to fulfill this single goal.** According to Vedanta, the true purpose of any work is to help the human being to reach the goal of Joyful Living. Therefore, the only purpose of any organization is to serve as a stepping-stone for the employees to reach their individual goal of being happy all the time. Thus, Vedantic Management creates a symbiotic relationship between the organization and its employees. The varying goals of the organization (like profit maximization or increase in market share and such) are tightly integrated with the achievement of the only individual goal of the employee.
- **Karma Yoga as a compulsory requirement for reaching the goal:** Vedanta reveals that increment, promotion, incentives, paid vacation, power, position, job-satisfaction, etc do not help the individual to reach their goal. Vedanta prescribes Karma Yoga as a compulsory requirement for reaching the goal. Therefore, the organization should employ the services of enlightened spiritual masters and teach the employees how to perform their work as Karma Yoga. Once the

employees are clear on his destination (Joyful Living) and the means(Karma Yoga) he is sure to put his heart and soul in the work leading to dramatic improvements in performance.

- **Do your duty, result leave on God :** Vedantic Management is based on the message from Bhagavad Gita that human beings are responsible only for action and the results are given at HIS discretion. This statement is proved repeatedly in our personal, social, political and professional life. It is impossible to guarantee success in any field with 100%certainty.
- **Emphasize on the process then automatically results follow:** Vedantic Management gives emphasize only on the process in which work is carried out. It does not judge the performance based on the results. Even if the results are in line with the expectation.
- **Do not judge the performance on the basis of results:** Vedantic Management guides the organization on a continuous path of process improvement without paying too much attention on the results. Results are important only for planning. It is wrong to judge the performance based on results. Composition of Human Personality.
- **Every thing has its own time; wait for time; don't expect drastic changes immediately:** Vedanta reveals the fact that the human personality consists of five layers (physical, physiological, psychological, intelligential and spiritual) that are grouped under three bodies(Physical, Subtle and Causal). Only the physical body is developed to the current stature during this lifetime. The subtle body, which is responsible for skills, capabilities, emotions, intelligence, is developed over the innumerable previous births. No one can significantly improve their level of skills or intelligence in one lifetime. Human beings are born countless times prior to the current birth and they have acquired various skills, capabilities, emotional traits, intelligence during these countless life experiences. Whatever be the quantum of effort put in by the individual during the current lifetime, he can improve his personality only marginally compared to the accumulated stock of infinite lifetimes.
- **Put the right person on right job:** Vedantic Management does not expect the employees to change significantly. It is aware improvements in any individual will always be marginal. Therefore, jobs are modified to suit the employee rather than waiting for the employee to become more skilled to meet the expectations of the job.
- **Don't compare because everyone is unique :** Vedantic Management does not prescribe any comparison among employees since intrinsically they are not comparable. It recommends that everyone should compare only his or her own past performance and continuously improve the existing skill sets, intelligence etc.

- **Understand the basic requirement of the Employee :** Self-motivation: Western Management employs different techniques to motivate the employees. Not all such efforts make any lasting effect on the employee. This is due to the reason that the basic requirement of the employee is not addressed. It is not that the organization does not correctly judge the basic requirement of the employee. In most cases, even the employee does not know what he wants.
- **Educate the Employee on vision, mission and goals of the organization:** Vedantic Management guides the employee to find out his/ her ultimate goal of life and then shows a path, which will lead them to that goal. If the employee gets clarity on the goal and the path, then the journey is performed through self-motivation. It is of course a difficult task to educate the employee and give clarity on the goal and means. However, when it is done, there is nothing more to be done to motivate the employee. He will perform to the best of his ability without ever requiring any prompting from the organization.
- **Retention of the Employees by conducive environment – Karma Yoga:** Vedantic Management prescribes that the employees are compensated at industry standards and they are provided with a work environment that is conducive for performing Karma Yoga. This will ensure that the employee is retained in the organization. In such an environment, the performance of the individual will continuously increase, without any expressed or implied demand. This phenomenon happens because as a part of Karma Yoga, the employee is expected to increase his performance continuously. Thus, the employee will work harder and smarter for reaching his personal goal, which will result in continuous improvements in his performance. There is no need to employ any motivation tools/techniques at all.
- **Karma Yoga- Work & life goal is the same :** Vedantic Management absolves the top management from this responsibility of leading the organization. Once all other functions of the top management are done to the best of their abilities, the organization is set in motion by enabling each employee to perform Karma Yoga in the workplace. Employees will then drive the organization in the chosen path. They need not be inspired by their leader. They do the work because they want to reach their personal goal of Joyful Living.
- **Work- Karma Yoga- Satisfaction in job and life:** Under Vedantic Management, customer satisfaction is a by-product of employee satisfaction. The employee is aware that if he does Karma Yoga he will reach his personal goal. Karma Yoga requires that the employee puts his heart and soul in the work aiming at perfection all the time. In addition, he is happy doing his job. This happiness spreads at all directions and incidentally the customer is satisfied.

