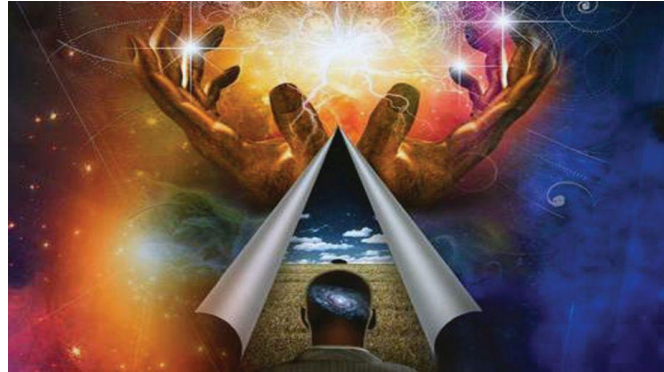


SPIRITUALITY OF WORK IN BHAGAVADGITA



Group-13

Parul Shandilya

Komal Kungwani

Srishti Agarwal

Akshat Joshi

Sachin Mittal

Introduction

- Bhagavad gita is the key book for the re-spiritualization of humankind in our age.
- Spirituality of work offers solutions to the ethical issues in the workplace
- Bhagavad Gita tackles the issues from the grass roots level of human thinking. Once the basic thinking of man is improved, it will automatically enhance the quality of his actions and their results.

Causes of stress in workplace

- New technologies
- Globalization
- downsizing and fluctuating economies

These have caused stress, isolation, diminished view of work and feelings of distrust and alienation among workers

Recognition of spirituality of work

- Informed ethical decision making
- cooperation in the workplace,
- company loyalty
- job satisfaction
- Organizational commitment
- employee engagement
- workers' wellbeing
- towards a harmonious and blissful state of affairs in place of the conflict, tensions, poor productivity, absence of motivation

Why spirituality of work

Employees who develop deep spirituality are :-

- less susceptible to stress and anxiety
- exhibit more trusting relationship with their co-workers
- tolerance of diversity and altruistic behavior

Manager's Functions

- Forming a vision.
- Planning the strategy to realize the vision.
- Cultivating the art of leadership.
- Establishing institutional excellence.
- Building an innovative organization.
- Developing human resources.
- Building teams and teamwork.
- Delegation, motivation, and communication.
- Reviewing performance and taking corrective steps when called for.

Bhagavad gita principles that every Manager should inculcate

Mind is very restless, forceful and strong, O Krishna, it is more difficult to control the mind than to control the wind. ~ Arjuna to Sri Krishna

There is an important distinction between effectiveness and efficiency in managing.

- Effectiveness is doing the right things.
- Efficiency is doing things right.

Utilization of available resources

During the curtain raiser before the Mahabharata War, Duryodhana chose Sri Krishna's large army while Arjuna selected Sri Krishna's wisdom. This episode gives us a clue as to the nature of the effective manager - choosing numbers, choosing wisdom

Work Commitment

- working for the sake of work, generating excellence for its own sake.
- Gita tells us not to mortgage present commitment to an uncertain future.
- the best means of effective performance management is the work itself.
Attaining this state of mind (called "*nishkama karma*") is the right attitude to work because it prevents the ego, the mind, from dissipation of attention through speculation on future gains or losses.

Motivation self and self-transcendence

- Self-transcendence involves renouncing egoism, putting others before oneself, emphasizing team work, dignity, co-operation, harmony and trust and indeed potentially sacrificing lower needs for higher goals, the opposite of Maslow hierarchy_of_needs.
- A concept which is described as "disinterested work" in the *Gita* where Sri Krishna says, "*He who shares the wealth generated only after serving the people, through work done as a sacrifice for them, is freed from all sins. On the contrary those who earn wealth only for themselves, eat sins that lead to frustration and failure.*"

Work culture

Sri Krishna elaborates on two types of work culture "daivi sampat" or divine work culture and "asuri sampat" or demonic work culture.

