



LEADERSHIP LESSONS FOR PROFESSIONALS FROM - THE BHAGWAD GEETA

DR. PAYAL DUBEY

Assistant Professor, Amity University, Chhattisgarh.

Email: pdubey@rpr.amity.edu

DR. SURESH KUMAR PATTANAYAK

Associate Professor, Amity University, Chhattisgarh.

Email: skpattanayak@rpr.amity.edu

Abstract:

Introduction: One spiritual text that encourages spiritual production and efficiency in fostering economic prosperity is the Bhagawad Geeta. It covers Western management concepts like vision, leadership, motivation, work excellence, and decision-making, and it was influenced by Dr. Radhakrishnan and Mahatma Gandhi. The Gita offers crucial insights for enterprises in operations and resource management, making it comparable to studying man and life itself. It offers a framework for commitment, work culture, time management, motivation, resource use, and effectiveness in India's quickly expanding IT sector.

Research Methodology: Using secondary data from a variety of sources, such as websites, electronic publications, journals, television shows, and movies, as well as a thorough analysis of previous works, this study attempts to provide a thorough understanding of the subject matter and its implications for future research, determining the results through the method of analysis applied to the collected data. This research investigates the Bhagwad Gita in order to understand its philosophy and leadership direction.

Findings: The Bhagwat Gita teaches professionals the following leadership skills: reviewer, best use of resources, dedication, motivation, ethical work environment,



positive mental and outlook, visionary, decision-making, goal clarity, emotional stability, sacrificing nature, courageous, devotion, unbiased, anger management, dynamism, controlling, spirituality, compassion, sense of responsibility, and approachability.

Conclusion: This timeless text encourages spiritual efficiency and productivity in driving economic success. It covers modern Western management concepts like vision, leadership, motivation, excellence in work, and decision-making. The Bhagwad Gita has inspired leaders like Mahatma Gandhi and Dr. Radhakrishnan, and yoga, a holistic approach with karma as its central principle, has become a valuable resource for various sectors of the economy. Professionals can learn valuable leadership lessons from the Gita, including resource utilization, commitment, motivation, ethical work environment, positive outlook, visionary decision-making, goal clarity, emotional stability, and more.

Key Words: *The Bhagwad Geeta, Leadership Lessons, Professionals, India.*

Introduction:

Ancient Indian writings like the Ramayana and the Bhagavad Gita offer insight into contemporary business issues. While the Bhagavad Gita concentrates on Visada Yoga and Moksha Opadesa Yoga, the Ramayana addresses ethics, government, culture, technology, and other topics. Both works instruct employees in self-control, moral decision-making, and fostering a spiritual workplace. The Ramayana encourages self-regulation and ethical judgment in hostile environments, while the Bhagavad Gita teaches spiritual lessons and helps managers create a spiritual environment (**Gupta and Soni, 2022**).

Effective communication, tactical approach, dependability, humility, problem-solving, adaptability, courage, dynamism, leadership, strength, listening skills, determination, and hard effort are among the thirteen management and leadership lessons that the researchers highlight for professionals. To become a great leader or a decent person, you must learn these lessons (**Kaushal et al. 2022**).

Visionary, good listening, focus, future orientation, talk less, effective communication, sacrifice, the Four Sutras (Equity, Compensation, Rules, Division), loyalty, willpower,



decision-making, humility, confidence, relationship building, competence, problem-solving, situation-handling, and fruitful outputs are among the important management lessons for professionals that were identified by the study "Management Lessons from Lord Ganesha" (**Kaushal et al. 2022**).

The teachings of Lord Krishna encourage situational morality and well-being, making management an essential discipline in today's environment. His holy concepts and techniques are crucial for success and give management professionals the self-assurance they need to face difficult circumstances. Future generations' safety and well-being as well as the development of new ideals are fostered by Krishna's sane and enlightening leadership, which guarantees victory in major conflicts. His problem-solving techniques and ability to overcome obstacles in the Mahabharata and Gita are important managerial lessons in the modern business world (**Yadav, 2022**).

The BG highlights the significance of personality traits, values, and character. A good leader will operate without self-interest, foster 'Sattvic' principles, and use their position of authority wisely. Knowing oneself, practicing renunciation, acting boldly and honorably, embracing issues with an open mind, and upholding moral righteousness are the five most crucial lessons in leadership BG (**Harshavardhana and Srinivas, 2021**).

