



Mind management Concept in Bhagavad Gita

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In this modern world the art of Management has become a part and parcel of everyday life, be it at home, in the office or factory and in Government. In all organizations, where a group of human beings assemble for a common purpose irrespective of caste, creed, and religion, management principles come into play through the management of resources, finance and planning, priorities, policies and practice. Management is a systematic way of carrying out activities in any field of human effort. Management is a continuing process, and managers are always involved in some way with the principles of: planning, organizing, influencing, controlling and decision making. These principles are designed to help managers accomplish organizational objectives, and good managers will use them. These principles are not isolated but are interwoven throughout the manager's thoughts and actions.

Managers must combine and coordinate these principles and must maximize their value to achieve their goals. Managers strive to be effective and efficient and these principles help them. These management principles are universal and applicable to all types of businesses and organizations. Management need to focus more on leadership skills e.g.: establishing vision and goals, communicating the vision and goals, and guiding others to accomplish them. It also asserts that leadership must be more facilitative, participative and empowering in how visions and goals are established and carried out.

One of the biggest problems that we are facing in our daily life, professional work and personal life is that we don't seem to enjoy what we are doing. Today the children say "I am bored". Young professionals want to adopt the western model of "weekend getaway". We need weekend getaways if work is perceived as drudgery and an avoidable aspect of our life. Such a perspective can never get the best from work place that modern business management is worried about. What is this boredom? Why does it happen? Because we don't enjoy what we are doing, we get bored. Stress management is a big issue today. Today's life is so, that everyone feels to be very busy in this hectic day to day life. We all are very busy at our work place & in our home life also. In this busy life, we face lot of tensions and our mind is full of stress all the time. We forget about the true happiness in life and how it can be attained.

**Sukhaduhkhe same kritwaa laabhaalaabhau jayaajayau;
Tato yuddhaaya yujyaswa naivam paapamavaapsyasi. (Gita.2.38)**

Having made pleasure and pain, gain and loss, victory and defeat the same, engage thou in battle for the sake of battle; thus thou shall not incur sin.

Generally, people think that earning lots of money and enjoying it, is the aim of life and they think that can give them happiness in life. In our life we either run after money or we try to make our near and dear ones happy in life. Money and material things may give us joy at present but when these material things are not in our life, due to one reason or the other, much pain comes in our life. Same is the case with human relations. Till the time these relations are with you, they may give you joy for the time being. But in the absence of these relations our mind feels pain & sorrow. We all know that we have come to this world alone & shall leave this world alone only. Whatever things we acquire or whatever relations we make on this world stage is only in between your birth and death. Someday, these things or relations shall leave you within this lifetime or ultimately you have to leave all these in the end.

Any infatuation to material things or relations is going to give you pain only, whenever, separation shall occur from these one day. Unless one seeks a perfect and permanent thing in life, he will not be able to find perfect love in life. Most of the knowledge and help we get from the modern day thinking is to suppress or divert our attention from the issue of stress. They implicitly operate with an assumption that stress will be inevitably generated and the solution lies in doing something about it once we are stressed. "Let us kill it or run away from it by some means after it happens" is the basis for stress management. We do not seem to address why one should get stressed in the first place.

Gita also offers perspectives on how to manage certain things in life, understand complex things that we go through in simple terms (just as the example of birth and death). It also offers direct ideas and sets us in a state of contemplation. The *Gita* can be compared to a wish fulfilling tree. Whatever we seek to learn, we can get it from the *Gita*. Each person who reads the *Gita*, can understand it from a different level. It can give lessons to a beginner as well as a pundit. Based on the state of feelings, each person can understand the *Gita* depending on the stage that they have reached in the spiritual path. There is plenty of water in an ocean, but what you can bring away from it depends on the size of the vessel that you take. Similarly the messages will be vast but what we get from it depends on our capacity to absorb. The basic message of the *Gita* is the same and its purpose is to transform humanity to divinity. We should therefore not take such a book lightly. We should approach it with devotion and commitment and



not only try to learn the teachings, but more importantly strive to practice it. Only then we can attain fulfillment in our lives. By repeated reading and studying only we can achieve this.