- Daivi work culture - involves fearlessness, purity, self-control, sacrifice, straightforwardness, self-denial, calmness, absence of fault-finding, absence of greed, gentleness, modesty, absence of envy and pride.
- Asuri work culture - involves egoism, delusion, personal desires, improper performance, work not oriented towards service.

Work results

- If the result of sincere effort is a success, the entire credit should not be appropriated by the doer alone.
- If the result of sincere effort is a failure, then too the entire blame does not accrue to the doer.

Manager's mental health

- Greed - for power, position, prestige and money.
- Envy - regarding others' achievements, success, rewards.
- Egotism - about one's own accomplishments.
- Suspicion, anger and frustration.
- Anguish through comparisons.

The Yayati syndrome

The Mahabharata, we come across a king by the name of Yayati who, in order to revel in the endless enjoyment of flesh exchanged his old age with the youth of his obliging youngest son for a thousand years. However, he found the pursuit of sensual enjoyments ultimately unsatisfying and came back to his son pleading him to take back his youth.

Management needs those who practice what they preach

- "Whatever the excellent and best ones do, the commoners follow," says Sri Krishna in the Gita.
- The visionary leader must be a missionary, extremely practical, intensively dynamic and capable of translating dreams into reality.
- This dynamism and strength of a true leader flows from an inspired and spontaneous motivation to help others. "I am the strength of those who are devoid of personal desire and attachment. O Arjuna, I am the legitimate desire in those, who are not opposed to righteousness," says Sri Krishna in the 10th Chapter of the Gita.

How to be effective in their work

- Bhagavad Gita says "you must try to manage yourself."
- The reason is that unless a manager reaches a level of excellence and effectiveness, he or she will be merely a face in the crowd.

Prakriti-The locus of all activity

- In hinduism, prakriti refers to a primal creative or natural force. It signifies the natural or original intended state of something or of an individual's being.
- The term is derived from the Sanskrit pra, meaning “beginning,” and kriti, meaning “creation.”
- Within prakriti are the three gunas (qualities, threads, or modes) that are responsible for the evolution of and variation in things that exist in the phenomenal world by their different combinations, permutations and interactions.
- Whatever guna dominates determines the evident characteristics or natural qualities of an entity. Because of the constant activity and interaction of the gunas, action is inevitable.

Centered Living and Inner Peace

- When a man is not attracted to external objects, he finds peace at the core of his being.
- When he is totally absorbed in the contemplation of the supreme being, he finds unlimited happiness.
- The goal is to acquire wisdom that discriminates
 - the real from the unreal
 - the eternal from the temporal and
 - the higher from the lower self

Centered Living and Inner Peace

- This form of intellectual discipline provides new insights for action and centered living.
- One becomes indifferent to the external outcomes of her actions. Happiness and sorrow, gain and loss, success and failure are all regarded with an even eye.
- Freed from worries, one achieves peace of mind and tranquility that enables her to work effectively.

Yoga of Action-Karma

- Karma yoga is the yoga of action or work; specifically, karma yoga is the path of dedicated work.
- It teaches that an individual should act according to dharma, without being attached to the fruits or personal consequences.
- With regard to Karma-Yoga, the Gita says that it is doing work with cleverness and as a science; by knowing how to work, one can obtain the greatest results.
- Karmayoga is the model for moral development that has three interrelated constructs, duty-orientation, indifference to rewards and equanimity.

Yoga of Action-Karma

- **Duty Orientation:**
 - Duty orientation represents an individual's volitional orientation to loyally serve and faithfully support other members of the group, to strive and sacrifice to accomplish the tasks and missions of the group, and to honor its codes and principles.
- **Indifference to rewards:**
 - The action of the person who acts without desire should be much better than that of the person who acts with desire.
- **Equanimity:**
 - Equanimity is a state of psychological stability and composure which is undisturbed by experience of or exposure to emotions, pain, or other phenomena that may cause others to lose the balance of their mind.

Importance of positive psychology

- Krishna said that only work come in your jurisdiction and not the result that is Karmany vadhikaraste Ma Phaleshu Kadachana.
- At the same time, it is evident that no work remains fruitless. It will give either positive result or negative.
- It is the positive psychology by which we learn to be happy. By focusing on only work we can give 100% of our concentration.
- It is the desire of a result that comes in the way causing anxiety. Whenever emotions are intense, it causes distraction and work is hampered.
- Work is worship-the statement is perfect in its meaning when we do not think that which work is great and which is not.

