

MANAGEMENT LESSONS FROM BHAGAVAD GITA

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Abstract

The Mahabharata is the most ancient epic ever written. It is stated that anything missing from the Mahabharata cannot be found elsewhere. The legendary story has persisted in every form of art and continues to awe us even today. The Mahabharata narrative has a lot to teach us. The Mahabharata teaches us a variety of skills and teachings.

The corporate sector is one of the finest locations to quickly apply the epic's ethics. The Mahabharata is an excellent resource for managing business relationships and accomplishing goals!

Long ago, a war known as the Mahabharata was fought between the Kauravas and the Pandavas. They were related. It was waged for the sake of the Kingdom. The Pandavas were renowned to be ethical, whereas the Kauravas were cunning. By playing a dice game, the Kauravas took everything from the Pandavas. They misbehaved with the Pandavas, and their wife Draupadi punished them for losing the game by sending them into exile and living in disguise, as well as attempting to murder them and subjecting them to severe suffering. As a result, the Pandavas and Kauravas engaged in the Mahabharat conflict. It was quite devastating. Both sides were extremely powerful and intelligent. The Pandavas, led by Krishna, devised several cunning strategies to win the fight. The Mahabharat has a number of managerial teachings. Yudhishtir, Bheem, Arjun, Nakul, and Sahadev were the Pandavas. Their mother was Kunti, and their father was Pandu. Duryodhan, Dushasan, and 98 other brothers, as well as a sister, Dushala, comprised the Kauravas. Dhritarashtra and Gandhari, their blind parents, raised them.

In conclusion, the Bhagavad Gita contains valuable lessons on management that are still relevant today. By focusing on the task at hand, leading by example, treating everyone equally, embracing change, staying calm under pressure, and staying focused on the present, managers can become effective leaders and inspire their team to achieve great things.

Introduction

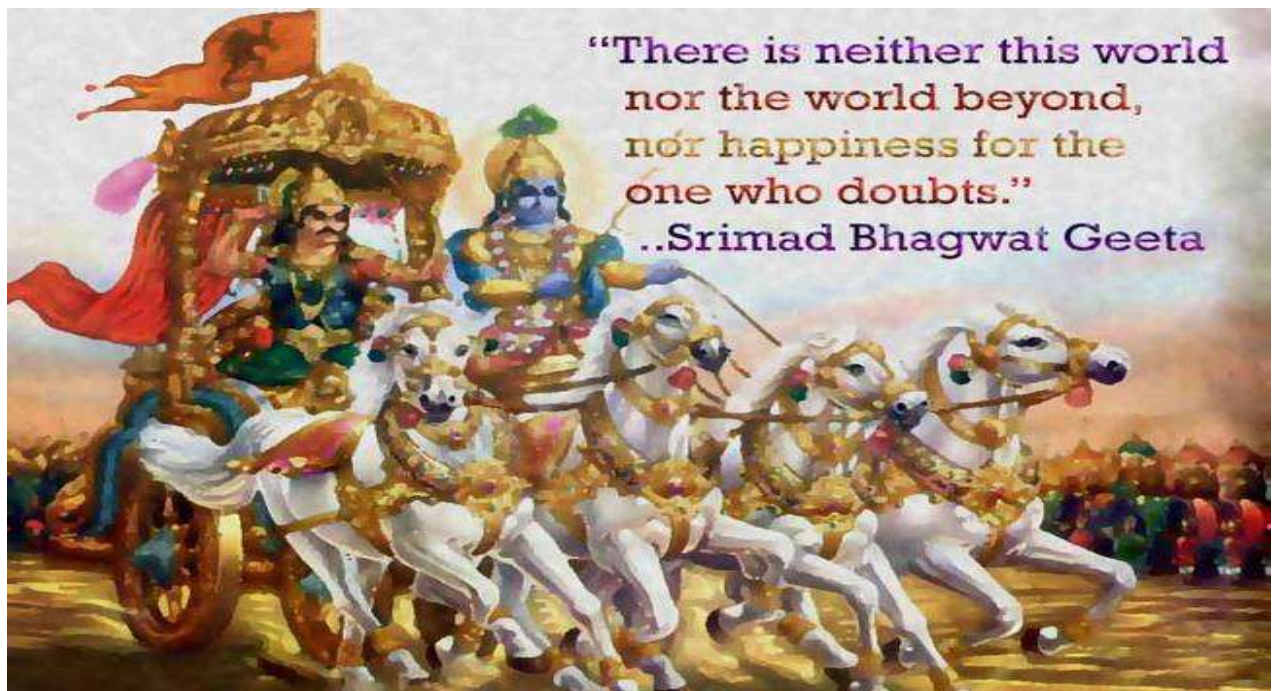


Source: <https://truthultimate.com/wp-content/uploads/2021/08/1-1.png>

Even in today's ethically confusing society, we all face situations that make us despair.