The Bhagavad Gita is a spiritual text that emphasizes action, devotion, and knowledge in leadership. It is regarded as India's "book of answers" to the challenges of human civilization. Lord Krishna emphasizes that everything happens for a good reason and will ultimately benefit. Arjun, a powerful warrior, suffers from depression and is reluctant to participate in the Mahabharata because he fears harm to his family and society. According to **Gupta and Jain (2021)**, teaching the Bhagavad Gita in educational institutions can help students become better citizens and manage their livelihoods.

Studying the Gita can help develop a well-rounded character, promoting honesty, sincerity, and virtues for mental serenity. This article suggests making the study of the Gita mandatory for secondary school students in order to form meaningful lives and mature into well-guided young adults. Ancient Indian wisdom, especially the Gita, can help manage negative emotions and promote global peace. It is imperative to combine traditional Indian spirituality with modern education (**Bishnoi, 2020**).



The ancient Indian literature known as the Bhagavad Gita serves as a manual for inner peace and self-awareness, motivating figures such as Dr. Radhakrishnan and Mahatma Gandhi. This study examines its effects on modern human society, namely on the 'Y' and 'Z' generations, as well as how it advances particular management philosophies. Every human has boundless potential and the ability to connect with God, according to the Gita. In today's competitive environment, organizations should prioritize professional growth through high-quality training and development opportunities, and the government should devote adequate funds for human resource enhancement (**Mukherjee, 2017**).

The study examines the relationship between management and spirituality, focusing on Lord Krishna's teachings in The Bhagavad Gita, with the goal of encouraging global managers and leaders to understand the core of Krishna's teachings and underpin spirituality in various fields. The article synthesizes ancient knowledge with modern management theories, offering a fresh perspective for rethinking and rationalizing practices while remaining true to their origins and being dynamic (**Dhingra and Jain, 2018**).

Peter Drucker's Management By Objectives (MBO) emphasizes collaboration between superiors and subordinates to establish shared objectives, define individual responsibilities, and evaluate member contributions. MBO aims to maximize achievement levels and produce results. A timeless framework, the Bhagwat Gita emphasizes subjective returns and personal benefits, with "own dharma" referring to unique egotistical acts for common welfare and Loksamgraha as the ultimate form of Sva-dharma (**Yadav, 2019**).

The Bhagavad Gita offers a framework for creating a work culture, defining work effectiveness, acquiring time management skills, dedicating one's career, and producing drive. Maintaining inner serenity and preventing unfavorable consequences in IT management require high-quality training. In order to motivate his follower Arjuna, Lord Krishna penned the revered Shrimad Bhagavad Gita. It contains 700 verses and 18 chapters that cover a variety of topics for the achievement and development of the perfect learner. Studying sacred texts like the Bhagawad Geeta is a common application of hermeneutics, an interpretation-focused academic discipline.



Objectives:

The objectives are as follows:

- To understand the concept of The Geeta in general.
- To find out the leadership lessons from The Bhagvad Geeta.

Research Methodology: The secondary data used in this descriptive research study comes from a variety of offline and online sources, such as websites, e-books, journals, TV series, movies, and other pertinent media. All previously published works, including books, journals, dissertations, articles, research theses, and unpublished material, were subjected to a systematic review. To ascertain the findings of the study, the data was examined utilizing the analysis technique. The goal of the study is to present a thorough grasp of the subject and its implications for further investigation.

DATA INTERPRETATION AND DISCUSSION

- **Reviewer:** Some affluence has resulted from the efficiency-focused Western management paradigm, but the standard of living in society has not improved significantly. Reviewing management disciplines and giving employee development—rather than just financial gain—priority is crucial to addressing this. This strategy can assist management in becoming an important instrument for the advancement of society and the country.
- **Optimum Utilization of Limited Resources:** For management success, the Mahabharata War incident highlights the value of knowledge acquisition over quantitative statistics. As they prepared for the occasion, Arjuna and Duryodhana made choices based on Sri Krishna's army and wisdom. The episode highlights the necessity for key traits of a successful manager and the need for care when making decisions with limited resources.
- **Commitment:** The significance of distancing oneself from the results of activities performed during one's duty is emphasized in the Bhagavad Gita. It suggests working for one's own sake and producing greatness, as opposed to doing so only for the external gain of others. Due to mental excitement, performance may suffer if one just concentrates on possible benefits. Achieving "nishkama karma" is another suggestion made by the Gita to stop the ego from focusing on potential



gains or losses.

