

## INDIAN KNOWLEDGE SYSTEM AND MODERN MANAGEMENT

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### ABSTRACT

IKS refers to the texts which have a vast repository of knowledge, encompassing various disciplines such as philosophy, science, mathematics, linguistics, astronomy and much more.

This is high time that we must infuse our Indian thoughts, knowledge, tradition, art, skills, craftsmanship, and management into every sphere of life. The IKS sector is expected to generate over millions of jobs in future times which will help to reset the image of India's self-esteem and self-respect. Indian ancient wisdom and knowledge serves as the lighthouse for modern management principles. Srimad Bhagavad Gita is the soul of modern management principles for bringing harmony and cohesiveness and enhancing efficiency in the organization.

The present paper aims to analyse –(i) The relevance of knowledge of Srimad Bhagwad Gita for modern management principles at workplace and in personal life; (ii) The application of spiritual dimensions in modern management. This is a descriptive and analytical research study. The source of knowledge is the basic principles of Srimad Bhagavad Gita. The technique is to discuss these principles in harmony with modern management principles. Shrimad Bhagavat Gita unfolds philosophy of work and gives valuable lessons on setting goals, motivation for better work culture and organizational behavior. It highlights five factors which help in execution of work- ego, physical and mental faculties, inbuilt values and external forces.

Srimad Bhagvad Gita talks of three ultimate management values Success, Prosperity and Happiness. The Srimad Bhagvad Gita lessons for management are: The less you govern, the better you govern. Let us work with each other (Team Work)-Dharma. Those who look at each other with eye of friendliness, must help each other (compassion). Enhance the Satvik energy and Channelize energy to create knowledge (trainings) at work (Satvik-Creativity).

The Indian Knowledge System is enriched with life values and life skills which can be incorporated in various principles of managements in modern management principles.

**KEYWORDS:** Indian Knowledge System, Srimad Bhagwad Gita, Management, Corporate Sector

### INTRODUCTION:

The concept of Indian Knowledge System (IKS) is much popular and it gained momentum recently. The aim is to revive India's traditions and wisdom. India is embarking on a transformative journey. There is need to restructure the entire modern value and management systems. It is essential to set education system based on Indian knowledge traditions and values. Vedic literature plays a significant role in this direction. The Vedic texts, comprising the Rigveda, Samaveda, Yajurveda, and Atharvaveda, hold immense importance in Indian culture and spirituality. IKS refers to the texts which have a vast repository of knowledge, encompassing various disciplines such as philosophy, science, mathematics, linguistics, astronomy and much more. The implementation of Indian Knowledge System will not only revolutionize education and henceforth our society but also rejuvenate our modern and

mechanized life styles. This is high time that we must infuse our Indian thoughts, knowledge, tradition, art, skills, craftsmanship, and management into every sphere of life.

The IKS sector is expected to generate over millions of jobs in future times which will help to reset the image of India's self-esteem and self-respect.

### IKS AND MANAGEMENT PRINCIPLES:

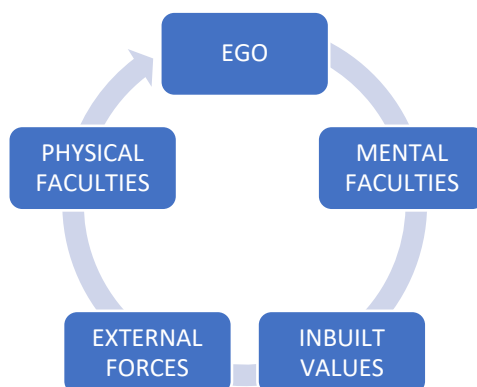
Indian ancient wisdom and knowledge serves as the lighthouse for modern management principles. The Vedic ideals, vision and Values in Vedas, Ramayana, Mahabharat and Shrimad Bhagavat Gita have great impact on our lives. Modern Management is an integral part of our lives, especially in the life of an organization and corporate sector. Srimad Bhagavad Gita is the soul of modern management principles for bringing harmony and cohesiveness and enhancing efficiency in the organization. The knowledge of Shrimad Bhagwat Gita enlightens the human beings to explore their weaknesses and convert them into strengthened persons and perform all the works assigned and share responsibilities, build good teams and meet the challenges at work place.