The 'Bhagavad Gita' is an important Indian ancient book, along with the Vedas, Puranas, and Upanishads. It leads us by displaying many spiritual paths that lead to self-awareness and inner harmony. The 'Bhagavad Gita' philosophy impacted many of our historical leaders, including Mahatma Gandhi, Dr Radhakrishnan, Lokmanya Tilak, and many more. This research demonstrates how 'Gita' impacts the lives of modern human civilization, particularly the 'Y' and 'Z' generations. It also attempts to study and emphasise how the Bhagavad Gita supports and develops certain management visions and ideas, which have established a standard in the modern world as a crucial source of success for any firm or individual.

Different authors define management differently depending on their studies, research, and expertise. Management, in theory, is the skill of getting others to perform things effectively and efficiently by utilising various physical and financial resources. However, management is more than its definition implies. It is the essence of all areas of human existence, whether professional, personal, or social. The manager's position is critical in every business; strong management may drive an organisation to the pinnacle of success and vice versa.



Source: <https://www.indiatimes.com/culture/who-we-are/11-simple-lessons-from-the-bhagavad-gita-that-are-all-you-need-to-know-about-life-244390.html>

Bhagavad Gita Lessons

1) Maintain Focus:

Anyone with a basic understanding of the Bhagavad Gita would see three distinct life objectives that Lord Krishna has established for himself. Every excellent manager in the organisation will have specific goals and appropriate work culture to help them achieve those goals. Shri Krishna's three objectives are as follows:

- a) 'Paritrayana Sadhunam' implies a benefit for good;
- b) 'Vinashaya Dushkritam' means the eradication of evil (thoughts and actions);
- c) 'Dharma Sansthapana' means establishing and developing good principles.

Krishna, as a manager, demonstrated how having defined goals in the business can aid in staying focused. Work culture entails establishing an environment in which one may exert active and rigorous efforts in pursuit of a given or the desired goal.

In addition, Shri Krishna offers two types of work cultures that might be adopted in the organisation.

Daivi Sampat: This creates a divine work culture in which the Dharma is prioritised and tasks are carried out in a virtuous way. It is excellent to build a holy work culture to attain the aforementioned objectives. This work culture promotes self-control, boldness, sacrifice, directness, and transparency among peers.

Asuri Sampat: This is a satanic workplace culture characterised by egoism, selfish ambitions, and poor performance. The lack of Dharma in such a work culture makes it impossible to meet the objectives. To

become a world-class organisation that helps to access prospective avenues, large enterprises are always tilted toward the Daivi Sampat work culture.



Source: <https://conscious-manager.com/uncovering-the-leadership-lessons-of-the-bhagavad-gita.html>

2) **Making Use of Available Resources:**

Effective usage of scarce resources. When the fight began, most of the other armies were also involved by the Kauravas and Pandavas; Arjun and Duryodhan also proceeded to appeal for favours from King Krishna. Arjun requested that Krishna drive his Chariot personally. Duryodhan, for his part, asked his warriors. Krishna and his leadership of the Pandavas were important factors in the Pandavas' triumph. He stayed with them the whole time it comes up. He served as the most significant human resource. When it comes to management, it is critical to choose the correct resources. Employees are human resources, as well as raw materials and other non-living items. The selection of appropriate resources

3) **Work-related Attitudes:**

To cultivate a visionary mindset in our work. Most of the commanders, such as Bhishma Pitamah and Dronacharya, fought on the Kauravas' side even though they knew they would lose the fight and their lives. They had the opportunity to defy the Kauravas and go to the Pandavas by disregarding the kingdom of Hastinapur. This is a management lesson since it should be followed by all employees so that they do not keep bouncing from one firm to another for a small pay raise. They should stay with a firm if they like the work environment. None of the Kauravas combatants cheated, which shows managers the importance of being loyal to the client and the organisation.



Source: <https://in.pinterest.com/pin/676032594064532925/>

4) **Work Dedication:**

A well-known Gita passage advocates detachment from the fruits or outcomes of activities undertaken in the course of one's job. Remove yourself from the eventual result and focus on the labour itself. Working for working must include producing excellence for the sake of producing perfection.



