

Concept, Functions and Principles of Management a complete framework through Bhagavad Gita

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Abstract: *The Bhagavad Gita is a holy ancient scripture presents an insightful philosophical framework that expands beyond spiritual guidance, offering valuable insights into a holistic approach to management. It guides us by showing various spiritual paths through which we can gain self-knowledge as well as inner peace. Management has become an integral part of daily life. Bhagavad Gita is considered as a complete guide to enhance the efficiency and the effectiveness of employees to achieve the desired goals by disseminating the views like changing the weakness into strengths of the individual, sharing responsibilities etc. This study highlights the various concepts, functions and principles of management through Bhagavad Gita.*

Keywords: *Bhagavad Gita, Ancient scripture, Holistic approach, Management.*

1. INTRODUCTION

The philosophy of management and gita profound that all human actions are directed towards a goal and that man will not relent unless and until he attains the goal. Bhagvad Gita contains several slokas of much significance to the art and science of management and administration. The main aim of management and Bhagavad Gita is man's bounden duties and their efficient accomplishment to help attain the ultimate goal. Management is the getting things done by others. It is only through direction; coordination, motivation and leadership one can lead others to attainment of the goal. In Bhagvad Gita Shri Krishna told about the karma yoga. Action is a natural process while idleness is unnatural. Bhagvad Gita beautifully blends the man of action and man of wisdom. This study discuss about the relationship between concept, functions and principles of management and Bhagvad Gita.

2. Literature review

Jayamani.C.V. (2013).This study focuses the relationship between management and Bhagvad Gita. It also highlights the various modern management concepts link with the Bhagavad Gita and spiritual efficiency leads to improve the quality of work and achievement of organizational goal.

Mukherjee.S. (2017). This study identified how Gita influences the life of modern human society especially y and z generation. It also tried to analyze a highlight that how Bhagvad Gita supports and develops certain management vision and thoughts.

Ritika (2020). This paper analyses the role of Bhagavad Gita in management principles. The objective of this study is to Bhagavad Gita and its relationship with management principles.

Lavanya.L (2021). This study highlights the Henry Fayol's fourteen principles of management and how Gita can be linked to those principles. Bhagvad Gita is also examines a questions and answers format which is compiled into 18 chapters and 700 verses.

3. CONCEPT OF MANAGEMENT AND BHAGVAD GITA

Management as a discipline

Management as a discipline it's drawn from various disciplines like art, science, psychology, sociology economic etc. Bhagvad Gita contains eighteen chapters and 700 verses contribute all the solutions to the society and it gives management to wonderful contribution to management which are applicable in today.

Management as a group of people

Management as a group of people. People work in every level in working organization. Bhagvad Gita guide in developing managerial efficiency and effectiveness to achieve the desired tasks. Selecting right the right individuals, share responsibilities.

Management as a process

Management as a process it involves planning, organizing, staffing, leading and controlling resources to achieve organizational resources to achieve organizational goal effectively and efficiently. Bhagvad Gita focuses the importance of duty, equanimity and focused action towards achieving goals aligning with modern management principles.

Management as an activity

Management is also called as an activity because manager performs various activities for the achievement of organizational goal. Bhagvad Gita emphasizes the various principles like duty, self-control, leadership, decision making to achieve goal.

4. FUNCTIONS OF MANAGEMENT AND BHAGVAD GITA

PLANNING

Planning is the primary function of every organization to decide how the organization achieves the goal effectively and efficiently. Bhagvad Gita guide for every people to achieve their desired goal or objective.

ORGANIZING

Organizing is the process to arrange various activities in a well arrange manner. Bhagvad Gita also shared the responsibilities and grouping the activities among the people.

STAFFING

Staffing is the functions to select the right candidates in the right time in right place. Bhagvad Gita also teaches selecting the right members in the group to achieve the success.

DIRECTING

Directing function includes motivation, communication, supervise, leadership. In Bhagvad Gita when Arjun reached the battle field he lost his courage to fight Lord Krishna directed to Arjun and said him to focus on his goal.

CONTROLLING

Controlling means the ability to manage when the things are happen. In Bhagvad Gita's emotional control guiding force to manage complexities of modern life.