- **Motivation:** There has long been a debate about the idea that motivation depends on meeting lower-order requirements. Nevertheless, self-transcendence, which places a higher value on cooperation, harmony, trust, teamwork, and dignity, frequently helps people with lower-order demands reach higher degrees of self-actualization. Because the ego can ruin work, it is necessary to be detached from it. Rabindranath Tagore's idea of "disinterested work" places a strong emphasis on equipoise, commitment, and surrender.
- **Ethical Work Environment:** The ideas of "asuri sampat" (demonic work culture) and "daivi sampat" (divine work culture) are covered by Sri Krishna. Bravery, purity, self-control, sacrifice, directness, self-denial, calmness, and the absence of fault-finding are all valued in the Daivi workplace culture. Egotism, delusion, personal interests, subpar performance, and labor that is not service-oriented are characteristics of the Asuri work culture. Success requires an ethically guided work ethic.
- **Positive Outlook and Mental Level:** Good mental health, particularly in management, depends on maintaining a sound mental state. It entails striking a balance between social life and work, necessitating calm and constancy. Among the difficulties are egoism, avarice, and comparison anxiety. Fastness and competitiveness are given priority by succeeding companies, which erodes moral standards and encourages immoral behavior like tax fraud and unduly creative financial reporting. Overcoming these obstacles can result in a more optimistic view of life.
- **Visionary:** The importance of visionary leaders with missionary qualities, pragmatism, zeal, and the capacity to realize ideas is emphasized in the Bhagavad Gita. The impulsive and inspired desire to help others is the source of a great leader's energy and vitality. According to a quote from the Buddha, "I am the fortitude of those who have no personal desires or attachments."
- **Decision Making:** The law of cause and consequence, or karma, is a widely held belief throughout the world. It implies that there is a positive or negative reaction to every action we take. Our decisions might have either beneficial or negative effects. This idea, which emphasizes the significance of taking into account how



our actions affect other people, is especially pertinent for individuals in positions of authority.

- **Goal Clarity:** Karma, often known as the law of cause and consequence, is a widely accepted concept worldwide. It suggests that every action we take elicits either a positive or negative response. Either positive or negative outcomes could result from our choices. This concept, which highlights how important it is to consider how our actions impact other people, is particularly relevant for those in positions of leadership.
- **Emotional Stability:** In order to make the best decisions for himself, Krishna counsels Arjuna to emotionally distance himself from the results of his decisions. Since we do not always have total control over the outcomes of our actions, this is essential in the corporate world. The only thing left to do is to give it our all and trust that the rest will be taken care of by the universe.
- **Sacrificing Nature:** In the ancient Indian Gita, Arjuna must choose between fighting against his friends and family and being labeled a coward or not fighting at all. He chooses to take part in the fight despite his lack of optimism, even if it means making sacrifices. This choice is comparable to that of business executives, who, in any situation, must put long-term objectives ahead of immediate convenience.
- **Courageous:** Arjuna, a character in the Mahabharata, conquers his fear of battle to live up to his expectations. Chief executives must have the will to overcome similar obstacles. Although it's normal to be afraid of failing, it's crucial to act bravely and take chances. To accomplish their objectives and establish success standards, executives must show courage in the face of adversity. Executives may overcome challenges and succeed by behaving bravely and conquering their fears. This narrative serves as a reminder that, with the right obstacles and bravery, success is possible.
- **Devotion:** In the famous epic Bhagavad Gita, Arjuna's battle against pride comes to an end when he prostrates himself before Krishna. This poetry, which stresses committing to the supernatural and admitting the existence of a stronger force, can be helpful for those in positions of authority within organizations. Devotion to the supernatural enables us to acknowledge the supernatural intervention in our



lives as well as the divine's strength that surpasses human capacity. We can concentrate on doing our best work and overcoming the unfavorable effects of our actions when we have this emotional distance.

