

# Yoga and Management Strategies in Gita: Modern Context

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**Abstract:** *Yoga is an integrated way of life. The Concept of Indian Management system revolves around the theory of Karma. In the recent year various organisations are seeking guidance and direction from Vedas for improving their daily business operations activities and effective Management of human resources. Vedas are full of knowledge and wisdom and these concept are integrated in the modern management practices. This paper deals with the concept of Management strategies which are described in Gita.*

**Key Words:** *Yoga, Management Strategy, Business Policy, Leadership.*

## 1. INTRODUCTION:

In this modern world the art of Management has become a part and parcel of everyday life. Management skill is an academic discipline. The Holy Bhagavad Gita is essence of the Vedas and Upanisads. Doctrines of Management come into play through the management of resources, finance and planning, priorities, policies and practice. The *Gita* teaches us that how one's aim in his life can be achieved; howsoever it may be difficult, but doing his duty with devotion to God. It gives correct solution to all the problems in human life. Bhagavad Gita contains the essential ideas and basic principles of business management. Five priority areas are described in Gita. These are followings; ethics, energy, efficiency, effectiveness and excellence. If we do follow this properly, we will win the world.

In the Bhagavad Gita, as mentioned earlier is a complete tractate on management, on managing one's life with sound ethical principles, on managing the external environment and interpersonal relationships with wide ranging implications in the socio-economic context. It provides a new and an alternative paradigm and is worthwhile trying. In this paper, an attempt has been made to lift certain aspects of management strategy from the Gita, that are relevant as much to the Business world as to the individual.

## 2. OBJECTIVES:

- To clarify the concept of Management through Yoga.
- To improve the leadership skill through Karma-yoga in Gita.
- To increase self-Confidence this is highly required by every person in Management sector.

## 3. LITERATURE REVIEW:

Vedas are the bases of *Yogashastra*, Vedas instruct latest management skills of modern business strategies. The success in Business management sector achieves through the daily performance of the two streams of Yoga; one is *Bhagawad Gita* by Lord Krishna and second *Yogasutra* by maharishi Patanjali. Readding of *Gita* is getting with internal energy. Internal energy is called Self-confidence in the *Gita*. It is a positive attitude. It provides power to losers. So Self-confident People always trust their own working abilities, like; Manager and Leader. There is a great need of self-confidence in the every field of life. In the field of business Importance of Yoga has already appreciated long ago in the Western countries.

## 4. METHOD:

Presently, due to the lack of self-confidence in the working style of most youth, they can't accomplish any work efficiently. Because of this, they also have to face many business problems. For recent research problem an analytical method of qualitative research has been used in this research paper.

## 5. RESEARCH QUESTION:

- What is the meaning of Yoga?
- What kind of problems a teacher faces during imparting of Yoga education?
- Which types of activities can be done for effective Management skills through Yoga?

## 6. FINDINGS:

Major problems in management sector like doing work under pressure and stress; being a good business leader. If we don't encourage innovation within our team, those great ideas will be soon end. So teaching of practical Yoga education is more useful to reduce stress and pressure problems in the field of business strategy. Teachings of Yoga helps person mentally empower with concentrate on their each duty. So yoga has been more important in professional sectors. Gita says - where we utilize the body it is called karma yoga. This makes it easy "Where there's a will there's a way".

## 7. CONCEPT OF MANAGEMENT:

Management is a systematic way of carrying out activities in any field of human effort. 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. Bhagavad Gita describes the paradigm of Management in all area of business and other sectors. The notion of Karma Yoga in the Bhagavad Gita is to perform duties with a selfless attitude. The fundamental basis of Karma Yoga is that one is entitled to perform actions but not necessarily be attached to the fruits of those actions. The Bhagavad Gita offers the true spirit of work for doing work in different areas of life. Management is creative problem solving. This creative problem solving is accomplished through four functions of management: planning, organizing, leading and controlling. The technique applied for attainment of this Yoga as mentioned in the XI Chapter is *Divyachakshu* which means imparting the direct vision of Truth to the aspirant. The *Gita* calls it *Jnanavijnanasamhitam* (wisdom fused with vision). These concepts are integrated in the modern Management field.

