Embracing Spirituality in Management: A Secretforstress-freelife

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ABSTRACT

The ever-increasing competition and the burning desire to be successful in every aspect of life is pushing today's youth up to a dangerous threshold wherein to achieve success and to maintain the same, the youth are willing to sacrifice the morality, ethics and values which govern the foundation of society.Also, they face many stressful situations at a very tender age, and unable to deal with situation develop a negative approach towards life. Due to the lack of management in the routine activities, the desire to be successful is like having a destination for a journey but having no idea how to reach the destination while travelling in the dark. For being successful, the mind must be at peace and it can only be at peace if we could embrace the basic concepts in spirituality. This paper focuses on the importance of management in life and the problems arising due to lack of management & the possible solutions which can be found in spirituality.

Keywords:morality, ethics, values, embrace

RESEARCH DESIGN:

This research is based on secondary data, collected from websites, research papers, articles and other content.

TODAYS YOUTH : A CONFUSED GENERATION?

Youth- an age too old to be pampered and too young to take responsibility. Approximately 36 million (35% of the total population of 1025 million) in the country, consists of youth (between 15-24 years as per WHO definition). In 1981, the youth population was approximately 125 million and 171 million at the beginning of 1991. It was over 230 million at the beginning of 2001. Such huge youthpopulation can be an asset if handled properly and a burden if taken for granted. Ironically, today the youth in India form one of the most vulnerable groups, who on one hand are expected to be the leaders to determine the destiny of India, and on the other hand, are an exploited and confused group.

Some of the main factors causing stress in the youth are discussed below, due to which frustration, low self-esteem and lack of confidence prevails among the youth, leading to lack of zeal.

- ❖ **Peer Pressure**: Peer Pressure is one of the biggest challenges faced by the youths. The generation gap has widened to an extent that the view of the people of two generations repel each other. The varying interest of the young adults and the high expectations of the parents hamper the spirit of growth as a whole.
- ❖ **Role and Value conflicts**: Change in surrounding environment is also one of the factors responsible for confusion among youths. When the youth come from various strata of the society, with diverse cultures, religions, economic status, language and life style, the youth experience difficulties in adaptation to the changing roles and value system. This results in alienation, withdrawal, interpersonal relationship difficulties, depression and even suicidal tendencies.
- ❖ **Pressure for Performance in Academics:**The competition in securing admissions in topmost educational institutions create tremendous pressure on the youths, as the parents right from the nursery level expect their children to study hard and get good marks or ranks. After paying hefty fees in the

educational institutions, they create guilt feelings in children as "bad boys", "bad girls", "irresponsible child" adding more fuel in the fire.

❖ **Pressures of Females:**Many young girls feel that they are an economic burden on parents and commit suicide. The girls are also exploited by the inlaws to ask for continuing favors from their parents. This results in emotional conflict and psychiatric problems in the female youth.

❖ **Independent Living:** Independent living is the ultimate challenge before the youths as they have to shift to other cities or even countries for better job prospects, thus alienated from the family, struggling to establish an independent identity. Housing, transport, medical services, number of children, care of the children, education of the children are some of the issues facing the youth before marriage. Lack of social/ familial support and guidance lays great personal responsibility on the youth to evolve their own life styles to successfully adapt to the society, keeping in view the social and family norms and expectations.

The above mentioned problems have a psychological angel and are a catalyst for driving the youths into depressions, frustrations, crimes and even suicidal tendencies. If the root cause of the psychological behavior is examined, it may give us an idea that most of the problems are created by stress and if there is a proper discipline and management in the social, financial and psychological aspects of an individual, the problems can be uprooted from the base.

MANAGEMENT AS A WAY OF LIFE

> *"Management is the art of getting things done through and with*
> *people in formally organised groups."*

Management can be a measure of success; itplays a vital role in our routine life. A successful person is the one, who is well organised; on the other hand an unsuccessful person tends to lack management skills.Managing ourselves means taking responsibility for various aspects ofourselves: how we learn and understand, how aware we are of our actions, feelings and preferences, how we build self-discipline through managing our time and stress and how we balance our home and work lives. Hence, management helps us to achieve our work objectives and our personal or career goals.

The following are some of the walks of life in which management can be implemented for achieving better results:

Learning and reflection
- Review the importance of learning and reflection in the manager's role
- Identify factors that help to create a positive climate for learning
- Evaluate our learning preferences and how we can use them in practice to improve our performance at work
- Use strategiesfor improving reflective skills.

