

Bhagavad Gita: The Multidimensional scripture of India and Modern Management

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Abstract - Today, management has become an important part of daily life, it is everywhere like at home, office or factory, private, and government organizations. In organizations where a group of human beings gathers for a common goal and purpose, it plays an essential role in managing them for resources, finance, planning, organizing, staffing, directing, and successfully controlling. Management is a systematic way of functioning and executing all activities in any area of human effort. In the present era, every corporate or business unit of human resources is extremely busy with their hectic, strained relationships, too much violence, greed for prosperity, the longing to gain and ambition, and the race to knock down others. In this game of race, they lose their rationality, spirituality, and often their morality which is the identity of human beings.

Lack of management has been the causes of extravagance, exhaustion, disorder, confusion, depression, and even destruction, but the practices of holy scripture of Bhagavad Gita to Managing human, money, and material as resources in the best possible way in the different environment is the most dynamic and crucial factor for the successful management in this competitive global world. According to Gita Managing men is the key to effective management and It teaches us that man should manage himself first. This scripture is the greatest example of successful management of planning, practice, and programming. This holy book

contributes to recognize self-reflection, inner divine strength, finer feeling, and deepen one's inner process.

The Bhagavad Gita highlighted all the dimensions of modern management such as stress management, self-management, resource management, vision, leadership, motivation, excellence in work, efficiency, effectiveness, achieving goals, work orientation, nature of an individual, decision making, planning, etc. Bhagavad Gita emphasized it with sharp insight and finest analysis to drive through our confusions and grey area to making it highly eligible to become a part of the modern management. This multidimensional philosophy of Bhagavad Gita developed new disciplines that are giving an imprint in the corporate world and it has become a management modernizer.

Index Terms - Time management, Anger management, Conflict management, Stress Management.

I.INTRODUCTION

The Indian Scripture Bhagavad Gita is one of the greatest contributions of India to the world. It is a part of the Hindu epic Mahabharata, which was composed by the Veda Vyasa many years ago in Sanskrit. It has 18 chapters in which have 700 Verses. In the Bhagavad Gita, Lord Krishna preached to Arjuna (Pandava), the son of Kunti and Pandu. When Arjuna got mentally depressed and he saw his relatives with whom he has to fight. So, Lord Krishna counseling him that he obliged to serve his duty without thinking about the future and result, this preached given by Lord Krishna to Arjuna on the battlefield of Kurukshetra which was fought between Kauravas and Pandavas had become the holy book of Bhagavad Gita. It is also called the song of the Spirit, the song of the Lord. The Bhagavad Gita is a powerful catalyst for reform and becomes a secret driving force to the rise of one's life. This book of Bhagavad Gita is full of

advice on the theory of cause and effect, making the doer responsible for the consequences of his deeds.

Bhagavad Gita is the source of countless amounts of knowledge, tactics, principles of life, and management. This holy book includes the essence of life. The philosophy of Bhagavad Gita is the best composition to explain the management disciplines such as time management, anger management, self-management, resource management, conflict management, human resource management, and stress management. Lord Krishna is the most powerful and effective leader in this world and his motivation and leadership style are remarkable and perfectly suited in current business organizations and firms. In this book of the Holy Gita, Lord Krishna was giving advances to Arjuna for the truth of life, management, effect and cause theory, reward and punishment theory that was helping him become a successful, positive and practical person. He also told Arjuna about the ethical dilemma of the mind. Here are some following disciplines of management are highlighted which indicates the relevance of Bhagavad Gita into modern management and in our life, and also show its significance and persistence in our corporate world.

1. Time Management

“Time management is the key of successes and discipline is the source to achieve this key”, there is no doubt in this term. If a man can manage himself according to the situation and time then any barrier of his path can't beat him to achieving his goals and aims. In this holy scripture of Gita Lord Krishna teach us the importance of time management by the leaving of laziness, procrastination, ego, self-centeredness.

