

An Interface between VEDANTA and Management- an Empirical Analysis

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Abstract

The present paper is an attempt to understand whether there is any interface between VEDANTA and management. For the purpose of the study 14 variables are identified after making a pilot study. In overall 514 questionnaires were distributed in private and government sector corporate units, of which 278 responses received. However, keeping the objective of the study only 142 responses were included, those who are the followers of VEDANTA. These include 79 from private sector employees and 63 from government sector employees. The private sector respondents include 41 male and 38 female. Similarly in case of government sector 27 female employees and rest are male. The study found that almost all the respondents feel that VEDANTA helps to a great extent in discharging good management practices at the work places.

An Overview

VEDANTA is a philosophy given at the end of VEDAS. The word VEDA comes from Sanskrit root VID, meaning to know. So VEDA means a body of knowledge. This knowledge is given at the end of the VEDAS- our sacred scriptures. So Upanishads, physically appearing at the end of the VEDAS makes up VEDANTA. Thus, VEDANTA is the knowledge. It is a vision and not a particular mode of life or a particular religion. It is in fact, a vision of truth which is universally applicable. The truth is that it remains the same irrespective of time, place and condition. Thus VEDANTA is the knowledge or the vision of this truth. The question is whether this truth or universal vision has any relevance to our present day life. If VEDANTA has nothing to do with that, this study would remain only academic. But we will see that it has to do a lot in our life in making us happy, peaceful and harmonious. Many of today's businessmen, industrialists, politicians, professional managers and so many other persons in different walks of life are generally materialists. They look at the world through a mind distorted by vanity and judge wrongly the world and their relationship with it. They are proud of their belongings and wealth. Such ego-centric people are busy in such-enjoyment. They remain always agitated, restless and indulge in the efforts of satisfying their endless desires. Gradually they become tired physically, confused

mentally and upset intellectually. A man can make a heaven out of hell and a hell out of heaven by the harmony or discord in him. Thus, hell and heaven are determined by the amount of discord or harmony that we can successfully bring about in our inner make up. Here VEDANTA helps us. India is one of the very few countries having the longest history of unbroken continuity of culture, traditions and ethos. Management was and is not something new to the Indians. Ancient Indian was one of the leading countries in the world of trade. Moreover, Goutam Buddha, Vardhaman Mahavira, Shankarcharya, Guru Govind Singh, Swami Vivekananda and other spiritual leaders had rich heritage and based their role as a manager on Indian Philosophy which has its roots in VEDANTA.

According to Swami Vivekananda, “The GITA is a bouquet composed of beautiful flowers of spiritual truths collected from Upanishads” (VEDANTA). The nature of problems faced by Arjun in GITA and by us in our day-to-day life is the same. We also want sometimes to avoid or run away from the problems. But Lord Krishna says, “Don't run away. You must learn to face the situations”. This requires inner courage that comes only when the mind is strong and poised. And equipoise in mind comes only when it has a large vision, a macro vision with clear understanding that he is not a single, solitary individual fighting against the world of plurality (multiplicity) but that he is one with the whole universe, one with the Lord who is the cosmic person. When we understand that all individuals are interrelated with each other having certain responsibilities and duties to the society, then only our vision becomes macro-vision which is the practical need of the day. VEDANTA helps in developing such vision.

VEDANDTA has many things to contribute in different areas of management like, motivation, leadership, communication, decision making, development of an appropriate work culture, etc. It also teaches self-management, which plays a vital role in managing other things. Moreover in today's world organizational effectiveness is very important for managerial excellence. An organization has to respond accurately, immediately and appropriately to every change in environment. Hence organizations are required to be dynamic and competitive. For such organizations the managerial personnel must have certain specific qualities and capacities. Here Vedantic view, points out that manager should be RAJARSHI- Raja (king), skilled in administration and RISHI (ideal human being with divine qualities) who can manage himself. They should be the source of creative ideas. They should be conscious and aware of the desires, needs and problems of their society. They should have the ability to evaluate the events and people not only from material point of view but also from psychological and spiritual point of view. They must have the ability to harness all the potentialities of their employees both for individual and organizational growth. They must know the art of self-discipline, Self-management and control. They must have broader vision of life. They must have sense of service and sense of sacrifice for others. Thus Vedantic view of human enterprise is based on the concepts like YAJNA spirit, (sacrificing

individual desire in favour of large benefit to others).