Source: <https://www.entrepreneur.com/en-in/lifestyle/3-lessons-for-entrepreneurs-from-bhagvat-gita-to-guide/354629>

- 5) **Work Outcomes:**
The principle of "detachment" from the extrinsic pleasures of employment is explained in the Gita: If the consequence of real work is a success, the man of action should not take all of the credit. If the consequence of real effort is a failure, the man of action is not entirely to blame.
- 6) **Motivation is essential for reaching goals and corporate objectives:**
You have the right to execute your allotted task, but you do not have the right to the results of the activity, according to Lord Krishna. Never believe yourself to be the cause of the outcomes of your actions, and never get connected to not doing your duties. Arjun recovered after listening to and following the commanders' orders and resolved to engage in the war against his enemy. This is the result of Krishna's inspiration for Arjun.



Source: <https://www.indiatvnews.com/news/india/10-life-lessons-to-learn-from-bhagavad-gita-54507.html>

7) **Workplace Culture:**

Successful work culture is defined by aggressive and diligent attempts to complete assigned or preferred duties. Sri Krishna differentiates between two sorts of work cultures: drive Sampat (divine work culture) and asuri Sampat (demonic work culture). Daily work culture entails courage, self-control, sacrifice, and straightforwardness. Asura's work culture is characterised by egoism, personal wants, and poor performance. Create a Daivi Sampat work culture to become a world-class organisation and capitalise on possible opportunities.



Source: <https://astrolaabh.in/article/bhagavad-gita-quotes/>

8) **Submit to the Supreme:**

Lord Krishna requested that Arjuna give him to the Lord; you should have no doubts about the Lord's presence. Put your egos aside and look for a wider, more harmonious picture. Spirituality promotes social harmony and the realisation of human beings' ultimate destiny as a result of self-assessment and self-determination.



Source: <https://blog.storymirror.com/read/xzb8ubf6/bhagavad-gita-verse-9-23>

9) **The Influence of Science and Wisdom:**

Gita asserts that we may understand science via our emotions., i.e. the tongue talks and knows various things through sight, hearing, and other senses." Wisdom will produce inner feelings (intuition), it will increase the force of your intentions, which may be translated into introspection, and if your mind

answers yes, it will become intentions." Intentions begin with inner sentiments, then evolve into intuitions and travel as introspection, ably backed by wisdom, into an action plan and your expressions, and then, via science, into a success formula.

10) **Mind Consistency:**

In the middle of the conflict, Krishna instructs that one should develop mental stillness through yoga. Life is like the Mahabharata, with battles taking place in the mind regularly. Lesson: Through vichikshana, one may quiet their emotions and improve their Viveka or Buddhi.



Source: <https://www.deccanchronicle.com/150710/commentary-op-ed/article/mystic-mantra-divine-dialogue>

11) **Give to the Supreme:**

Lord When Krishna requested Arjuna to surrender him to the Lord, you should have no concerns about the Lord's presence. Put your egos aside and look for a wider, more harmonious picture. Spirituality promotes social harmony and the realisation of human beings' ultimate destiny as a result of self-assessment and self-determination.



Source: <https://gita-blog.blogspot.com/2014/03/arjuna-disciple-devotee-of-lord-krishna.html>

12) **From Action to Action:**

Krishna's answer to Arjuna's despair on the battlefield was, "This is not the demeanour of a great warrior." Individuals and organisations are struggling to go forward in the face of many challenges. The intent to act, not the results.



Source: <https://www.facebook.com/215886190374/photos/a.10150143642295375/10160729540950375/?type=3>

13) **Your Expressions Are Your Intentions:**

According to Gita, "your aims should be clear, realistic, and feasible, and should set you apart from others." The power of purpose is the success mantra for completing any activity.



Source: <https://www.quora.com/What-does-Bhagavad-Gita-have-to-say-about-marriage>

14) **Anger Control:**

According to Lord Krishna, "passion for sense objects stems from attachment to them, and wrath stems from unmet wishes." Anger, according to modern psychoanalysis, is an expression of repressed and suppressed impulses. The meaning of life, our obligations, our aspirations, and, most importantly, peaceful coexistence with other humans.



Source: <https://www.firstpost.com/living/ban-the-gita-a-look-at-arjuna-doubts-vs-krishnas-wisdom-159500.html>

15) **Transformational Leadership:**

Transformational leaders (HR managers) are charismatic, inspire followers to do things their way, and treat followers differently but fairly based on their needs. HR managers and consultants today may benefit from the Bhagavad-Gita philosophy, which can be used as guidance in HRM. Because of cultural variations, simply reflecting western HRM practices may not be effective in the Indian (Asian) setting. Many new contemporary HRM techniques will continue to develop, but the Bhagavad-Gita has stayed pertinent and will continue to contribute to HRM for many decades to come.