**OBJECTIVES:** The present paper aims to analyse –(i) The relevance of knowledge of Shrimad Bhagwad Gita for modern management principles at workplace and in personal life; (ii) The application of spiritual dimensions in modern management.

**METHODOLOGY:** This is a descriptive and analytical research study. The source of knowledge is the basic principles of Shrimad Bhagavad Gita. The technique is to discuss these principles in harmony with modern management principles.

### DISCUSSIONS:

- It is essential to solve the problems in modern work life in the materialistic world where money, power, authority are the main guiding forces in all the spheres of life especially in the corporate world. Modern management tries to motivate the workers and help them to perform optimally. It focuses on the following issues- How to motivate the workers, how should workers be made to work in an efficient manner and how to satisfy the consumers. The significant factor is to understand the behavior of human beings who live in the state of uncertainty, doubts and confusions.
- Shrimad Bhagavat Gita unfolds philosophy of work and gives valuable lessons on setting goals, motivation for better work culture and organizational behavior. It highlights five factors which help in execution of work- ego, physical and mental faculties, inbuilt values and external forces.



The verses of Srimad Bhagvad Gita are life lessons. They provide wisdom and practical solution to each and every problem.

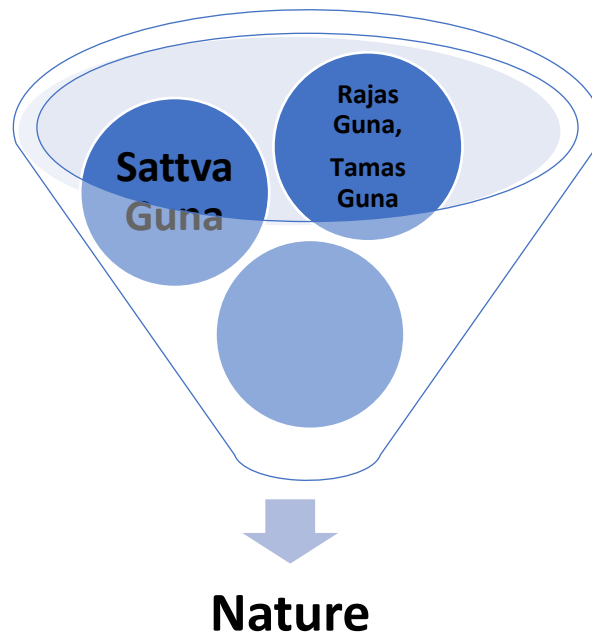
अधिष्ठानं तथा कर्ता करणं च पृथग्विधम् ।

विविधाश्च पृथक्चेष्टा दैवं चैवात्र पञ्चमम् ॥ 14॥

In chapter 18, verse 14- (BG 18.14): The body, the doer (soul), the various senses, the many kinds of efforts, and Divine Providence—these are the five factors of action. Without considering these 5 together, a person or a worker will remain disoriented and disintegrated person who will fail to achieve the goal.

In this verse, Sri Bhagavān explains five factors that influence the success of any action.

