



MANAGEMENT LESSONS FROM 'BHAGAVAD GEETA' IN HIGHER EDUCATION

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Abstract

The Bhagavad Gita, often referred to simply as the Gita, is a sacred Hindu scripture that is part of the Indian epic Mahabharata. It is written in the form of a dialogue between Prince Arjuna and the god Krishna, who serves as his charioteer. The dialogue takes place on the battlefield of Kurukshetra just before the start of a great war between two factions of the same royal family. The Bhagavad Gita addresses the moral and philosophical dilemmas faced by Arjuna, who is torn between his duty as a warrior (Kshatriya) and his reluctance to fight against his own relatives and teachers who are on the opposing side of the war. Krishna provides guidance and wisdom to Arjuna, imparting profound teachings on various topics such as duty (dharma), righteousness, devotion, yoga, and the nature of the self (atman). The Bhagavad Gita promotes inclusivity and collaboration by emphasizing the interconnectedness of all beings and the importance of working together harmoniously. In higher education, fostering a culture of inclusivity and collaboration among students, faculty, staff, and administrators promotes diversity of thought, innovation, and collective achievement. By integrating these management lessons from the Bhagavad Gita into higher education practices, institutions can cultivate ethical leadership, resilience, and a supportive learning environment conducive to academic excellence and personal growth. The Bhagavad Gita is an integral part of Indian culture and heritage. By studying the Gita, students can gain a deeper appreciation and understanding of Indian philosophy, spirituality, and traditions, fostering cultural awareness and sensitivity. While rooted in Indian culture, the teachings of the Bhagavad Gita have universal relevance. Students from diverse backgrounds can benefit from studying the Gita's teachings on morality, duty, and the nature of the self, gaining a broader perspective on life and society. The present paper is an honest attempt to attract the attention of the readers towards the importance of **Management lessons from 'Bhagavad Geeta' in higher education.**

Kew-Words: Gita, Hindu, scripture, Mahabharata, Arjuna, Krishna, philosophical, promotes, higher, education, administrators.

Introduction:

The Bhagavad Gita, a sacred Hindu scripture, offers numerous management lessons applicable to various aspects of life, including higher education. The Bhagavad Gita is divided into three parts comprising eighteen chapters with seven hundred knowledge. Management Education develops problem-solving, effective communication, critical thinking, leadership, and reporting skills. Unlike the Western Management

philosophy, which focuses on the external world and energy, the Bhagavad Gita focuses on the inner world of self. Managers, in a bid to achieve results-profits, higher value of the company, power, material benefits, often compromise on means to achieve their goals losing sight of personal development, quality of life, social welfare. Management education needs to incorporate the development of the workers as individuals who are not mere employees but also adopt management principles with values, with the right attitude towards the mental health of managers, work results, work culture, work commitment, and utilization of resources. It is important to develop management traits of right motivation, leadership, understanding of time, managers who practice what they preach and set the right example for their team members. As a way of life, the Bhagavad Gita serves as a guide for effective management and a pillar of management principles.

Here are some management lessons from the Bhagavad Gita that can be applied in the context of higher education:

Duty and Responsibility:

The Bhagavad Gita emphasizes the concept of performing one's duty or "dharma" diligently without attachment to the results.

In higher education, administrators, professors, and students alike can adopt this principle by focusing on their responsibilities and tasks with dedication and commitment, regardless of the outcomes.

Leadership by Example:

Lord Krishna, in the Bhagavad Gita, serves as a mentor and guide to Arjuna, demonstrating effective leadership through his actions and words.

Leaders in higher education can emulate this approach by leading through example, demonstrating integrity, humility, and a commitment to the institution's values and goals.

Decision-Making and Strategic Planning:

Arjuna faces a moral dilemma on the battlefield, seeking guidance from Lord Krishna. The dialogue between them illustrates the importance of making well-considered decisions and strategic planning.

In higher education, administrators often encounter complex challenges requiring strategic decision-making. The Bhagavad Gita teaches the importance of seeking counsel, weighing options carefully, and acting decisively.

Emotional Intelligence and Self-Management:

Arjuna experiences emotional turmoil and self-doubt, which Lord Krishna addresses by teaching him about the nature of the self and the importance of mastering one's emotions.

In higher education, cultivating emotional intelligence and self-awareness is essential for administrators, faculty, and students to navigate interpersonal relationships, handle stress, and maintain focus on academic goals.

Resilience and Adaptability:

The Bhagavad Gita underscores the importance of resilience and adaptability in the face of adversity. Lord Krishna advises Arjuna to remain steadfast in his purpose and adapt to changing circumstances.

In higher education, resilience is crucial for overcoming challenges such as budget constraints, policy changes, or technological disruptions. Institutions must adapt to evolving trends and embrace innovation to thrive in a dynamic environment.