It is true that study of our scriptures (UPANISHADS) requires subtle intellect and true understanding of the ultimate goal of the life of human beings. This is beyond the reach of common men with average intellect. But GITA is in the home of almost every Indian and it is the essence of all the Upanishads where Lord Krishna has repeatedly explained the vedic concepts and removed all the doubts and confusion from Arjuna's mind. Problems faced by Arjuna and problems faced by us are different but the nature of the problems are same. Hence GITA can guide us in finding the true solutions to our problems-on the job or off the job too.

Objective of the study

- To know the perception of various employees working in the private sectors towards effectiveness of VEDANTA practices.
- To understand the various factors that affects these practices.

Limitations of the study

- The period of study is limited to 4 months i.e September 2013 to December 2013.
- The study is restricted to Capital region of Odisha only.
- The sample size is limited to 142,(only followers of VEDANTA philosophy) it may not represent the general view

Research Methodology

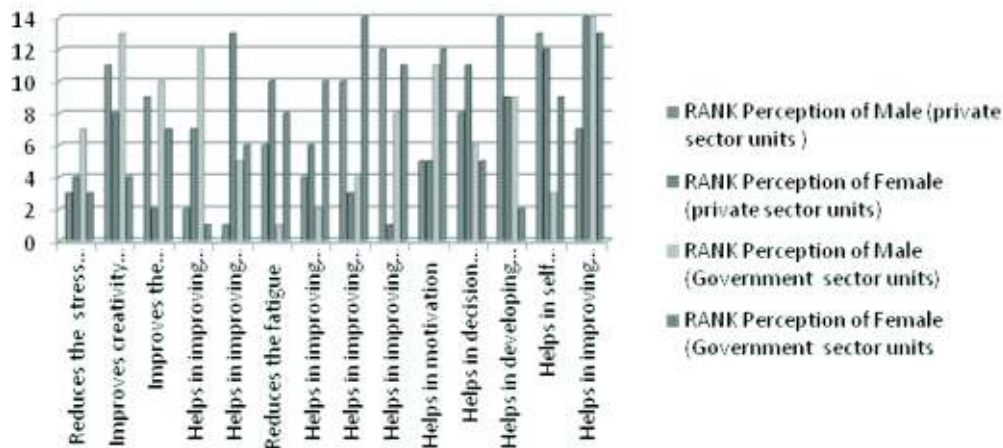
The present study is based on primary data and to some extent secondary source. For the purpose of the study 14 variables are identified after making a pilot study. Overall 514 questionnaires were distributed in private and government sector corporate units, of which 278 responses were received. However, keeping the objective of the study only 142 responses were included, those who are the followers of VEDANTA. These include 79 from private sector employees and 63 from government sector employees. The private sector respondents include 41 male and 38 female. Similarly in case of government sector 27 female employees and rest are male. For collecting data structured questionnaires were used with close end options. Likert Scale (five point) from strongly agree to strongly disagree used. The sampling units are various corporate operating around capital region of Odisha and data collected from 23 private and 19 government sectors operating in Odisha. However for the purpose of confidentiality the names of the organization are not mentioned. The data gathered analyzed by using mean score and rank method.

Findings of the study

The perception of respondents shows that all the participants believe that VEDANTA is having important role in management practices. As respondents are having different expectations and are from different demographic background the perceptions are also bound to differ. In the table it shows that even though the participants substantially agree to the various attributes, however provides different ranks for the various attributes. It is found that for the variable Vedanta reduces the stress and anxiety, the highest rank provided by two categories i.e., MP (male private sector) and FG (female government sector) by giving 3rd position. For the variable Vedanta improves creativity and energy ranked 4th by the FG group. Similarly for Vedanta improves the personal expectations and happiness is ranked 2nd by the FP (female private sector) category. In case of Vedanta helps in improving relationship with fellow employees, ranked 1st by the FG and for Vedanta helps in productivity of the employee is ranked 1st by the MP group. In case of Vedanta reduces fatigue is ranked 1st by the MG (male government sector) group and Vedanta helps in improving intelligence and creativity ranked 2nd by the MG group. For the variable Vedanta helps in improving moral development 3rd rank is provided by the FP(female private sector), similarly for the responding Vedanta helps in improving ability to focus, 1st rank provided by the FP group. On the same line other ranks are also reflected in the perception respondents table.