5. MANAGEMENT PRINCIPLES AND BHAGAVAD GITA

Division of work

In an organization the work should be distributed among the members for the accomplishment work should be performed with in the stipulated time duration.

In Bhagvad Gita Lord Krishna created four divisions in the society namely Brahmana, Kshatriya, Vyshya and Sudra. Define the role and responsibility clearly to every division so that work can be performed smoothly.

Unity of command

Unity of command means the direction should be from one manager or boss so that an individual's obey their duties accordingly and perfectly. In Gita Lord Krishna said that those who perform all their duties for my sake, who depend upon me and are devoted to me, who are free from attachment and surrender to me.

Subordinate of individual interests to the general interest

In an organization employees not only perform the task for individual or personal interest but also for common interest so that organization can achieve the goal commonly and successfully. In Bhagavad Gita states that in the creation of humankind and creation of their duties and responsibilities. Sacrifice is the selfless sacrifice and done by an individual for the benefit of the society or for larger interests.

Unity of direction

In organizational context each team member must understand their role and responsibilities working for the achievement of organizational goal. In Gita highlights the importance of understanding one's dharma or duty and performed with unwavering commitment.

Discipline

In management principle discipline principles emphasizes the rules, regulations and procedures should be maintain by the employees. Create a positive culture for the respect of authority and committed towards the organizational goal. In Gita Lord Krishna says Arjun whatever you says that is correct but by practice and detachment it can be controlled brings out that discipline is the way to success.

Authority and Responsibility

These principles said that every authority should be some responsibility, ensuring a balance between power and accountability. Bhagavad Gita emphasizing the importance of fulfilling one's duty and the need for ethical leadership to achieve organizational goals.

Equity

Equity principle states that fair and equitable treatment of all employees. Bhagvad Gita teaches on dharma, selfless service and impartial action can be interpreted for fairness and justice in management.

Remuneration

Remuneration should be fair for all employees. The Gita stresses performing one's duty without being attached to the fruits of action. This means focusing work only not for rewards.

Centralization and Decentralization

This principle state that concentration of authority at the top level and decentralization means distribution of power to all level of management. Bhagvad Gita also tells about the distribution of work so that complete the task carefully.

Scalar chain

In an organization communication channel in a proper manner but sometimes for quick communication should be required. Gita state that its principles of order and hierarchy, along with duty and following the path of dharma.

Order

This principle tells about proper place for everything. Gita guide us karma yoga, detachment and devotion, guiding actions and pursuit of self-realization in a practical way.

Stability of personnel

This principle emphasizes job security and minimizing employee turnover. Emotional and mental stability for individuals and leaders can be taught by gita,

Initiative

In these principles employees should be empowered to take ownership and contribute to organization's success by suggesting and implementing improvements.

Esprit De corps

This principles tells about the unity is the strength. Bhagvad Gita implied unity, cooperation and the importance of collective action.

6. MANAGEMENT LESSONS FROM BHAGVAD GITA TO MODERN ORGANIZATION

- **Self awareness**

In Bhagvada Gita Krishna encourages Arjuna to know about yourself, employees in modern organization can also identify their strength and weakness for performing the task in better way and betterment for their personal growth.

- **Ethical conduct**

Gita always emphasizes do your duties or responsibilities with right and ethical ways and also told that performing your duties without expectations of outcomes. Employees also do their duties in right manners and integrity in individual and professional growth.

- **Decision making**

Lord Krishna encourages Arjuna to perform your task with courage and also told that perform your duty. This concept modern organization to guide the employees to make best decisions even in the complex situations in the business organization.

- **Continuous learning**

Lord Krishna guiding individuals for their growth through learning from their experiences, adaptation for the changes. This mindset is importance for every employees for the betterment of the organization.

- **Inspiring and motivating others**

Gita told that the importance of excellence in our work and actions. This also guides us to cultivate a strong organizational ethics, detachment and leading to achieve effectively and efficiently for the achievement of organizational growth.

7. CONCLUSION

The contribution of Bhagvad Gita to the modern management in various ways. Gita presents a holistic approach towards the management. Bhagavad Gita suggests continuous learning and improving in all spheres to pursue the target. Gita encourages managers to take the better decisions for organization. The quality of leadership will be improved and the quality of management will also improve. In this way, concepts, functions, principles are very much important for organizational excellence.

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