मयि सर्वाणि कर्माणि संन्यस्याद्यात्मचेतसा |
निराशीर्निर्ममो भूत्वा युध्यस्व विगतज्वरः || 30||

mayi sarvāṇi karmāṇi sannasyādhyātma-chetasā
nirāśhīr nirmamo bhūtvā yudhyasva vigata-jvaraḥ

According to Bhagavad Gita, time management is very important for a man to achieve their goals and objectives. In the holy Gita Lord Krishna said to Arjuna that two elements of Tamo Guna are the enemy of a person, the first is laziness and another one is procrastination. in Bhagavad Gita's Chapter 3, verse 30 Lord Krishna ordered to Arjuna that leave laziness and sorrow and go for your work (war). All your work has been devoted to me, keeping my all knowledge

into yourself, do your job without claiming any ownership, free from laziness and profit.

अयुक्तः प्राकृतः स्तब्धः शठो नैष्कृतिकोऽलसः |
विषादी दीर्घसूत्री च कर्ता तामस उच्यते || 28||

ayuktaḥ prākṛitaḥ stabdhaḥ śhaṭho naiṣkṛitiko 'lasaḥ
viṣādī dīrgha-sūtrī cha kartā tāmasa uchyate

About Procrastination Lord Shree Krishna says to Arjuna in Bhagavad Gita's Chapter 18, verse 28 A person who performed his work in the mode of ignorance is one, who is undisciplined, vulgar, stubborn, fraudulent, slothful, hopeless, and procrastinate. According to Shree Krishna a person who leaves his work for the future and becomes lazy is included in the tamasic category. tāmasic workers who have used their mind is blotted with negative obsessions and thus they are ayuktaḥ (undisciplined). In this scripture, Bhagavan Shree Krishna gives prescriptive regarding what is the proper and improper behavior of humans. But some people ignore their duties and use the avoidance and feign tendency in their behaviors. They become procrastination and sluggish.

Shree Krishna told to Arjuna in chapter 18, that a man has to avoid all these elements such as laziness, procrastination, and adopt the satwa guna, like enjoy your work, leave the ego and anxiety. Do your work (nishkama karma) in proper and accurate time with strong determination without speculation on future gains or losses. Immediately leave the idleness and do work, it will become a fruit like ambrosia for the future. So, you can beat your enemies which is laziness, procrastination. thus, you can manage your time successfully.

II. ANGER MANAGEMENT

Anger is one of our emotions that is active when your unfulfilled desires become necessary for you and if you are not able to be fulfilled them, then it protects our underlying fear of vulnerability and weakness of power. Emotions are those feelings which provoke a person for responding. Anger management is a psycho-therapeutic program of preventing and controlling anger. It has been described as organizing anger successfully.

त्रिविधं नरकस्येदं द्वारं नाशनमात्मनः |
कामः क्रोधस्तथा लोभस्तस्मादेतत्त्रयं त्यजेत् || 21||

tri-vidhaṁ narakasyedaṁ dvāraṁ nāśhanam ātmanaḥ

kāmaḥ krodhas tathā lobhas tasmād etat trayam tyajet
In chapter 16 verse 21 of Bhagavad Gita, Lord Shree Krishna explained anger as an enemy of the world. There are three causes of demoniac disposition, that is lust, anger, and greed these are foundation forms which develop the demoniac vices. Shree Krishna called them as gateways of hell.

ध्यायतो विषयान्मुंसः सङ्गस्तेषूपजायते |
सङ्गात्सञ्जायते कामः कामाक्रोधोऽभिजायते || 62||

dhyāyato viṣhayān puṁsaḥ saṅgas teṣhūpajāyate
saṅgāt sañjāyate kāmaḥ kāmāt krodho 'bhijāyate

In Chapter 2 verse62 Lord Krishna says that lust, anger, and greed all three are all the diseases of the mind. Shree Krishna has given the absolute and penetrating vision into the functioning of the mind. He described that when we repeatedly think about happiness in something, the mind involved it and becomes attached. For example, in a company, there are a number of workers. One day one worker notices that another worker have an expensive vehicle for traveling and he attracted to it and started thinking, “I would be delighted if I got that type of vehicle.” As he continuously repeats this thought in his mind, his mind becomes attached to that object. He is always thinking about that vehicle, and he became unable to do his work perfectly because his mind repeatedly went to the object and became angry and frustrated. His friends ridicule him that they all saw that vehicle, but none of them is crazy about it. The fact is that he repeatedly thinks that his happiness is to get that vehicle, and so his mind became attached to it. But there is a problem in the form of attachment that comes with desire, and desire leads to greed. And the desire leads to provoking him to do anything that is right or wrong to get that object. In this way, attachment plays an essential role to lead desire.