Dharma at work

- It is not enough to do our actions with the right mental attitude, we must do only those actions that are right.
- Proper or right action is that which is in accord with dharma, improper action is contrary to dharma
- Dharma stands for duty, ethics, law righteousness, truth, or right conduct.
- **Importance of workplace ethics:**
 - Workplace ethics ensures positive ambience at the workplace. Workplace ethics leads to happy and satisfied employees who enjoy coming to work rather than treating it as a mere source of burden. Employees also develop a feeling of loyalty and attachment towards the organization.

Social Dharma

- Social dharma refers to one's familial and social duties.
- It is understood in terms of sets of coordinates required for each Varna and stage in life (Asrama), for these represent the main factors of time, place, and circumstance that determine one's own specific dharma.
- In this context, Dharma is one of the four objectives that define the aims of Hindu way of life.
- The other three are Artha (worldly success); Kama (all forms of enjoyment); and Moksha.
- These ends encompass our biological, economic, social and spiritual needs.
- Thus, the four ends in life are supposed to correlate with the four stages in life or Asrama.

Gita's solution to downfall of corps

Ethics is linked to spirituality. For the last century or more, western businesses separated work and spirituality. Kurukshetra was also about mind control. Every one of us, whether as manager or employee, is fighting his own battle, his own Kurukshetra. The Gita can help us to learn to regulate our senses, control our minds and gain spiritual strength.

TRANSLATION OF SANSKRIT SHLOKA “YADA YADA HI DHARMASYA”

"Whenever virtue subsides and wickedness prevails, I manifest Myself. To establish virtue, to destroy evil, to save the good I come from Yuga (age) to Yuga."

SWAMI VIVEKANANDA

IMPORTANCE OF VARNA

“When one is in a profession that suites one’s talents and temperaments he is peaceful and balanced.” Thus classifying him into a hierarchical but functional system

Varna is a classification

It is not meant to restrict professional development or social progress.

.Unfortunately, when birth acquires greater significance than qualification and hierarchy takes priority over function, Varna degenerates into casteism, racism, gender inequality and exploitation.

“Varna is a kind of ethical pyramid - more is expected to higher class, in terms of moral and spiritual demands, and less in terms of personal enjoyment.”
(Radhakrishnan 1940, p. 368).

It ought to be about service to community rather than entitlement or privileges.

Importance of bhakti

Bhakti is based on the nature of our higher self.

“When prayers and religious rituals are performed correctly, Bhakti becomes a way of knowledge and selfless action.”

(Koller 2006, p. 195).

It involves self-analysis and self-criticism through discernment and deep reflection.

“Only when one has self knowledge can he undertake to manage himself.”

Work - Life Balance

Spirituality in the workplace have been encouraged by the need for managers and leaders to behave more ethically in the world and to foster ethical decision-making in their workforces.

Describes the term “spirituality” as traditionally being “...an aspect of religious life.

Robert Bellah, UC Berkley

Indeed. What I really understand? Spirituality is a private thing. It is not a religion, neither a cult. It is a person's religious life, It may be devotional or Work Oriented.

Definition for Spirituality at Workplace

Thinkers have made attempts to define spirituality in the workplace but have never reached consensus yet!

This is generally confused with religion and that hinders development of a global approach to the subject because there is a simple contrast between the two but their characteristics overlap at almost every level.

Also, should be we apply the concept of “Think Globally, Act Locally” when we talk about Spirituality at Workplace.

Think Globally, Act Locally!

Different Cultures, Different Definitions of Spirituality?

Robert Bellah sums it up this way, “The way ‘spirituality’ is often used suggests that we exist solely as a collection of individuals, not as members of a religious community, and that religious life is merely a private journey.” He goes on to suggest critically that religious expression in Western societies has been boiled down to deeply held cultural beliefs about free markets and free choice. “It is the religious expression of the ideology of free-market economics and of the radical ‘disencumbered’ individualism that idolized the choice-making individual as the prime reality in the world.”