- **Reengineering is Essential** : Vedantic Management enables the entire organization move forward on its own momentum without expecting a few individuals (top management) to do a Herculean task of pulling the organization towards its goal. Re-engineering is an essential requirement for Vedantic Management: Employees will be self-motivated to perform work in an organization where Vedantic Management is in vogue. However, in order to derive benefit from such a motivated work force, it is essential that the business processes of the organization be reengineered.

3. Benefits of Integral Approach from Vedic Perspective :^[2]

- **Karma Yoga reduces cycle time by Continual Improvement**

Karma Yoga takes for the completion of the work towards perfection in all the operations of the organization which will increase many fold and reduces the cycle time alarmingly.

- **No bossism- Elimination of Job Stress**

As the Vedantic approach accepts the equality and there would be healthy, friendly relationships between employees at all hierarchies. People enjoy the work and they work with happy as there is no bossism

- **Reduction of Attrition Rate**

As the Employees see the organization in a spiritual way, ethical way, he gives the less importance to the materialistic benefits which makes the employee to stay for a long time, instead of jumping frequency to another.

- **Getting Tacit Knowledge**

As the Employees put their heart and soul in the work, the organization can get their tacit knowledge which is hidden in them, by which organization gets the more benefits.

- **Strengthening the core competencies**

As the Employees know the Karma Yoga, the wisdom, skill, knowledge, capabilities, and the level of thinking will be enriched; and their own self-motivated effort strengthen the existing core competencies of the organization and for developing new markets/ products.

- **No need of Over supervision- Practicing swardharma**

As the Employee self motivated they work without so many supervisions; to some extent supervision is required; but there is no need to supervise each and every task, as Employee works in a different positive attitude. Vedantic Management declares that if the organization provides appropriate environment, employees will work without any supervision. They will do their work to the best of their ability, putting their heart and soul in the work if they are allowed to work in their area of swadharma as described in the Vedas.

4. Conclusion:

Integral approach from the Vedic perspective changes the person's vision, mission, behavior, practices from the soul and heart by adopting ethics in the work and life as a single goal by which it is possible to attain peace and happiness whatever they are doing and wherever they are living instead of continuous changes in the job and job profiles.

So one has to adopt the Integral approach of Vedas and put the foundations or changes for the organizations for creating the right attitude to all in the organization by sharing the values to the Organization, Employees, People and Society to reach the ultimate goal of happiness, peace and satisfaction.

5. References:

- [1] <http://en.wikipedia.org/wiki/Management>
- [2] Raja Subramanian, Vedanta in Management retrieved from <http://www.scribd.com>
- [3] <http://www.managementstudyguide.com/importance-of-ethics.html>
- [4] idalilim, University, Bachelor's, B, April 2005 in the essay "The importance of ethics in an organization" retrieved from <http://www.writework.com/essay/importance-ethics-organization>
- [5] Strategic Leadership and Decision Making retrieved from <http://www.au.af.mil/au/awc/awcgate/ndu/strat-ldr-dm/pt4ch15.html>
- [6] Marvin Brown, Ethics in Organizations retrieved from <http://www.scu.edu/ethics/publications/iie/v2n1/>
- [7] Organization Ethics retrieved from <http://www.managementstudyguide.com/organization-ethics.htm>
- [8] <http://www.kuzhalmannamagraharam.info/articles/bhagavadgita-and-management-1.html>
- [9] <http://www.asaecenter.org/Resources/articledetail.cfm?ItemNumber=13073>
- [10] SHWETA CHOUDHARY, Ancient Indian wisdom for management retrieved from <http://www.scribd.com>
- [11] Hinduism By Swami Vivekananda Read at the Parliament on 19th September, 1893 retrieved from www.ramakrishnavivekananda.info
- [12] Hinduism By Swami Vivekananda Read at the Parliament on 19th September, 1893 retrieved from <http://www.celextel.org>
- [13] <http://www.iishglobal.org>
- [14] Dr. Vivek Arya (13th May 2008), About Vedas retrieved from <http://satyavidya.org>
- [15] <http://spamcop.net/>
- [16] <http://www.abuse.net>
- [17] <http://www.Scribd.com>
- [18] M.P. Bhattathiri, Retired Chief Technical Examiner , Govt. Of Kerala, SPIRITUALITY AND ETHICS IN BUSINESS © 2004 Corinne McLaughlin retrieved from http://www.themystica.com/mystica/articles/b/bhagavad_gita_and_management.html
- [19] <http://indianphilosophy.50webs.com/Indiphil.htm>
- [20] <http://answers.yahoo.com>
- [21] <http://www.msrvvp.nic.in/veda.htm>