क्रोधाद्भवति सम्मोहः सम्मोहात्स्मृतिविभ्रमः |
स्मृतिभ्रंशाद् बुद्धिनाशो बुद्धिनाशात्प्रणश्यति || 63||

krodhād bhavati sammohaḥ sammohāt smṛiti-
vibhramah

smṛiti-bhranśhād buddhi-nāsho buddhi-nāshāt
pranāshyati

According to Chapter 2 verse 63, Lord Shree Krishna tells Arjuna that when anger captures the mind then a person is not in the condition to get the right advice of his intellect because of the overwhelming emotion of anger, and the anger put pressure on judgment, and the memory becomes bewildered which is leading to

wrong decisions and intellect gets destroyed and it is the reason for collapse devastate a life.

कामक्रोधवियुक्तानां यतीनां यतचेतसाम् |
अभितो ब्रह्मनिर्वाणं वर्तते विदितात्मनाम् || 26||

kāma-krodha-viyuktānām yatīnām yata-chetasām
abhito brahma-nirvāṇam vartate viditātmanām

In chapter 5 verse26 lord Krishna told to Arjuna that, those persons are a hermit (sanyasi), who has controlled his emotions, like anger and lust. They constantly do efforts to throughout the anger, lust, all abolish desire within them. They are strong in their mind with self-realization, who emancipation from material existence, and also detached from all attraction from worldly ties in all respect.

श्रीभगवानुवाच |
अभयं सत्त्वसंशुद्धिर्ज्ञानयोगव्यवस्थितिः |

दानं दमश्च यज्ञश्च स्वाध्यायस्तप आर्जवम् || 1||

अहिंसा सत्यमक्रोधस्त्यागः शान्तिरपैशुनम् |

दया भूतेष्वलोलुप्त्वं मार्दवं ह्रीरचापलम् || 2||

तेजः क्षमा धृतिः शौचमद्रोहोनातिमानिता |

भवन्ति सम्पदं दैवीमभिजातस्य भारत || 3||

śhrī-bhagavān uvācha

abhayaṁ sattva-saṁshuddhir jñāna-yoga-vyavasthitiḥ
dānaṁ damaśh cha yajñāśh cha svādhyāyas tapa

ārjavam

ahinsā satyam akrodhas tyāgaḥ śhāntir apaiśhunam
dayā bhūteṣhv aloluptvaṁ mārdevam hrīr achāpalam

tejah kṣhamā dhṛitiḥ śhaucham adroho nāti-mānitā
bhavanti sampadam daivīm abhijātasya bhārata

The Supreme Divine Lord Krishna talked about the saintly virtues in chapter 16 verses 1,2,3. Here are twenty-six virtues of a saintly nature are below that should be sophisticated as a part of our spiritual practice for uplifting ourselves to achieving the supreme goal. These are- bravery, purity of mind and soul, spiritual wisdom of strong adequate possession and determination, charity, sensory control, the performance of full surrender to the ultimate reality, the study of the scriptures and religious books, austerity, and straightforwardness; ignore fickleness and useless pursuits; nonviolence, truthfulness, absence of anger, renunciation, peacefulness, neglect to the malicious talk, kindness toward all living beings, cleverness, absence of greediness, strong will-power, modesty; forgiveness, endurance, cleanliness, and absence of hubris and vanity.