- **Unbiased:** Overcoming life's obstacles cultivates a mindset of triumph over obstacles and an equitable view of living and non-living objects. Depending on the circumstance, this viewpoint might result in either apathy or compassion. Regardless of the advantages or disadvantages for health, the end result is the same. Regardless of physical disparities, people may perceive that their souls are the same, which makes them either sympathetic or indifferent to the problem.
- **Anger Management:** Anger is a weakness that can result in bad choices and a narrow understanding of the situation. It is frequently motivated by rage, which drives people to act rashly and think they have no control over their situation. Anger increases the likelihood of irrational behavior, harmful behaviors, and difficulty achieving objectives, according to research. People who are angry are more likely to act impulsively because they have a lower inhibition threshold.
- **Dynamism:** Our responsibility for the past and the potential for the future frequently sets off feelings of guilt and fear. These emotions make it harder for us to remember previous goals and make it harder for us to be satisfied with the activities of our current lives. According to Lord Krishna, all past, present, and future events have occurred for the good of all parties. As a result, we must improve our ability to recall previous goals.
- **Controlling:** The Bhagavad Gita is a guide for individuals seeking a happy and fulfilling life. It emphasizes controlling desires and cravings, avoiding risky behaviors, and reducing spending for personal growth. The book also warns against capitulation and urges individuals to resist temptation to control their body and thoughts.
- **Spirituality:** The Bhagavad Gita is a religious text that emphasizes spiritual practices and meditation as the most effective method for achieving inner peace and Sadhana. It suggests that individuals preoccupied with wealth accumulation cannot meditate or focus on their inner self, leading to a lack of mental health and stability. Regular meditation is believed to be crucial for maintaining a person's mental state.



- **Compassion:** Effective leadership involves maintaining composure in challenging situations, allowing individuals to make logical judgments and keep their thoughts clear. An exceptional leader, like Krishna, possesses intellect and compassion, allowing others to trust and follow his actions. This approach helps children learn life lessons and fosters a sense of responsibility for leaders. Krishna's intellect and compassion make him an exceptional leader, demonstrating the importance of composure and structure in leadership.
- **Sense of Responsibility:** The Bhagavad Gita places a strong emphasis on people's moral duty to perform deeds of penance, make sacrifices, and donate money to worthy causes. This obligation stems from a sense of duty to the larger good and sticking to these routines makes goals more likely to be accomplished. We have a responsibility to improve the world, no matter how much we can.
- **Approachability:** Continuous information exchange is necessary, and people in positions of authority should be approachable to prevent coming across as distant. Since they require trustworthy companions that foster development and act as role models, reliability is essential while interacting with their constituency. Being in a state of readiness entails being prepared to assist people in establishing careers or enhancing their academic performance.

The Geeta also suggests attaining "nishkama karma" to stop the ego from focusing on potential gains or losses. Since self-transcendence prioritizes teamwork, dignity, cooperation, harmony, and trust, people with lower order demands frequently attain higher levels of self-actualization. This makes motivation another essential component of the Bhagavad Gita. Because the ego can ruin work, it is necessary to be detached from it. Sri Krishna discusses the ideas of "daivi sampat" (divine work culture) and "asuri sampat" (demonic work culture), which both emphasize the importance of an ethical workplace for success. Bravery, purity, self-control, sacrifice, directness, self-denial, calmness, and the absence of fault-finding are all valued in the Daivi workplace culture. Good mental health, particularly in management, which entails striking a balance between work and social life, depends on maintaining a healthy mental state.

FINDINGS:



The findings of the research are as follows:

- Reviewer
- Optimum Utilization of Limited Resources
- Commitment
- Motivation
- Ethical Work Environment
- Positive Outlook and Mental Level
- Visionary
- Decision Making
- Goal Clarity
- Emotional Stability
- Sacrificing Nature
- Courageous
- Devotion
- Unbiased
- Anger Management
- Dynamism
- Controlling
- Spirituality
- Compassion
- Sense of Responsibility
- Approachability

Conclusion:



A timeless framework for dealing with today's moral and ethical quandaries is provided by the Shrimad Bhagawad Geeta. Humanity can work toward a more peaceful and just world by incorporating its ideals into the fields of politics and government. The Geeta's emphasis on dharma, selflessness, and wisdom is a light for both individuals and leaders as we face today's issues.

Ultimately, it has been determined that the Bhagawad Geeta is a timeless text that highlights the need of spiritual production and efficiency in fostering economic prosperity. It encompasses modern Western management concepts such as planning, decision-making, vision, leadership, motivation, and quality in work, as well as achieving goals and giving work a meaning. Leaders like Mahatma Gandhi and Dr. Radhakrishnan were inspired by the Gita, which serves as a manual for inner peace and self-awareness.

Everyone should read the Gita since its teachings are fundamental to understanding humanity and life in general. The Bhagawad Geeta offers a framework for creating motivation, utilizing resources, learning time management techniques, dedicating oneself to one's work, fostering a work culture, and defining work effectiveness in India's quickly expanding IT sector. Maintaining inner serenity and preventing unfavorable consequences in IT management require high-quality training. Ancient Indian books like the Ramayana and Bhagavad Gita offer insight into contemporary business issues by teaching employees' self-control, moral discernment, and how to foster a spiritual work atmosphere.

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