Lord Krishna addresses to Arjun to provide guidelines regarding the science of work; that does your duty, but do not expect outcomes and do not think yourself as the cause of the results of your actions. While performing the actions, we must remember that the fruits of our actions are not meant for personal enjoyment. Even while working, give up the pride of Doership. Do not be attached to inaction. The main theme in the Bhagavad Gita is man's bounden duties and their efficient accomplishment to attain the goal. The philosophy of management in the Gita propound that all human actions are directed towards a goal and that man will not concede unless he attains the goal. Management is all about getting things done by others. It is only through direction, coordination, motivation and leadership that one can lead others to attainment of the goal. Modern management is more concerned about productive potentials and spiritual efficiency. According to the Bhagavad Gita, Karma Yoga is efficiency in action.

## 8. MANAGEMENT STRATEGIES IN GITA:

- Motivation
- Self-awareness
- Performance
- Foresightedness
- Realistic self-confidence
- Balance in every action
- Personal integrity
- Self-regulation skills
- Self-care skills
- Job satisfaction
- Clarity and focus on duty
- Physical, mental health and wellness etc.

If one does one's duty efficiently and with single minded devotion, without any fear of success or failure in his/her endeavor, then certainly that person shall succeed in his/her work. His/her mind shall be at peace & ease while doing such work without any fear of success or failure. Any person, whose mind is at peace, certainly works effectively in every day.

### 8.1 Policy and Vision:

Planning is the basic process by which we decide our goals and objectives, and the ways and means to achieve them. Planning involves what is to be done, when it is to be done, where it is to be done, how it is to be done and who is to do it. Hence it is the beginning of the process of management. It identifies the purpose or mission of the organization, strategies, policies and procedures to be adopted, programs and activities to be undertaken for fulfillment of the mission. Along with information and knowledge planning requires wisdom and vision. The moving force behind

every master plan and strategy is vision. In any management planning cannot be done in isolation. Every management is the inseparable part of bigger organizations that is society, nation, world, natural environment and ultimately of the universe. So the *Gita* advises us to make our short-term and long term planning in harmony with the divine traits which develop awareness of belonging to the universe. It is holistic planning which should be done in a spirit of sacrifice.

## 8.2 Vision and Leadership:

Visionary leadership is the need of the day that can be developed by acquiring holistic vision of the *Gita*. This holistic vision enables managers to delve deep into human consciousness, to understand, guide, motivate, innovate and inspire their people by practicing the following profound management principles himself, which set forth the eternal value system. Whatever the leader (manager) does, others also do the same. Whatever standards he sets forth, the values he embodies are hailed as the model by his subordinates, staff members. So he must ever be vigilant in performance of his duties.

*Yad yad aacharati shreshthas tattaddevetaro janah /  
Sa yatpramanam kurute lokastadanuvartate //*

(Bhagavad Gita- 3/21)

The leader must be impartial. He can develop impartial views by practicing the behavioral patterns laid down for the *Sthitaprajna*, *Yogarudha* and *Gunatita*. Business Management is the process of designing and maintaining a suitable environment in which individuals. That is why the *Gita* gives full freedom to a leader and a manager for decision-making.

## 8.3 Utilization of available resources:

An important lesson of business management is to choose wisely and utilize scarce resources optimally. During the curtain raiser before the Mahabharata War, Duryodhana chose Sri Krishna's large army for his help while Arjuna selected Sri Krishna's wisdom for his support. This episode gives us a clue as to the nature of the effective manager - the former chose numbers, the latter, wisdom. How the manpower management and recruitment is an integral and so also is the capital generation and utilization.

## 9. THEORY OF KARMA:

Karma means action. We all everyday have various duties determined by our family situation, education, social position, occupation etc. The theory of Karma, Lord Krishna explains to Arjun that your right only is to work only and never to the fruit thereof. Do not consider yourself to be the cause of the fruit of action; nor let your attachment be to inaction. We have the right to do our duty, but the results depend on many factors, for example, our efforts, our destiny (based on our past actions), the will of God, the efforts of others, the cumulative karmas of the people involved, the place and the situation etc. Sometimes if we are anxious about the results, anxiety develops if they do not meet our expectations.

In the Western world also this paradigm shift from mechanistic view of life to the systems view has been gradually taking place.

*“Work is Worship”*

*“Karmanyevadhikaraste”*

(Bhagavad Gita – 2/47)

Krishna advises Arjuna to perform every action in a spirit of devotion, for common welfare, without being attached to the fruits of action. You can experience oneness with the Supreme Being if you perform noble deeds with a spirit of total detachment, without any expectations in return. The fact is that when we are not concerned about the results oriented, we can focus entirely on our efforts, and then the result automatically comes into place. Lord Krishna explains to Arjun in other way that you're established in yoga, renouncing attachment, and be even-minded in success and failure; evenness of mind is called 'Yoga'

*Yoga-sthah kuru karmāṇi saṅgaṁ tyaktvā dhanañjaya /  
Siddhy-asiddhyoḥ samo bhūtvā samatvaṁ yoga uchyate //*

(Bhagavad Gita – 2/48)

Krishna explains to Arjun that how to get the Skill in action. Lord Krishna explains that Arjun ! Endowed with equanimity, one sheds in this life both good and evil. Therefore, strive for the practice of this Yoga of equanimity. 'Yoga is proficiency in the performance of actions.'