- अधिष्ठानं- It represents the physical body or the environment upon which the action is performed.
- तथा कर्ता -Tatha" means 'also' or 'similarly', and "karta" means the doer or the performer of the action. It is the conscious entity responsible for decision-making and execution.
- करणं च पृथग्विधम्- It includes the senses, the organs of action and the mind that facilitate the execution of the action.
- विविधाश्च पृथक्चेष्टा- This part of the verse indicates the diversity of actions and the variety of efforts involved. It emphasizes that actions are multifaceted and can manifest in various forms. Each action is unique, and individuals engage in different kinds of endeavors based on their abilities, inclinations, and circumstances.
- दैवं चैवात्र पञ्चमम्- Daivam refers to the divine or the factors beyond human control. It encompasses destiny, fate, or the cosmic order. This factor highlights that despite meticulous planning and effort, certain outcomes are influenced by factors beyond human comprehension or manipulation. It acknowledges the role of providence or the higher power in shaping the results of actions.
- Despite all the instruments of action, if one does not put in effort, nothing is ever done. As per Chankya Neeti-With sufficient effort, even poor destiny can be transformed into good fortune. Without proper effort, even good destiny can be converted into misfortune.
- It is only when the worker enjoys his work that he can touch his source of inner freshness and he will remain self-motivated.
- The workers should be able to identify the work and the mode of training that his innate nature which is composed of three Gunas or Characteristics-
  - a. Sattva Guna (Creativity);
  - b. Rajas Guna (Activity);
  - c. Tamas Guna (Inertia) - lack of energy.



- With these lessons, the recruitment and training professional can communicate better with the workers.
- Srimad Bhagvad Gita uses many words like Karma - individual work, Dharma-group-oriented work. Both help the individual in becoming a good performer individually and as part of team.
- Srimad Bhagvad Gita talks of three ultimate management values
  - ❖ **Success,**
  - ❖ **Prosperity;and**
  - ❖ **Happiness.**



- योग: कर्मसु कौशलम्: Full dedication brings more success. Modern times need skill development through full dedication. A skilled person who is expert and dedicated in his work will definitely succeed. Therefore, excellence in action is yoga. All must be skilful or excellent in action. Complete focus and dedication to action without any

attachment to the ensuing results is the real key to living a fulfilling life as a true Karma Yogi. The message to an employee is that give your hundred percent to your work assigned to you.

- योगस्थः कुरु कर्माणि सङ्गं त्यक्त्वा धनञ्जय।  
सिद्ध्यसिद्ध्योः समो भूत्वा समत्वं योग उच्यते॥2.48॥

Abandoning attachment and established in Yoga, perform works, viewing success and failure with an even mind. “Evenness of mind is said to be Yoga”- Swami Adidevananda. In every sphere of life, we have to face a number of challenges. Circumstances changes very quickly but we should always do our duty honestly. Accept the failure and difficulties and enjoy the success with humbleness. When an employee performs his job assigned with full dedication and enjoys his work, the good fruits of his hard work will automatically flow to him. They manager must show trust in his employees and the team work of both sides will bring the organization on a successful path

- The whole of Srimad Bhagvad Gita can be summed up in the four points.
  1. It advocates the law of infinite potentiality.
  2. Command thoughts and activities which are in harmony with dharma.
  3. The attitude should be to give
  4. Give and receive.
  5. Srimad Bhagvad Gita helps to train the body and the mind.

#### **PRACTICAL SOLUTION TO REAL LIFE MANAGEMENT ISSUES AND CHALLENGES:**

**Leadership qualities:** Dutifulness, discipline, compassion and much more qualities have been told in Srimad Bhagvat Gita. Effective leaders must understand of who they are, own self, own physical and psychological conditions. Understanding one’s own self entails more than just being aware of one’s own physical and psychological conditions. Deeper levels of consciousness are reached by this understanding.

The most crucial aspect of communication is to be honest, and respectful of others. Leaders must be able to inspire their followers when they speak in order to direct them toward the shared vision and goals. Good leaders are good managers. It is essential to be sincere to the duty; fighting for the sake of duty.

- **Set new examples:** Demonstrate qualities like humility, integrity, and compassion to inspire your team. Have a learning attitude which will make the team members more well-knit.
- **Conflict Resolution:** Srimad Bhagavad Gita provides guidance on resolving conflicts peacefully and diplomatically. Managers can learn techniques for effective conflict resolution and negotiation, fostering harmony and productivity in the workplace.
- **Self-Development and spiritual motivation:** Srimad Bhagavad Gita emphasizes self-awareness and self-improvement. Managers can engage in introspection and self-reflection to identify their strengths and weaknesses, leading to personal growth and professional development.

