

Innovations

Management Lessons from the Bhagavad Gita

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Abstract: *The Bhagavad Gita is one of the most revered texts of India that has been storeroom alkanet miserly variety of knowing and advisement religious in character. However, especially now in the contemporary setting, the Gita is not just a scripture of the Hindus; it is a repository of know-how on human activities and moral decisions, on leadership and managerial actions; in other words the Gita is not just a prescription for self-maintenance but for self-making as well as organisational self-making. This paper examines the principles of managing as illustrated in the Bhagavad Gita and relates the finding to current organisations. The Gita has a lot of things to say about ethical leadership, particularly as concerns truth, non-self and obligation. It requires the management to be proactive in the relations of the organisation and cultivate covenantal relations. Examining motivation the text highlights the difference between intrinsic and extrinsic types to help people to focus on the process rather than the outcome which is in sync with modern theories. Regarding stress management the Gita has the guidelines on the state of balance and awareness that is to be practiced in such conditions. On this one also emphasis is put on decision-making thereby forcing leaders to make decisions out of the wisdom and clarity of the decision rather than out of anger or bias. Team work is another element which is taught, Class the communal and coordinated effort to attain objective of the organization. By integrating these of apparent global truths, the Bhagavad Gita transforms into a working template to implement management theory practices with ethical staff performance, leadership and organizational optimisation. This research therefore put together old knowledge with today's requirements showing how the Gita is still relevant today.*

Keywords: *Management, Lesson, Knowledge, Bhagavad Gita, Leadership*

1 Introduction

The kind of particular setting symbolisms is presented in one of the greatest epics of India known as the Bhagavad Gita – a conversation of Lord Krishna on the art of war with Arjuna before the great battle of Kurukshetra. Despite the fact that story was provided with the regard to war situation most of the lessons learnt are valid for virtually any decision making, leadership or personal management process. The teachings explained in Gita are more than meaningful in the context to the

twenty- first century scenario of technological changes, globalization and complications; make the main miracles of Gita evergreen for the corporate world.

In this paper, the writer presents several positions as follows: The main purpose of this paper is to provide a reflexive overview of the management knowledge that may be derived from the Bhagavad Gita and to evaluate the applicability of those knowledge in the modern workplaces. The Gita mainly concentrates on leadership values and prepares the leaders as persons of principles, professional responsibilities, and the right motivation to exercise their authorities in the organizational good rather than in their self-serves. The motivational teachings contained its views on action and efforts in opposition to advice offered on the outcomes describing the middle way to achieve goals.

In as much as stress management is concerned, The Gita offers other management strategies like listening and equal zamliness in accomplishment of any task. It also focuses on decisions based on knowledge and rationality and invites the leaders to transcend the emotion. Moreover, the Gita has also generated a notion of cooperation and detailed analytical division of practice with the distribution of organizational objectives among people.

Through the examination of these principles, this study ties the timeless call of the Bhagavad Gita, to today's problems and paints out how this scripture remains an unmatched management training manual.

2. Ethical Leadership

The Bhagavad Gita emphasizes the virtue and proper discharge of ones responsibility with out any selfishness or evil intent. The advice given by Lord Krishna to Arjuna adheres to the principle-centered leadership where actions are less focused on the benefits that one may derive from it. In today's management, ethical leadership promotes responsibility, whom others can trust, and the equal treatment of all, persuading managers to dedicate themselves for everybody's benefit rather than their own. First of all, this approach has ethical values to consult, foster cooperation and enhance organizational relations thus it is pertinent for taking essential decisions for sustainability (Sharma, 2013; Gupta, 2020).

Ethical leadership is the most crucial for the successful formation of a suitable organizational culture. Integrity Accountability and Empathy are three Major Ethical Standards which must be followed in leadership.

Integrity: Ethical leadership involves practicing integrity since that is what is right to do at any one time more so when there is pressure. Therefore, leaders need to create images of themselves as honest, unbiased, and consistent, making choices that are rational in self-, organizational-, and moral-self-interest. During the confrontation, they are ready to concentrate not on the popularity of the action but on what would be right, which makes them deserving occupants of subordinates' reliability and credibility (Sharma, 2013).

Accountability: We also find that accountability plays a paramount role in ethical decision making. Power of authoring every single movement, choice and the consequences of teaming fosters trust among the leaders. That is another

advantage in utilizing self-managed accountability: everyone becomes accountable – including the leaders themselves. This accountability ensures that all the decisions are very careful and well-made while the achievements as well as all the loss are always dealt with critically (Gupta, 2020).

Empathy: In general sense, as a concept empathy is defined as the understanding of the feelings, impression and needs of other people. Another ethical manner in which leaders attend to the problems averred by the members of the group include empathy in order to enhance and maintain a clear positive balance of relations within the group. Cultural compassionate practice create understanding and recognition of the other person, which boost morale, cooperation, and productivity.

In integrating integrity, accountability and empathy in leadership behaviours, the positive, ethical and collaborative work environment organisational culture will enhance the organisational fibre towards organisational success.

3. Motivation and Self-Discipline

Some of the major messages of the Bhagavad Gita include commitment to action of the base motivated by duty and virtue, and fortitude, as being central to persistent endeavor. According to Lord Krishna in Mahabharata, leaders should be interested in deeds not in results promoting tenacity, perseverance, and bureaucracy and ethical progress for success (Sharma, 2013).

The good motivation for perpetual success as espoused by the Bhagavad Gita is one based on duty or dharma and self control. This results in resilience, persistence and ethical demeanor from the leader; free from the anchors of success or failure of actions, as Krishna teaches Arjuna in the Bhagavad Gita (Sharma, 2013; Gupta, 2020).