Source: <https://conscious-manager.com/uncovering-the-leadership-lessons-of-the-bhagavad-gita.html>

In general, management teaches us how to become better leaders, the art of delegation, motivation and communication, job dedication, developing human resources, planning and executing, methods of expanding knowledge, and building overall managerial abilities.

1. **Leadership:**

The capacity to encourage a group of people toward a common objective is a vital managerial talent. As a result, a leader must be a visionary and pursue the wave forward. The essence of leadership is beautifully articulated in the Bhagavad Gita - Chapter 7, Verse 11 by Lord Krishna to Arjuna: "I am the power of those who are free of personal desire and attachment." "I am the genuine desire in those who are not hostile to virtue, O Arjuna." A leader must believe in self-excellence, which is achieved by first doing his job correctly. The Bhagavad Gita discusses the meaning and purpose of existence. It discusses how a human ultimately achieves self-realization and how karma plays a significant part in moulding our life.

2. **Motivation:**

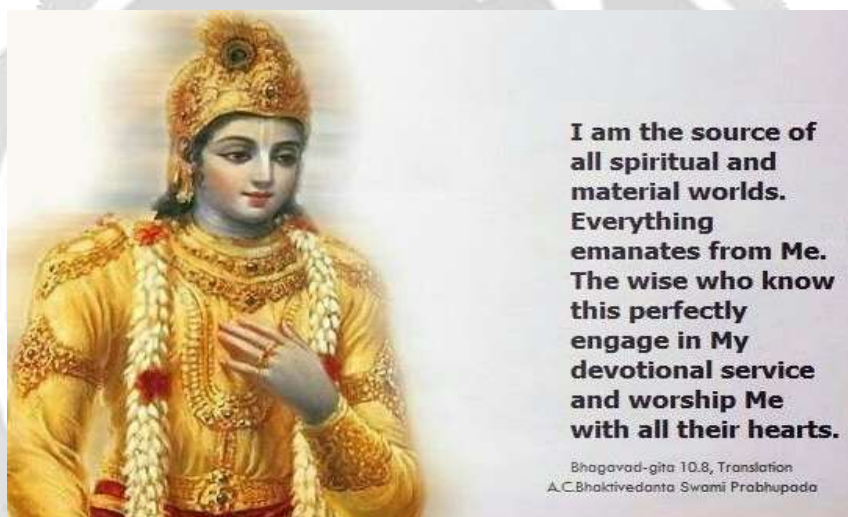
Motivation is the power that drives us toward our goals. Motivation can be either internal or external. Intrinsic motivation is defined as motivation that is motivated by interest or satisfaction in the work itself and lives inside the individual rather than being influenced by outside factors. Extrinsic motivation arises from sources other than the person. Extrinsic motivations include financial and

intellectual gains, as well as coercion and the threat of punishment. This condition is described by there's doctrine of self-transcendence. Self-transcendence entails rejecting egoism, putting others ahead of oneself, valuing teamwork, dignity, cooperation, harmony, and trust - and, perhaps, sacrificing lesser wants for higher aims, the polar opposite of Maslow's hierarchy of needs. The core of motivation is beautifully articulated in Chapter 2, Verse 47 of the Bhagavad Gita. " "You have complete authority over specified activities, but not over their results." You should never be motivated by the effects of your actions, nor should there be any attachment to failing to do your assigned obligations.

3. **Decision-making:**

The basis of the drive is clearly expressed in Bhagavad Gita Chapter 2, Verse 47. The authorised activities remain entirely within your control, but you do not influence the outcomes of those interactions. You should never be motivated by the outcomes of your efforts, and there should be no connection to failing to fulfil your given obligations.

Take everything of Gita's philosophy and psychology and distil it down to its core, and we get some extremely practical advice. World thinkers and spiritual leaders from both now and yesterday provide similar advice. " "Thinking without action is nothing much, while action without thought is nothing at all," Georges Bernanos observed in 1955. In the fourth century BC, Aristotle stated, "*Happiness is an expression of the soul in purposeful acts.*"



Source: <https://in.pinterest.com/pin/150378075035037223/>

“It is better to live in your own destiny imperfectly than to live an imitation of somebody else’s life with perfection.”
Bhagavad Gita



Source: <https://in.pinterest.com/pin/729231364673186813/>

Conclusion

The Bhagavad Gita contributes not only spiritual wisdom but also the art of self-determination, personality, conduct, time management, stress management, and many other areas of management that may be utilised as a guide to improve management effectiveness. The Bhagavad-Gita proposed an HRM method that focused on examining one's inner world. If managers can acquire a sense of confidence, as suggested by the Gita, the quality of their leadership and management will increase.