- **Inclusivity and Collaboration:** Srimad Bhagavad Gita promotes inclusivity and collaboration by emphasizing the interconnectedness of all beings and the importance of working together harmoniously. In higher education, fostering a culture of inclusivity and collaboration among students, faculty, staff, and administrators promotes diversity of thought, innovation, and collective achievement.
- **Stay united and create a strong sense of unity:** The manager must inculcate a spirit of unity so that team members work together towards shared goals. A good manager must support morally and physically his team so as to face challenges.
- **Resilience and Perseverance:** A good manager must practice these qualities of resilience and perseverance. A person must persevere in the face of adversity. This will help in team work where each one learns the attitude of ‘never-give-up’.
- **Devote yourself to your team:** Accept leadership as an opportunity to serve your team members rather to command them. Understand their welfare and prioritize their well-being and success. Become a facilitator and supporter.
- **Collaboration, empowerment and harnessing collective wisdom:** The manager must appreciate and value the input and contributions of your team members. Delegate tasks effectively and empower them to take ownership and make decisions.
- **Encouraging spiritual practices:** The manager should always be ready to provide opportunities for spiritual growth of team members which will guide them to connect with their inner selves. Such programs can be chalked out. This will lead to nother lesson from Srimad Bhagvat Gita regarding self-Awareness and Dharma.
- By integrating these management lessons from Srimad Bhagavad Gita into higher education practices, institutions can cultivate ethical leadership, resilience, and a supportive learning environment conducive to academic excellence and personal growth.

## FINDINGS:

The Srimad Bhagvad Gita lessons for management are:

- The less you govern, the better you govern.
- Let us work with each other (Team Work)-Dharma.
- Those who look at each other with eye of friendliness, must help each other (compassion).
- Enhance the Satvik energy and Channelize energy to create knowledge (trainings) at work (Satvik-Creativity).
- Understand each other’s ability and attitude. The manager must invoke the various aspects of the workers’ personality like consumption patterns and behavior patterns.
- The person with Rajas Guna (Activity, Power and Organizational capacities) should not be put in Satvik work.
- BG.III -35- Yajna Karma- says that – ‘in your effort to work according to your nature, even if you die that is enjoyable experience. Therefore, Yajna Karma or team work is collective ever dedicated to high purpose (Spiritual dimensions).

- Unless you are humble person you will not be able to unfold your inner potential because you will always be in conflict with someone or the other- leading to internal conflicts in the organization.
- Modern management principles based on Shrimad Bhagvad Gita will develop all the outer and inner faculties of a worker.
- It will focus to enhance the Satva Gunas, team work (Yajna karma), Inculcate ethics at work such as positive values, respect for colleagues, dedication and honesty at work.
- One key lesson is that a leader must be humble and serve others.
- Focusing on the process rather than obsessing over immediate outcomes like profits or market share. Leaders should embrace rather than avoid formidable challenges because they bring out the leaders' greatest strengths.
- Leaders should be resilient in their actions and should not be weakened by pain and pleasure.

## CONCLUSION:

The Indian Knowledge System is enriched with life values and life skills which can be incorporated in various principles of managements in modern management principles.

Dharma (righteous conduct): Ethical decision-making, prioritizing integrity and moral values in business practices. Karma Yoga (selfless service): Focusing on the collective good, encouraging employees to work with a sense of purpose beyond personal gain.

Swa Dharma (duty): Understanding individual roles and responsibilities within an organization, promoting accountability.

Srimad Bhagavad Gita is relevant today because its teachings can help people manage stress, find inner peace, and live selfless lives. It helps in maintaining equanimity can help people manage stress and anxiety and lead to be true towards duty which can help people live noble lives. Srimad Bhagavad Gita can help people find inner peace and to understand the universe. It teaches that selfless action and service to mankind can help people work and perform duties with selfless devotion.

Srimad Bhagavad Gita lays the founding principles of management and can help modern managers attain their goals efficiently.

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