Perception of the respondents (Source: Annexure-1, 2, 3 & 4)

S. No	Attributes	RANK			
		Male (Private sector)-MP	Female (Private sector)-FP	Male (Government sector)-MG	Female (Government sector)-FG
1	Reduces the stress and anxiety	3	4	7	3
2	Improves creativity and energy	11	8	13	4
3	Improves the personal expectations and happiness	9	2	10	7
4	Helps in improving relationship with fellow employees	2	7	12	1
5	Helps in improving productivity	1	13	5	6
6	Reduces the fatigue	6	10	1	8
7	Helps in improving intelligence and creativity	4	6	2	10
8	Helps in improving moral development	10	3	4	14
9	Helps in improving ability to focus	12	1	8	11
10	Helps in motivation	5	5	11	12
11	Helps in decision making	8	11	6	5
12	Helps in developing appropriate work culture	14	9	9	2
13	Helps in self management	13	12	3	9
14	Helps in improving job satisfaction	7	14	14	13



Concluding Note

The science of management evolved in the early part of this century, primarily based on social science, politics, economics, psychology, mathematics, statistics etc. with reference to industrial and business sector. It followed the compulsion of market economy with an eye on profit maximization. But now the concept of management has changed. It has become a profession and can be applied to each and every sector. New concepts are emerging every other day and management is becoming a challengeable task. Apart from this every one of us is a manager. One may or may not be connected with an industry or business one has to at least manage people around, one has to manage one's family, and one has to manage one's life. Thus management has now become an integral part of human life. There are two aspects of management. One managing an organization and /or people around and the second to manage oneself. As far as the former is concerned, western management thought has done a commendable job, but ignored the other aspect completely. In fact, one can manage others and /or an organization effectively only when one manages oneself effectively. If within - say, one's own mind, one's feeling etc. is not handled properly, the world outside will become a tough place to handle. One cannot circumvent one's own mind and its problems if one is unable to manage oneself properly. Generally people react towards all the things, favourably or unfavorably. A reaction takes place unconsciously like anger which is a manifestation of an emotion. This anger might disappear within no time but the mood of being dispirited lingers on. So spiritualism helps to resurrect the situation and provides a feel good factor. One has to manage one's reactions as it shows one's maturity. If one cannot manage the reaction then managing the outside world is bound to become problematic. The art of managing oneself is called is YOGA-SHASTRA in GITA.

It was also found that management system and techniques, quantitative tools, information technology etc. are same all over the world. But in the areas such as management of men, organizational effectiveness, motivation and leadership qualities etc, the cultural and spiritual heritage of the land plays a vital role. Further unlike other cultures, in India we have well defined spiritual culture with definite goal and a specific spiritual pursuit to follow in this life. Even today an Indian is knowingly or unknowingly spiritual in all his approach and endeavors. Thus it becomes necessary to understand Indian Spirituality, i.e. to understand VEDANTA for effective management.

References

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Experience of Immorality by Ramesh S. Balsekhar

Yoga Vedantic Sutras- Swami Venkateshananda

Annexure-1: Perceptions of male employees working in Private sectors (41)

S. No	Attributes	SAG	AG	N	DA	SDA	Total Score	Mean Score	Rank
		2	1	0	-1	-2			
1	Reduces the stress and anxiety	23	9	5	2	2	49	1.20	3
2	Improves creativity and energy	24	5	7	2	3	45	1.02	11
3	Improves the personal expectations and happiness	22	8	4	5	2	43	1.04	9
4	Helps in improving relationship with fellow employees	28	5	3	3	2	54	1.32	2
5	Helps in improving productivity	27	6	4	4	0	56	1.37	1
6	Reduces the fatigue	26	5	3	3	4	46	1.12	6
7	Helps in improving intelligence and creativity	28	4	2	3	4	49	1.19	4
8	Helps in improving moral development	21	9	4	5	2	42	1.03	10
9	Helps in improving ability to focus	20	10	3	6	2	40	0.98	12
10	Helps in motivation	19	15	2	4	1	47	1.15	5
11	Helps in decision making	22	8	4	5	2	43	1.05	8
12	Helps in developing appropriate work culture	21	6	5	7	2	37	0.90	14
13	Helps in self management	22	7	2	7	3	38	0.93	13
14	Helps in improving job satisfaction	24	6	4	4	3	44	1.07	7