Arjuna's melancholy in the opening chapter of the Gita is understandable. Sri Krishna transforms Arjuna's thinking from one of lethargy to one of virtuous action, from a condition of what French philosophers call "anomie" or even estrangement to one of self-confidence in the final victory of "dharma" (ethical action.)

When Arjuna recovered from his gloom and prepared to fight, Sri Krishna reminded him of the purpose of his newfound spirit of intense action: not for his benefit, not for satisfying his d and desire, but for the good of many, with faith in the ultimate victory of ethics over unethical actions and truth over untruth.

"No doer of good ever ends in suffering," Sri Krishna says of momentary setbacks. Every activity should result in something. Beneficial deeds create good outcomes, whereas wicked deeds produce only harm. As a result, always act nicely and you will be rewarded.

My intention is not to advocate abandoning the Western model of efficiency, dynamism and striving for perfection, but rather to align these principles with India's holistic attitude of "lokasangraha" - for the welfare of many, for the betterment of many. Business life does have a moral dimension. In this way, what we do in business is no different from what we do in our personal lives. The methods are not sufficient to justify the objectives. Pursuing outcomes for the sake of getting them is ultimately futile.

The ideal philosophy of 'Karma' - human acts - is transferred in the Bhagavad Gita. It is Lord Krishna's story that explains the significance of human deeds and the consequences of those actions. Each individual in the cosmos has infinite potential. Every human being is responsible for identifying that potential and achieving greatness in their career. To do so, one must avoid deviating from the correct way of life and refrain from engaging in immoral behaviour. An individual should always conduct his or her task without regard for the prospective results. Every activity should be taken to benefit many others; after all, an individual's identity is formed by his deeds. Organizations, on the other hand, are accountable for the development of their people. In this competitive environment, they must be driven to accomplish their task effectively and efficiently.

The Bhagavad Gita transmits the ideal concept of 'Karma Yoga,' a foundation for human conduct or karma. Each individual in the cosmos has infinite potential. The ideal vision of infinity demonstrates that every individual in the cosmos has endless potential. It is a question of demonstrating the divine potential that everyone possesses in their inner consciousness. It is the obligation of all humans on the planet to recognise this and strive for ultimate perfection in their respective professions to reach socially desired targeted goals. In this competitive environment, enterprises also must understand the needs of their workers. Organizations must prioritise staff growth through effective training and development. The government must focus on allocating a suitable amount for human resource development by encouraging quality education to all of the nation's residents. It will increase an individual's competitive edge and generate a source of resourceful human capital inside the country.



Source: <https://www.quora.com/What-does-the-Bhagavad-Gita-teach>

The Bhagavad Gita is a Hindu scripture that is considered to be one of the most significant texts in Indian literature. It contains lessons on life, spirituality, and management that are still relevant today. Here are some management lessons from the Bhagavad Gita:

1. Focus on the task, not the outcome: The Bhagavad Gita teaches that one should focus on the task at hand, rather than worrying about the outcome. This is because the outcome is not always in our control, but the effort we put in is. As a manager, it is important to focus on the process rather than just the end result.
2. Lead by example: The Bhagavad Gita emphasizes the importance of leading by example. A good leader must practice what they preach and set a good example for their followers. This will inspire them to work harder and follow their leader's footsteps.
3. Balance between action and inaction: The Bhagavad Gita teaches that there is a balance between action and inaction. One should not be too passive or too aggressive. A manager must find the right balance between micromanaging and not taking action at all.
4. Treat everyone equally: The Bhagavad Gita teaches that all human beings are equal and should be treated with respect. A manager must treat everyone on their team equally, regardless of their position or status.
5. Embrace change: The Bhagavad Gita teaches that change is inevitable and must be embraced. A manager must be open to change and adapt to new situations, rather than resisting them.

6. Stay calm under pressure: The Bhagavad Gita emphasizes the importance of staying calm under pressure. A manager must be able to handle stressful situations calmly and effectively, rather than reacting impulsively.
7. Stay focused on the present: The Bhagavad Gita teaches that one should focus on the present moment, rather than dwelling on the past or worrying about the future. A manager must stay focused on the present and take actions that will lead to a better future.

In conclusion, the Bhagavad Gita contains valuable lessons on management that are still relevant today. By focusing on the task at hand, leading by example, treating everyone equally, embracing change, staying calm under pressure, and staying focused on the present, managers can become effective leaders and inspire their team to achieve great things.

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