6 component Model of Spirituality at Workplace

1. Emphasizes Sustainability
2. Values Contribution
3. Prizes Creativity
4. Cultivates Inclusion
5. Develops Principles
6. Promotes Vocation

Inference from the suggested model

The six components presented here as building blocks toward considering a model of workplace spirituality serve as a partial framework for engaging in a broader conversation of spirituality's place and influence in Western business culture. The recent trend in businesses around the globe to reclaim and recognize the spiritual nature of people and the importance of incorporating the “whole person” at work will continue to change the face of how business is done for the foreseeable future.

Problem in conceptualizing Spirituality of Work

- One problem in conceptualizing Spirituality of Work is the tendency to treat it as if it were a remedy to all organizational problems.
- There is always a gap:
 1. Between faith and action
 2. Between theory and practice
 3. Between belief and lived experience.
- Spirituality of Work does not directly translate to morally good ways of organizing work.
- Human workers are affected by:
 1. Technological aspect,
 2. Economical aspect,
 3. Organizational aspects of their employment.

- That also includes concerns for:
 1. Alienation,
 2. Injustices and
 3. Exploitation.
- It recognizes that Spirituality of Work is a lived experience connected to our historical existence in our society and in the workplace.
- Theoretical discussion should not be confused with descriptive account of actual practices and historical reality.
- Given the many challenges arising from the world of work today,
 1. Forced labor,
 2. Bonded labor,
 3. Child labor and other forms of exploitation,

Necessity of Spirituality of work

- **Inner life or higher self need to be nourished:** Every worker has an inner life or higher self that needs to be nourished. The person is the author and beneficiary of work, work is for the person, not the person for work.
- Intrinsic/non-material **motivations of self-actualization and fulfillment**
- **Security and peace of mind**
- **Joy in being of service to others**
- When workers are intrinsically motivated to do their jobs, they experience a kind of flow, **a sense of oneness with the activity.**
- **Spiritual contentment**
- **Personal growth**
- **Recognition of the spiritual/higher self** is essential to develop a holistic paradigm of work.

According to Bhagwadgita...

- Valuing work above persons would be contrary to the teachings of Bhagwadgita. Thus, our social roles and professional obligations have to be coordinated with the nature of our transcendent soul/self.
- The priority given to the spiritual aspect of the human person in Bhagwadgita does not entail total disregard of the material aspect of work.
- Spirituality of Work is not simply an individualized pursuit of meaning, it is connected to our embodied existence in the community of which we are a part.

Dominant management model..

- The dominant management model today is still based on a materialistic-individualist conception of the person – a being who seeks to maximize her sensual pleasure and self-interest. .

Spirituality in work places

- **Spirituality becomes a dimension of corporate culture:**
 - Business leaders needs to develop a model of work organization that will respect and promote Spirituality of Work.
 - Spirituality should be a dimension of corporate culture and an integral part of organizational functioning.
 - This will promote our overall health and psychological well-being.
- **Respect Employee:**
 - Give them a chance to participate actively in production and decision making in their workplaces through some kind of co-management and profit-sharing.
- **Employee should be Accountable for their task:**
 - They should be given the possibility to be responsible and accountable for what they do
- **Transforming the human world requires the transformation of the world of work**
 - By this the dignity of the person as a spiritual subject is respected.

- **Workplace should have firm's goals, visions, and policies are clearly defined and transparent:**
 - This will lead to respectful and trusting relationships and
- **Provided support, tools, and opportunities**
 - to excel in their profession and grow as a person in all dimensions, including their social and family life.
- **Reward for work:**
 - Pride in the quality of products and services produced should also be the focus of management, without totally abandoning the extrinsic rewards of work.

Conclusion

- Sri Krishna's advice with regard to temporary failures is, "No doer of good ever ends in misery." Every action should produce results. Good action produces good results and evil begets nothing but evil.
- Always act well and be rewarded.
- There is indeed a moral dimension to business life.
- Pursuit of results for their own sake, is ultimately self-defeating.

Thank you