Some people assert that this really isn't a change in the management functions rather it's re-emphasizing certain aspects of management. Management is creative problem solving method. This creative problem solving is accomplished through four functions of management: planning, organizing, leading and controlling. The intended result is the use of an organization's resources in a way that accomplishes its mission and objectives. Socio technical systems approach; technical systems such as production and office operation have great effect on social system such as personal. This concept places importance on labor and lower-level office work and ignores other managerial knowledge. In this concept managing is treated as mathematical processes. It is viewed as a purely logical process and is expressed in mathematical symbols and relationships. Managing is not a pure science and hence cannot be completely modeled. Just as human body is formed of different interdependent systems so is also an organization. A change in any one of these systems may affect all or some other systems to varying degrees. This 'ripple effect' influences the effectiveness of the organization. To understand the interactions and the consequences between the various systems of the organization the managers should possess the ability to get a perspective view.

Treating an organization as formed of different systems is known as systems approach. Systems theory was first applied in the fields of science and engineering. It also has found wide acceptance in the practice of management. Successful planning is a process. It is the first management principle that must be developed and all the others are interrelated to it. It is the foundation for success.

Samuel Certo, in the Principles of Modern Management, suggests there are six steps in the planning process:

1. Stating organizational objectives – the objectives must be clear for proper planning;
2. Listing alternative ways of reaching objectives – a manager should list several available alternatives;
3. Develop premises upon which each alternative is based – these premises are assumptions and these assumptions will help you work through the alternatives;
4. Choosing the best alternative for reaching objectives – evaluate the alternatives based on your assumptions and choose;
5. Develop plans to pursue the chosen alternative – a manager should develop strategic and tactical plans; and
6. Putting the plans into action – organization can not benefit until the plans are put into action; both short plans and long range plans.

Its task is to make people capable of joint performance, to make their weaknesses irrelevant, says the Management Guru Peter Ducker whose career as a writer, consultant and teacher spanned more than six decades. His groundbreaking work turned modern management theory into a serious discipline, and he influenced or created nearly every facet of its application, including corporate social responsibility, decentralization, privatization, and empowerment, and has coined such terms as the "knowledge worker." It creates harmony in working together - equilibrium in thoughts and actions, goals and achievements, plans and performance, products and markets. It resolves situations of scarcity, be they in the physical, technical or human fields, through maximum utilization with the minimum available processes to achieve the goal. Leadership is lifting a person's vision to high sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations.

This approach emphasized that a manager and a subordinate would get together and set goals with the understanding that achieving these goals would be a major factor in evaluating the subordinate's job performance. This approach was supposed to begin at the top of the organization and all the way through it. Therefore, it was the achievement of these objectives that would determine the success or failure of an organization. Obviously, the better these objectives and goals were stated and then subsequently accomplished the more likely the organization would succeed. Lack of management causes disorder, confusion, wastage, delay, destruction and even depression. Managing men, money and materials in the best possible way, according to circumstances and environment, is the most important and essential factor for a successful management. *Gita* gives answer to all these points. The discoveries of modern science only demonstrate the truth intuitively arrived at by meditation by the ancient saints of India and confirm their doctrines.

The *Bhagavad-Gita* was delivered by Sri Krishna to boost Arjuna's declining morale, motivation, confidence and to increase his (Arjuna) effectiveness. Sri Krishna gave not only spiritual enlightenment but also the art of self management, conflict, stress, anger management, transformational leadership, motivation, goal setting and many others aspects of management which can be used as a guide to increase HRM effectiveness. Unlike the western approach to HRM, which focuses in exploring the external world of matter and energy, the *Bhagavad-Gita* recommends a HRM approach, which focuses on exploring the inner world of the self.

HRM can understand from *Gita* the organizational behaviour in terms of the reciprocal causation among the employee (unique personality characteristics). Because of these combined reciprocal influences, employees are at the same time both products and producers of their personality, their behaviours, and their respective environments. They can suggest that the implications that self-efficacy may have for employee performance in organizations can no longer be ignored by practicing managers. They contend that while traditional motivational and behavioural management approaches are still relevant, expanding the behavioural management approach with CSR and self-efficacy will lead to the more comprehensive understanding and effective management of today's human resources.

HR managers need good 'people' skills and require the confidence and communication skills to deal in a calm and tactful manner with a variety of situations, balancing the needs of the individual employee against the business interests of the



organisation. You may be required to operate in stressful situations when handling issues such as discipline, redundancy or the personal problems of individual employees, so you would need a measure of resilience and an understanding of the importance of confidentiality. Accuracy, attention to detail, co-operation and teamwork are as important as a fair and objective attitude. Good spoken and written communication skills are essential to avoid errors and misunderstandings when dealing with employees' personal details.