According to Bhagavad Gita if a person follows all these twenty-six virtues of a saintly nature in his entire life that it can help to person for knowing about the supreme truth and most of the question that running in his mind that how to become a successful person and also a kindhearted human being that has a magnetic persona with divine energy with a positive attitude however if he knows how to manage everything in his life if he understands the principles and the tactics of Bhagavad Gita then he can easily manage his anger, which is very important to everyone.

III. CONFLICT MANAGEMENT

Conflict is the trim of the state of mind which creates confusion between two or more objectives that can be stuck off the thinking ability of a person so that he may not be in the condition to take the right decision. Conflicts are one of the major components of emotional disturbance that arise from a clash of opposing impulses with realistic consideration. Conflict management is the practice of being able to identify and handle conflicts rationally, fairly, and proficiently. Conflicts in a business are a natural part of the workplace because it is a human activity so it's obvious to arrive, but it is important that they have kind of people who can understand and able to manage conflicts and also know-how will resolve them.

In the holy Gita, Lord Keshava explained about the state of mind of conflicts and consequences that expressed of a person's dilemma and the situation which he takes decision with its certain knowledge, and how a man can manage his conflicts situation and resolved it successfully with the proper wisdom which is given by the lord Keshava.

श्रीभगवानुवाच /
कुतस्त्वा कश्मलमिदं विषमे समुपस्थितम् /
अनार्यजुष्टमस्वर्ग्यमकीर्तिकरमर्जुन ॥ 2 ॥

śhrī bhagavān uvācha
kutastvā kaśhmalamidam viṣhame samupasthitam
anārya-juṣhṭamaswargyam akīrti-karamarjuna

Under chapter 2 verse 2, in The Bhagavad Gita Lord Krishna explain the state of confusion is dishonorable and inappropriate for virtuous persons. Lord Krishna reminds the Arjuna of the consequences of illusion, that's pain, infamy, failure in life, and decadence of the soul. Shree Krishna told Arjuna about uncomfortableness and confusion that is a feeling of

discontentment. If it's arranged properly then it can become a powerful impetus to search for true and wise knowledge. The appropriate resolution of doubt helps a person obtain a deeper understanding than before. That why sometimes supreme divine power can deliberately put a person in turmoil, so that they may be forced to search for the wisdom to eliminate the confusion. And when the doubt is finally clear, then the person reaches a higher level of understanding.

चञ्चलं हि मनः कृष्ण प्रमाथि बलवद्दृढम् /
तस्याहं निग्रहं मन्ये वायोरिव सुदुष्करम् ॥ 34 ॥

chañchalam hi manaḥ kṛiṣhṇa pramāthi balavad dṛiḍham

tasyāham nigrāham manye vāyor iva su-duṣhkaram

In chapter 6 verse 34 of Bhagavad Gita, Arjuna told to Shree Krishna that he is in dilemma and felt very restless and enforcement after seeing his relatives, friends, and citizens with whom to fight. He is not able to think about what is wrong or right. It is very difficult to control your mind rather than wind. The mind has become turbulent, strong, and obstinate that creates upheaved consciousness, in the form of hatred, anger, lust, greed, envy, anxiety, fear, attachment, etc. and become stronger so that it overpowers the intellect with its vigorous currents and destroys the faculty of discrimination.

श्रीभगवानुवाच /
असंशयं महाबाहो मनो दुर्निग्रहं चलम् /
अभ्यासेन तु कौन्तेय वैराग्येण च गृह्यते ॥ 35 ॥

śhrī bhagavān uvācha
asanśhayaṁ mahā-bāho mano durnigrāham chalam
abhyāseṇa tu kaunteya vairāgyeṇa cha gṛihyate

When Arjuna felt insensible and confused and become restless then Lord Krishna gave an explanation in chapter 6 verse 35 that how to control your mind by practice and detachments. In this verse Lord Krishna calling Arjuna a mighty-armed son and told him, that you could defeat the bravest warriors in battle then why not beat and control your mind. You have to learn when a lot of unnecessary things embrangled of the mind, and accept the concept of isolation of attachment then you would be concentrated for a persistent effort to change it then for sure you will be able to control your mind.