Source: Compiled from field survey

Annexure-2: Perceptions of female employees working in private sectors (38)

S. No	Attributes	SAG	AG	N	DAG	SDAG	Total Score	Mean Score	Rank
		2	1	0	-1	-2			
1	Reduces the stress and anxiety	22	6	5	2	3	42	1.11	4
2	Improves creativity and energy	21	5	3	6	3	35	0.92	8
3	Improves the personal expectations and happiness	24	6	2	4	2	46	1.21	2
4	Helps in improving relationship with fellow employees	23	5	2	2	6	37	0.97	7
5	Helps in improving productivity	19	5	3	7	4	28	0.74	13
6	Reduces the fatigue	20	6	3	4	5	32	0.84	10
7	Helps in improving intelligence and creativity	23	3	3	7	2	38	1.00	6
8	Helps in improving moral development	25	4	2	5	2	45	1.18	3
9	Helps in improving ability to focus	27	3	2	4	2	49	1.29	1
10	Helps in motivation	23	5	1	6	3	39	1.03	5
11	Helps in decision making	20	4	4	6	4	30	0.79	11
12	Helps in developing appropriate work culture	19	6	4	5	4	31	0.82	9
13	Helps in self management	20	5	2	6	5	29	0.76	12
14	Helps in improving job satisfaction	18	2	6	7	5	21	0.55	14

Source: Compiled from field survey

Annexure -3: Perceptions of male employees working in Government sectors (36)

S. No	Attributes	SAG	AG	N	DAG	SDAG	Total Score	Mean Score	Rank
		2	1	0	-1	-2			
1	Reduces the stress and anxiety	22	5	3	2	4	39	1.08	7
2	Improves creativity and energy	20	4	3	5	4	31	0.86	13
3	Improves the personal expectations and happiness	19	4	7	5	1	35	0.97	10
4	Helps in improving relationship with fellow employees	17	8	4	4	3	32	0.89	12
5	Helps in improving productivity	22	5	3	2	2	43	1.19	5
6	Reduces the fatigue	26	3	3	3	1	50	1.39	1
7	Helps in improving intelligence and creativity	27	2	1	2	4	46	1.28	2
8	Helps in improving moral development	23	5	4	1	3	44	1.22	4
9	Helps in improving ability to focus	18	10	2	4	2	38	1.06	8
10	Helps in motivation	19	6	2	7	2	33	0.92	11
11	Helps in decision making	23	4	3	3	3	41	1.14	6
12	Helps in developing appropriate work culture	24	1	2	5	4	36	1.00	9
13	Helps in self management	25	3	2	4	2	45	1.25	3
14	Helps in improving job satisfaction	20	4	2	6	4	30	0.83	14

Annexure -4: Perceptions of female employees working in Government sectors (27)

S. No	Attributes	SAG	AG	N	DAG	SDAG	Total Score	Mean Score	Rank
		2	1	0	-1	-2			
1	Reduces the stress and anxiety	18	5	2	1	1	38	1.41	3
2	Improves creativity and energy	19	2	3	2	1	36	1.33	4
3	Improves the personal expectations and happiness	17	2	4	2	2	30	1.11	7
4	Helps in improving relationship with fellow employees	21	4	2	0	0	46	1.70	1
5	Helps in improving productivity	17	2	6	0	2	32	1.19	6
6	Reduces the fatigue	16	4	2	3	2	29	1.07	8
7	Helps in improving intelligence and creativity	15	2	3	4	3	22	0.81	10
8	Helps in improving moral development	14	2	1	5	5	15	0.55	14
9	Helps in improving ability to focus	13	8	2	2	2	22	0.80	11
10	Helps in motivation	16	2	2	3	4	23	0.85	12
11	Helps in decision making	19	2	2	3	1	35	1.30	5
12	Helps in developing appropriate work culture	20	1	4	2	0	39	1.44	2
13	Helps in self management	17	2	1	5	2	27	1.00	9
14	Helps in improving job satisfaction	14	3	3	3	4	20	0.74	13

Source: Compiled from field survey