Leadership - The Bhagavad Geeta Way - Need Of 21st Century

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Abstract

Ancient Indian wisdom has a lot of knowledge with which one can balance his/her life and career. In the recent time the world has seen the adverse effects of the situations caused by Covid 19. The world has faced the complete shift from offline work module to online. This transition was not easy but the leaders made it possible. Leadership is all about knowing the business and getting the things done with people in mutually beneficial ways. Being said that the entrepreneurs or the leaders should know about 4 major things viz; Business, team building, self-motivation, and leadership. We can see the ancient Indian wisdom from 3 dimensions viz; spiritual, religious, secular ideas. Many people think that ancient Indian wisdom is 5000 years old and may not be of much relevance in today’s era. But if we study it in detail, we can find it is still making sense. The knowledge representation in these Granthas e.g Bhagavad Geeta, Vedas, Upanishads, Ramayana,

Introduction -

Today we all are familiar with the business theories and thoughts developed in the West. However, we have inadequate information about our own historical and cultural thoughts in relation to problem solving, sustainability and decision making despite their importance and comprehensiveness. Today we are finding that so called success in life is not the happiness which an individual is trying to find out. In spite of a successful career, we could find the cases of suicides and murders. The youths in the country are finding it difficult to control their emotions and mind. The art of living is sustainability disturbed. Whole world is facing the challenges caused by Covid 19. Increasing number of the cases related to depression, violence and crime are enough to shake up the ethical principles. Today education system is feeling the need to include Ethics as a subject in education. As per the Model Curriculum for Management Program (MBA and PGDM) published by AICTE in 2018 has approved a subject called Indian Ethos which has covered few references from Ancient Indian wisdom.

In Management Education one gets the exposure to develop and improve his/her business knowledge and learn various tools and techniques. This becomes valuable in the later career which requires more analytical thinking to identify and tackle business challenges. The graduates are prepared for life and are expected to have higher success rate dealing with upcoming life challenges. Many of them have started their entrepreneurial ventures and are successful.

In the current state of affairs these inputs are based mainly on the western paradigm of the “world view”. Moreover, the current management theories are by and large prescriptions for the business organizations. This overwhelming
focus on organizations has over the time pushed the “individuals” to the residual in the equations. It is increasingly felt that the current ideas do not adequately cover all the issues of major concern to individuals and organizations.

Objectives of Research -

1. To understand the challenges faced by the entrepreneurs in running their business.

2. To know the challenges related to leadership.

3. To know the hurdles or barriers in smooth functioning of their business.

4. To provide probable solutions to deal with the problems taking the reference from Bhagvad Geeta.

Hypothesis:

Hₐ - Most of the entrepreneurs face the challenges related to leadership.

H₀ - Most of the entrepreneurs do not face the challenges related to leadership.

Data Collection and sampling methods adopted:

The researcher has collected the primary data from online and print resources available on internet and in the form of books.

The primary data is collected with the help of structured interviews of 25 business leaders from the vicinity of Chinchwad Pune by convenience sampling method.

The respondents were given a briefing about the purpose of the interview and accordingly time was given to articulate their answers. The key points are explained by following data tables and charts.

Data Analysis:

1. Do you have challenges with respect to leadership

The pie chart clearly says that the selected strata has faced challenges with respect to Leadership.
2. What are the key barriers and dilemmas you face in implementing your preferred leadership style?

Senior managers acknowledge that the pressurized culture of responding to numerous, highly demanding customers and sometimes unrealistic targets of return on investments can force them to adopt a more directive, controlling and detached leadership style, even though this is not their preferred approach.

3. 99% of the leaders expressed that they faced the issues in managing their anxiety and stress.

4. Do you face employee resistance for any change in the system you want to implement?

The respondents given various reasons but the prominent ones are listed in the graph.

5. 93% of the respondents said that they faced a lot of difficulties in delivering difficult news specifically during the recent phase of Covid 19 pandemic.

6. Can you define any specific issue you faced within the organization?
75% of the respondents said that they faced social issues amongst the employees inside the company.