The holy scripture Bhagavad Gita is appropriate in all the aspect of management science. The director and the employees must obey the rules and the maneuvers of the Gita that helps them in the state of dilemma and

highlighted their decision-making quality, which helps them to choose the right decision in the right situation so that they reach their goals. time management is the major issue in the organization, and also significant to every department or a workplace which have to complete their commitment or the work project on time. Employees must learn from the Bhagavad Gita that how to manage time, and defeat the lust, laziness, procrastination and become punctual to get the target.

Every manager should understand the preference of life and the need to fulfill them in a proper and reliable way with striking a good path that positively motivates them to meet their demands. In the present competition world, the greatest enemy of the young population is negative aggression and anger thus, they cannot grab their opportunity because of misunderstanding and misguides. Anger management is the necessary requirement in the presenting era. in The Indian Scripture of Bhagavad Gita is the best counselor that gives the perfect guidance to defeat his dilemma and how to manage anger. It establishes a spiritual knowledge to become a sensible and wise person so that a person will choose the honest decision and will depart their negative feelings and thus, it would not produce any boundary to hold him. The scripture suggested that how a man can detach from their worldly-bondage and control it abolish desire and developed the intellect.

IV. STRESS MANAGEMENT

In the past few decades, competition is at its extreme, and workload is continuously enhanced in this globalized world. Due to excess work, shortage of human resources, the advancement of technology and management pressure, target-oriented behavior, and health grooming activities stress levels rapidly increased that affected employees' overall development. Stress is an inherent factor in any type of vocation or career. At its best, the presence of stress can be a motivator that urges the individual to strive for excellence. However, excess amounts of stress can lead to a lack of productivity, a loss of confidence, and the inability to perform routine tasks. As a result, quality employees lose their enthusiasm for their work and eventually withdraw from the company.

Stress can lead to emotional and physical disorders that are beginning to impact personally as well as professional lives. Stress can trigger emotional

disorders such as anxiety, depression, and in some cases various phobias that further inhibit the ability to enjoy any aspect of living.

In the divine book Bhagavad Gita, when Kunti Putra Arjuna becomes so stressed and he did not understand which thing was right or wrong for him and how he will handle the situation that his family, friends, and his gurus are in front of him for the battle. how he will fight them. he wants to give up himself from all the duties and throw up the sponge, then load Krishna give him guidance about stress management that how he can deal with his physical, emotional, or psychological stain and how to manage his anxiety, depression, and burnout.

वेपथुश्च शरीरे मे रोमहर्षश्च जायते ॥ 29॥
गाण्डीवं संसते हस्तात्त्वक्चै व परिदह्यते ।
न च शक्नोम्यवस्थातुं भ्रमतीव च मे मनः ॥ 30॥
निमित्तानि च पश्यामि विपरीतानि केशव ।

vepathuśh cha śharīre me roma-harṣhaśh cha jāyate
gāṇḍīvaṁ sraṁsate hastāt tvak chaiva paridahyate
na cha śhaknomy avasthātum bhramatīva cha me
manah

nimitāni cha paśhyāmi viparītāni keśhava

In chapter 1 verse 29-30 of Bhagavad Gita, Arjuna is in fear and very depressed, feel restless due to stress, and told to Load Krishna that his whole body is shivering, and get goosebumps all over the body, and his bow is slipping from his hand, and his skin is also burning all over. His mind is in a predicament and swirl of confusion. He is not able to stand there anymore, forgetting himself and his head started spinning. He told to Krishna that he only sees causes of misfortune. In this verse arjuna explain about his state of mind that corelated with every person when they are in confusion to do or not to do situation and dilemma about sense of them good and bad. They cannot understand the consequences of stress.