Managers should apply the four principles of motivation to motivate the groups, increase motivation, help individuals develop discipline and improve productivity and performance.

4. Stress Management and Emotional Intelligence

Basically Arjuna's confusion at the onset of the battle depicts a typical leader when faced with duty and responsibility that comes with the battle field command. The principles that Lord Krishna has enunciated include the five principles of sustaining the emotional stability, constant vigil and maintaining a state of mental balance. When a person being able to manage the stress the following things can be achieved The focus on the duty of the day (dharma) and the disidentification process with the results of the actions can let a leader face all possible stress and make correct decision.

The act of paying attention during unpleasant occurrences promotes purposeful actions on the part of the leaders rather than to act irrationally.

Leaders who follow the principle of NON-Attachment can easily control their feelings as they remain in control in victory or when they aggravated by loss, hence facilitating good decision making.

Acceptance of the strengths and weakness as well as the bias enables leaders to grow beyond them and ultimately, improves the manner in which leaders interact with other persons on the organizational ladder.

Many of these teachings could be considered as modern day ideas about stress and emotional intelligence – this is giving managers a better way to deal with the crisis of emotional resilience, mindfulness, and maintaining clarity of thought. By focusing on duty (dharma) and detaching from outcomes, leaders can navigate stress effectively and make informed decisions.

- **Mindfulness:** Remaining focused and present during challenging situations enables leaders to respond deliberately, avoiding impulsive reactions.
- **Detachment:** Leaders who practice detachment can regulate their emotions, maintaining stability in both triumph and setback, which promotes sound decision-making.
- **Self-Awareness:** Acknowledging personal strengths, weaknesses, and biases enhances self-growth and equips leaders to lead with greater empathy and effectiveness.

These teachings align with contemporary methods of stress management and emotional intelligence, empowering managers to handle crises with greater effectiveness.

5. Decision-Making and Conflict Resolution

The Bhagavad Gita promotes the responsibility for decisions made. As you would have noticed, Krishna's message to Arjuna stress the ideas of perspective, ego transcendency, action being taken with a long-term, big picture view and most importantly making judgments with clear headedness, righteousness and unselfishness.

The Bhagavad Gita has an excellent message concerning the act of decision: One must be clear, and logical and not be afraid to conquer as action shows the way in a leadership process.

- **Clarity of Purpose** is the foundation of all wise actions.... In the Gita, Lord Krishna tells Arjuna that he should know what is right before he acts; dharma is important. In this case, a clear sense of purpose becomes vital since it assists the leaders to derive their objectives and choose the right decisions that are in line with some of the goals in the future. Lack of it creates situations, where decisions made are working-off cues or are inconsistent, thereby causing confusion and misinterpretation of leadership directions within subgroups.

Critical Courage: It is used in the evaluation of options, and it is used in evaluating the expected results as well. Krishna tells Arjuna to use his ability in such a manner that Arjuna should act twice before decision and action are taken. In modern management, critical thinking assists the manager in several ways particularly; to view issues from different perspectives, to anticipate specific issues and to make decisions objectively and not emotionally. Hence, they prevent impulsive decisions and hence may hinder the process as a whole bringing about undesirable short-term gains that are detrimental to the whole process in the long run.

All these principles from Bhagavad Gita forms the right matrix for making right decisions hence enabling leaders to make right decisions at the right time regardless of the prevailing circumstances.

6. Collaboration and Team Dynamics

According to the Bhagavad Gita, the people in a particular group are interrelated and it is very important to work together. The teachings learnt from Lord Krishna express that success is the collective achievement of people sharing distinct abilities. If people work collectively in a certain management team, the goals are very likely to be achieved within a harmonious framework.

According to the teaching of Bhagavad Gita it is known that the power of positive thinking is good.

- Cooperation when talents and ideas come together to produce better than the best results.
- Respect to the members of the team leads to cooperation since it acknowledges efforts from each person to achieve superior outcomes. Mutual respect fosters collaboration by recognizing and valuing each team member's contributions.
- Shared vision makes work more purposeful, links personal and corporate goals and thus makes for a harmonious, productive team.

This paper based on principles of Gita is useful in understanding how leaders can form effective teams in an organization..

The understanding is that cohesion anchored on trust with the organization's major stakeholders is critical for the success of the organization. It engulfs cooperation, enhances productivity and initiates group action towards achievement of organizational goals.

7 Discussion

To some extent, the Bhagavad Gita gives a broad view on how to manage effectively, combining ethical dilemma with action strategies. It anionic practices convey managers to govern with knowledge, move with purpose, and foster cohesive interpersonal relations within a team. It helps to introduce ethical leadership, mindfulness and the concept of not being attached to the result which is so crucial when making decisions. Such important lessons if imbued in the organization's culture, apply the lessons' lessons to promote organizational resilience, strengthen relationships between organizational members and colleagues, as well as catalyse sustainable growth. The Knowledge given by the Gita remains effective in dealing with ever challenging contemporary corporate world, so as to attain sustainable growth and development of business.

Conclusion

Today we can find applicable lessons for the managers in the Bhagavad Gita which represent ethical values, motivation, stress handling, decision making and team work. Organizational lessons of Confucianism include self-improvement,

pragmatic lessons for the leaders regarding the importance of integrating profit with moral purpose, as well as a caution against assuming that real success is defined purely by profit-oriented action over the maintenance of organizational harmony.

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