Inclusivity and Collaboration:

The Bhagavad Gita promotes inclusivity and collaboration by emphasizing the interconnectedness of all beings and the importance of working together harmoniously. In higher education, fostering a culture of inclusivity and collaboration among students, faculty, staff, and administrators promotes diversity of thought, innovation, and collective achievement.

By integrating these management lessons from the Bhagavad Gita into higher education practices, institutions can cultivate ethical leadership, resilience, and a supportive learning environment conducive to academic excellence and personal growth.

Objectives of the present paper:

Here are some objectives of integrating Bhagavad Gita teachings into management education:

- To emphasize the importance of ethical leadership.
- To offer teachings on managing stress and dealing with adversity.
- To highlight the importance of teamwork and collaboration.
- To involve strategic thinking and planning.
- To provide guidance on resolving conflicts peacefully and diplomatically.

Research Methodology:

The original textbooks of the selected topic will be used for the present research paper. For the collection of **secondary sources**, a large number of related reference books, research articles, journals, newspaper articles, and online web-based sources will be used.

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Ethical Leadership: The Bhagavad Gita emphasizes the importance of ethical leadership. Managers can learn the principles of righteous conduct (dharma) and integrity in decision-making, which are crucial for effective leadership in organizations.

Stress Management: The Gita offers teachings on managing stress and dealing with adversity. Managers can learn techniques for maintaining equanimity and mental resilience in challenging situations, which are essential skills in the fast-paced and demanding world of business.

Team Building and Collaboration: The Gita highlights the importance of teamwork and collaboration. Managers can learn how to foster a sense of unity and cooperation among team members, promoting synergy and collective achievement.

Strategic Planning: Krishna's counsel to Arjuna in the Bhagavad Gita involves strategic thinking and planning. Managers can derive insights into strategic decision-making, goal setting, and resource allocation from the Gita's teachings.

Conflict Resolution: The Bhagavad Gita provides guidance on resolving conflicts peacefully and diplomatically. Managers can learn techniques for effective conflict resolution and negotiation, fostering harmony and productivity in the workplace.

Self-Development: The Gita emphasizes self-awareness and self-improvement. Managers can engage in introspection and self-reflection to identify their strengths and weaknesses, leading to personal growth and professional development.

Decision Making: The Bhagavad Gita offers principles for making wise and informed decisions. Managers can learn how to assess risks, weigh alternatives, and make decisions that align with organizational goals and values.

Service-Oriented Leadership: Krishna's teachings in the Gita emphasize the concept of selfless service (karma yoga). Managers can adopt a service-oriented leadership approach, focusing on the well-being of their employees and stakeholders rather than personal gain.

Key themes and teachings of the Bhagavad Gita include:

1. Dharma (Duty): The Gita emphasizes the importance of fulfilling one's duty in life according to one's role and station, without attachment to the results of one's actions.
2. Yoga: The Gita discusses various paths of yoga, including Karma Yoga (the yoga of selfless action), Bhakti Yoga (the yoga of devotion), and Jnana Yoga (the yoga of knowledge).
3. Self-Realization: Krishna teaches Arjuna about the true nature of the self (atman) as eternal, indestructible, and beyond the body and mind.
4. Detachment: The Gita encourages detachment from the fruits of actions and the transient nature of the material world, while also advocating for active engagement in the world with a sense of duty and devotion.
5. Unity of Existence: The Gita teaches the underlying unity of all beings and the interconnectedness of all life forms.

The Bhagavad Gita has been highly influential in Hindu philosophy and spirituality for centuries. Its teachings continue to inspire people of all backgrounds around the world, and it is considered one of the most important philosophical classics of all time.

Summing Up:

To sum up the research scholar comes to the point that Management as an academic discipline is a century old only. However, it has gained tremendous importance. Management as a science is preoccupied with business. In the recent past it has a gained application in other areas- governances, political leadership developmental issues and even ethics. It draws heavily from behavioural science, economics, (applied & analytical) mathematics, computer and science. Arjuna stands along with his Sakha-Friend-guide torn between the two warring groups and seeks guidance. The Bhagavad Gita follows- a dialogue is witnessed by Sanjaya through a divine vision and reported to Dhritarastra the blind kind and this is being dictated to Ganesh by Vyasa. Layers of symbolism and allegory are involved. Great Teachers and counsellors have used dialogue as the most effective method Management Gurus, Political leaders, and Pundits have recognized the usefulness of the format. Indians are considered to be augmentative. Commentators in the Sanskrit language have also used the format. In the present paper; the research scholar tries to explain the importance of

Management lessons from 'Bhagavad Geeta' in higher education.

The context of the Bhagavad Gita is considered to be practical. Though serious metaphysical issues are discussed, debated, clarified, and even defined- the essential context is practical problem solving – relevant eternally.

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