Self-awareness
- Examine the impact of changing career patterns on personaldevelopment
- Consider our career path and personal objectives
- Plan our professional development to acquire the skills andknowledge which will require in the future
- Use a range of approaches to explore our values andperformance

Exploring perceptions and diversity
- Examine different views about perception
- Find ways to increase our self-perception
- Examine ideas of individual and cultural diversity
- Develop positive strategies for recognizing and embracing diversity

Time management
- Identify the benefits we would like to achieve by managing our time
- Define and prioritiesour work objectives/goals
- Use planning to support us in achieving our objectives.

Stress and life balance
- Identify our immediate response to a stressful situation and our sources of stress
- Explore ways to minimize the effects of stress
- Explore ways to achieve overall balance in our life.

SPIRITUALITY ASSCIENCE

> *"Forgetting the past can be brought back up to haunt you.*
> *Forgiving self from the past cuts out all negative thinking that can arise in the future."*

Spirituality is a state of connectedness with something immeasurable and indestructible, something that almost paradoxically, is essentially you and yet is much greater than you. It is finding our true nature beyond name and form. An individual is highly alert and aware but not thinking in the spiritual state. It involves giving our fullest attention to any activity which we perform in our day to day life.Spirituality is not about making people believe a system or a thought system. It's about knowing that every person has within themselves, a level of truth and integrity,and that we all have our own divine power.It cannot be a monopoly of an individual religion.Though, it is associated with different religions,it does not belong to any one religion, sect or community. It should be thought as a way of life. Research of the old scriptures, epics and Vedas disclose the secrets of Management,which lays down the foundation for modern principles of Management. Spirituality can take many forms; it can be practiced by different methods, irrespective of a person belonging to any religion, caste, sect or community. The mind is a superb instrument if used rightly, otherwise it becomes destructive. We don't use mind at all, the mind uses us. This is a disease. We believe that we are our mind which is a delusion.

NEED OF SPIRITUALITY

Today's world, give our children what can be called as atheistic view of life. Youths does not believe in the culture, ethics & ideologies which lay down the foundation of our society.

When spiritual education is removed from the education system, the youth get a message that there aren't any higher values and ideals and there isn't a god. The society gives a faithless and hopeless environment to its off springs. The teachings of modern day education system are so cynical, ego and money oriented that the youth ends up being cynical and angry at the society. This angry attitude towards the society creates an evil approach which leads to crimes, selfish and self-centered way of life. If the approach towards the society is not changed then the base of the humanity would be shattered, resulting in chaos and unrest in every corner of the world, as this approach is not limited to only a specific city, state, country and continent.The purpose of spiritual education is to fulfill the divine potential of children and to prepare them for life by giving them the tools they need to keep on learning throughout experiences coming their way. It does not include the teachings of any religion. It spread the message that the people are going to be a lot happier, if they are kind to each other and if they work for high moral and ideals. One aspect of Spiritual education is to be a successful person on all levels. The Human beings are composed of body, mind and soul, and if any part of us is starved, we aren't complete. The basis of spiritual education is to prepare an individual or a society in a way that will help them to remain idealistic.

EMBRACING SPIRITUALITY IN MANAGEMENT

The technological development and the changing work patterns, together cope up to make lives of the youth in employment even worse. The heavy workloads in cooperate organizations and institutions make it extremely difficult for the youth to balance their social, personal and professional aspects of life. The stress levels sometimes reach a very dangerous threshold such that the youth are compelled to go into a state of depression or even exhibit suicidal tendencies.Bringing ethics and spiritual values into the life of youths and in the workplace can lead to increased productivity and profitability as well as employee retention, customer loyalty and brand reputation. There are numerous benefits like higher profits for organizations, less absenteeism, higher morale and less stress in employees by integrating spirituality in management.

Spirituality when implemented in the workplace gives the following outcome:

- Strong sense of purpose
- Focus on individual development
- Trust and openness among individuals
- Employee empowerment
- Toleration of employee expression

Without the existence of human spirit at work, there is no meaning in work. Workplace Spirituality is a spiritual culture recognizing thatemployees have both mind and spirit, seek to find meaningand purposes in their work, and desire to connect withother employees and be part of a community. Several studies have shown that spirituality in organizations and workplaces have improved productivity, reduced turnover, greater employee satisfaction and increased organizational commitment.