***Buddhi-yukto jahāṭīha ubhe sukṛita-duṣhkṛite /  
Tasmād yogāya yujyasva yogah karmasu kauśhalam //***

(Bhagavad Gita – 2/50)

Whether being the head of the multinational company, than we must know how to utilize our energies to accomplish our objectives. The *Bhagavad Gita* emphasizes the importance of managing oneself whereas most of the modern management theories and practices deal with the problems of managing the raw materials, manpower, finances, infrastructure and other external factors. The *Gita* clearly points out the strategic role which managing oneself plays in the well-being of the individual and the society. Gita says no task should be considered inferior or superior. One who performs each and every task with great enthusiasm, patience, attains success. If perchance one fails, it should not dampen their spirits at all. Rather, they engross themselves whole-heartedly in the task until it is finally accomplished. Arjun was fighting because it was his duty to God, and Shree Krishna would be pleased by it. He was still a warrior; however, his internal motivation had changed. The fact that he did his duty without attachment did not make him any less competent than before. In fact, he fought with greater inspiration because his work was directly in service of God. Mind can be one's friend or enemy. Mind is the cause for both bondage and liberation. The work proceeds through intellectual knowledge of the playing field (jnana yoga), emotional devotion to the ideal (bhakti yoga) and right action that includes both feeling and knowledge (karma yoga). With ongoing purification we approach wisdom. The Bhagavad-Gita is a message addressed to each and every human individual to help him or her to solve the vexing problem of overcoming the present and progressing towards a bright future.

#### 10. TECHNIQUES OF CONTROLLING THE MIND:

It has been aptly said about the mind – “*An Idle Mind is the Devil’s Workshop*” so never allow free time to the mind. Because the mind is an infinite treasure house of tremendous powers. Therefore always keep the mind engaged in some worthwhile duties is better. Mind makes the personality of a person. We observe that the mind runs towards the objects of its attachment, towards the direction it has been habituated to in the past. The elimination of attachment eradicates the unnecessary wanderings of the mind, but the Mind is indecisive. The Bhagavad Gita first of all puts a great emphasis on the control of the mind. Arjun in Chapter 6 of Gita says to Lord Krishna, “*Mind is very restless, forceful and strong, O Krishna, it is more difficult to control the mind than to control the wind through practice of Yoga; because the mind is indeed very difficult to restrain. I consider it as difficult to control as the wind. But by practice and detachment, it can be controlled*”

***Chanchalam hi manah Krishna pramathi balavad dridham /  
Tasyaham nigraham manye vayuriva sudushkaram //***

(Bhagavad Gita- 6/34)

Lord Krishna explains to Arjun that the controlling of mind; mind is restless no doubt, and difficult to curb, Arjun; but it can be brought under control by repeated practice (of meditation) and by the exercise of dispassion.

***Asanshayam mahabaho mano durnigraham chalam /  
Abhyasena tu Kaunteya vairagyena cha grhyate //***

(Bhagavad Gita- 6/35)

Krishna, now gives the link between the control of the mind and success in Yog. However, those who have learnt to control the mind, and who strive earnestly by the proper means, can attain perfection in Yog. It's opinion of Krishna. again Krishna says; those who have not learnt to bridle the mind through *abhyās* and *vairāgya* find great difficulty in the practice of Yog. But those who have brought the mind under their control through persistent effort can achieve success by adopting the proper means.

***Asanyatatmana yogo dushaprapa iti me matih /  
Vashyatmana tu yataya shakyo avatumupayatah //***

(Bhagavad Gita- 6/36)

#### 11. CONCLUSION:

In summary, recently we are living in that world, which is full of stress, and if we are talking about on management strategy in business sector than *Bhagavad Gita*'s holistic vision is better which is introduced in our Management Schools; we can produce enlightened managers and leaders. One generation of enlightened managers and

leaders can transform this world by bringing into it a generation of fearless and selfless individuals having noble character. Thus, as the teaching of the *Bhagavad Gita* is of universal significance, to study it is to study man himself, to study life. It should be understood that all these teachings are for each and every one in the world of human being.

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