मात्रास्पर्शास्तु कौन्तेय शीतोष्णसुखदुः खदाः ।
आगमापायिनोऽनित्यास्तांस्तितिक्षस्व भारत ॥ 14॥

mātrā-sparśhās tu kaunteya śhītoṣhṇa-sukha-duḥkha-
dāḥ

āgamāpāyino 'nityās tans-titikṣhasva bhārata

load Krishna explained the perception that rises to sensations of happiness and distress in verse 14 of chapter 2 of the Holy book Gita. Krishna told to the son of Kunti, that you should understand the discrimination of happiness and sorrow these are things that are non-permanent and continue to change

like the seasons of winter and summer. A person must learn that there are so many difficulties are standing in front of his to duty but for instance, a housewife makes food for his family in daily routine whether there is summer or winter, when a person doing the duty for their children or family to get money, and goes to the job whether there is hailstorm or heavy rain or snowfall, likewise every person should have to do his duty without being disturb and has to tolerate the problems that create troubles in his job. He has to control his emotions and sensations so that he will doing his task without any fear or stress.

कर्मण्येवाधिकारस्ते मा फलेषु कदाचन |
मा कर्मफलहेतुर्भूर्मा ते सङ्गोऽस्त्वकर्मणि || 47 ||

karmany-evādhikāras te mā phaleṣhu kadāchana mā karma-phala-hetur bhūr mā te saṅgo 'stvakarmaṇi All the verses are important of Bhagavad Gita but this verse is more popular and in India, most of the man, women, children are familiar with this verse. In chapter 2 verse 47 of Bhagavad Gita, Lord Krishna preaching to all of us, that we have a right to perform our duties, but the results are not depending upon our actions and efforts, do not overthink and too much concern about the fruit, while working, give up the pride of doer-ship. Do not be attached to an inactive situation. for instance, when a student preparing for his examination, he wants to get the highest marks in the class or wants to become the first position but if he could not get this, he became upset and feel stressed because he attached himself to the result and over concerning for the result, he could not do his duty of study properly and feels so much pressure. And considered himself to the cause of the result of failure or not coming first. The result is only the reflection of his action. he should not become egoistic if he got the first rank and should not inactive if he failed. Lord Krishna teaches us that do the deed but do not wish the fruit. A person should have done his duty without thinking about the future or result that affect him. He has to detach himself from the inaction.

युक्ताहारविहारस्य युक्तचेष्टस्य कर्मसु |
युक्तस्वप्नावबोधस्य योगो भवति दुःखहा || 17||

yuktāhāra-vihārasya yukta-cheshtasya karmasu
yukta-svapnāvabodhasya yogo bhavati duḥkha-hā

In chapter 6 verse 17 of Bhagavad Gita, Lord Krishna explained that how do we overcome our stress and manage it to eating a proper diet like fruits, vegetables, milk, and avoid smoke, alcohol, and non-veg, fast

foods, and junk foods that harm our body. Sleep properly, create balance in work-life, do exercise and meditation in daily life these things will improve our mind and body like a dhyanyogi and helps to manage the stress.

V.CONCLUSION

What is the irony of Indian culture that foreign countries are accepting the importance of it and praised it for practice in the daily life of its principles, but in India youths are forget its culture and value of its own scriptures and holy books? It is becoming a matter of great concern which affected the ability, capacity, and determination, and also create the barriers that bound the advancement opportunities, a growth of the career and progress of the life. The supreme scripture of Bhagavad Gita gives guidance for achieving objectives with choosing the right path, and it shows the reality of the world, society, and its so-called relations. It is a mirror who display your reality that where you stand for, what you are, and what you want to become? If every business organization and its employees will know the supreme truth of life that the only one in the world who notices them and their actions and makes a result, and no other one can do this except the supreme god, then people would be knowing himself and it creates harmony, prosperity, and peaceful environment, and will forget their lust, anger, abolish desire, ego, discrimination, a negative thought which can be harmful to another etc....

The supreme divine power inside of every human being which shows into positive outcomes in it, and when we have in confusion and depression it's become our shadow that holds our hand and pushes to choose the right path. But it depends on our thinking and knowledge that whom we will choose, the right one which is shown by the divine power, or the wrong one that imposed by the pressure of society, depression, ego, abolished desires etc... All this outcome is depending on our decision and work, and the only supreme is the one who judging these and that is the God, here are nothing superior to the God.

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