SPIRITUALITY AND STRESS RELIEF

Stress is the feeling we have when we are under pressure. The way we respond to any challenge may also be a type of stress. Part of our response to a challenge is physiological and affects our physiological state. A

persistently negative response to challenges will eventually have a negative effect on our health and happiness. Spirituality involves getting in touch with our inner self. A key component is self-reflection. Spirituality connected to our inner spirits and the lives of those around us can enhance our quality of life, both mentally and physically.Our personal concept of spirituality may change with our age and life experiences, but it will always form the basis of our well-being, helps us cope with stressors large and small, and affirms our purpose in life.By adopting spirituality in our day-to-day life, we can get a number of benefits. It will help us to increase our positive attitude for tackling any problem or situation. Spirituality teaches us to build communications with self as well as how to build strong relationships with others. This can be done by visiting our religious places, offering prayers, positive talks with friends and family members. In this way, after adopting spirituality in life; people may experience freshness, they will be able to face stressful situations; thus will live a prosperous and healthier life.

PATHS LEADING TOWARDS SPIRITUALITY
Following arethe various paths of spirituality, which can be implemented in our daily life:

Prayer: It is very effective path of spirituality. Prayers can acted, silent, intoned, chanted, sung or spoken to help to develop a sense of spirituality and association with a transcendent force. Prayer is practiced widely, though it takes many forms and is offered for many reasons, such as asking for help, offering thanks, seeking forgiveness, giving praise, looking for answers, invoking protection and calling to the beloved.

Meditation: Meditation is practiced with the intention of leading a person to higher levels of beings and consciousness.If prayer is talking to higher power, meditation can be listening. Many forms of meditation are practised, including breath control and relaxation.

Reading: Reading of the sacred scriptures is one of the paths leading to spiritual development. These scriptures are regarded as truth in its highest form, having transforming power to change an individual into a divine being. They have creative energies to recreate or spiritualize a person and society.

Integrity: Every individual is supposed to live a life of integrity to fulfill his/her purpose in life. Every religion has laws, ordinances and teachings about how to live in this world. They promote many virtues including truth, love, justice, unity, trustworthiness, detachment, selflessness, wisdom, courage and temperance. If every individual follows the teachings and led their life accordingly, the world would be a better place to live in.

Service: The desire to serve can be found in all faiths, traditions in various forms. Service is a part of living a life of integrity. Service movesfrom egocentric toethnocentric to higher motivations leading to serving the highest good and ideals.Serviceis an integral part of education, as teaching is one of greatest service one can provideanother.

CULTIVATING SPIRITUALITY IN YOUTHS
The modern day promotion of greed, pride, fame, conspicuous consumption andindividual expression are contrary to the traditional virtues of humility, generosity,sharing, self-restraint and discipline (Seligman, 2002). One of the great laws of life alsocontradicts current fashion: the more we search for ourselves and attempt to be at peacewith ourselves, especially through worldly means, the less likely we are to find peace andknow ourselves. By practicing the different paths in spirituality, the youth can overcome all the negative energies within and surroundings and channelize it into a positive energy which in turn can be applied to the social, individual and economic development of an individual.
- We can practice prayer, meditation, mindfulness and relaxation techniques to help focus on our thoughts and find peace of mind
- To record our progress, we can maintain a journal to help express feelings
- Striving to see the good in other people and in ourselves
- Work Together toward a Common Goal- Leaders/teachers /parents who provide example, encouragement, and caring can be invaluable to youth at this important time of their lives. As leaders/teachers /parents learn about each young man and young woman, they can receive inspiration for how best to help them.

- Sharing our spiritual journey with loved ones, and inviting them to discuss their journey with ours.
- Being open to new experiences. If you are dissatisfied with a particular type of organized religion, try a new one (or multiple ones). Similarly, if a particular practice (art) doesn't enhance your spirituality; try something different (visiting nature).

- Talk to others whose spiritual lives you admire. Ask questions to learn how they found their way to a fulfilling spiritual life.

- Be Consistent- It does not make sense in practicing all techniques once a while. To experience a change in our spiritual self, we need to be consistent with what we are supposed to practice.

CONCLUSION

The youth of any country are its driving force. They can make or break the future of a country. Unfortunately, today's youth is vulnerable and is surrounded by all sorts of problems which have a tremendous impact on the personal, professional and social life of the youth. They become selfish and self-centered. Developing a spiritual practice enables a person to better understand his inner self and transcend from selfishness and self-centeredness. Spirituality if embraced, allows us to focus on higher purposes and capabilities, developing an ability to take initiative in a creative and a disciplined way, to put in efforts to overcome any obstacle and behave responsibly in social life. Prayer, meditation, reading spiritual literature, service and integrity are the key practices to lead a healthy and happy life. These practices have a great deal of positive impact on the youth, thus enabling them to channelize the energy around them in positive direction, shedding the burden of stress and leading a pure, peaceful and divine life.

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