7. 60% of the respondents stated that they faced the issues in communicating effectively.

8. Motivating a diverse team is also a major challenge faced by 82% of the respondents.

9. Accepting and distributing feedback is also a challenge faced by the business leaders.

10. 64% of the leaders also stated that they are facing few internal issues as well such as fear, lack of self-confidence and impatience.

Conclusions:

During the discussion with the business leaders, it is found that majority of the issues are related to managing the team, resolving the barriers of change and overcome the interpersonal problems.

The researcher found that though we know that the leader has to motivate the team, at times it is found to be difficult for the leaders also to keep themselves motivated.

Being said so it was found that the root causes of the stress is high expectations and time management.

Suggestions/Probable solutions:

Above are the few prominent challenges faced by the respondents however there are many other challenges which can be basketed as Administrative, Operational, Funding etc.

After a detailed understanding of the problem the researchers reviewed and referred the literature available on Bhagvad Geeta and suggested following probable solutions for challenges faced.

Probable Solution to overcome barriers and dilemmas.

In Bhagvad Geeta Chapter 1 which is “Arjun Vishad Yog” states clearly about how to overcome barriers and dilemmas. To take a look on the sayings of Lord Krishna, he says in the middle of the battlefield, that one should exercise the stability of mind by yoga or meditation. Human Life is like the battle field of Mahabharata’ where the
battle has been fought daily within the mind and soul. ‘Chitta Sudhi’ through yoga is the best practice to steady the mind.

**Lesson**: By the stability of mind one can calm their emotions and can increase his/her ‘Viveka’ or ‘Buddhi’ with ‘vichikshana’ When Viveka is activated one can understand the real cause of the dilemmas or barriers and can get the root cause addressed which will solve the problem in a far better way.

**Probable solutions to overcome resistance** -

We always say that “Change is the only constant” but it is observed that people resist to change and the same is been observed during the study.

In Bhagvad Geeta there is one sloka which says that,

अनित्यमसुखं लोकनमः प्राप्य भजस्व माम्।।

Means This material world is devoid of pleasures & impermanent too! After attainment of such impermanent & unpleasing world, obviously serve Me! No other choice to be eternal Happy one!

To over come the resistance if the leader has to convince this fact to his team and try to get them along for the achievement of the organizational objectives.

**Probable solutions to manage the anxiety.**

Bhagvad Geeta says that if we are able to observe our state of mind keenly we would be able to get rid of the basic problem of our anxiety. There are various reasons for one to get into the trap od anxiety viz; fear of failure, fear of losing, overthinking.

Many a time it is observed that we run behind the situation as we want but we forget the basic fact that what is it all about so take a pause, analyze and rethink about the depression with the solution to overcome from the problem as well. Unproductive thoughts can get us composed in a deep depression. It is guaranteed to come back to your own state of mental balance and progressive thinking. When we abide in any depressive, anxiety, and stress matter, we live only with disturbed minds. Yeah, I agree it is very difficult to face but do you feel that it is a success ladder to step out one by one movement towards success if we take this in a positive way.

The researcher wishes to state that The Bhagavad Gita has 18 chapters. It consists of 700 verses. Self realization or God realization is the essence of Bhagavad Gita. Although goal is one, there are many ways to reach it based on your temperaments and circumstances. Bhagavad Gita is perfect synthesis of four yogas – karma yoga, jnana yoga, raja yoga and bhakti yoga. You need a combination of these four yogas to reach the ultimate. Bhagavad Gita started with the distress of Arjuna and ends with the surrender to the ultimate.

One could find the solution for any problem in Bhagvad Geeta. Though this literature is 5000 years old, it is still relevant in todays would. It is just that our preference towards reading this and understanding the same needs to be improved.

Self Confidence (Shraddhamayoyampurushah-Yoyatshraddhahsaivasaha (Chapter -17): One should have faith in reality and accept it, which is a great source of strength. A man is what his faith is, as the faith so will be our desires and thoughts and action.

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References:


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