

USEFULNESS OF LORD KRISHNA'S MOTIVATIONAL AND MANAGERIAL SKILLS FOR MODERN PROFESSIONAL MANAGEMENT WORLD

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Abstract:

In professional world, whether you are working for an organization or are doing your own business or even you are doing your household work, the most common thing is that you get depressed while doing your work. Depressed employees in any organization are a common sight. Depressed employees, unmotivated employees, dejected employees, hopeless employees, sullen looking employees are very harmful to any organization as they not only decrease the productivity but they also create an atmosphere in which other colleagues may also feel de-motivated and depressed. Similarly if someone run his/her own business and remain depressed while doing work, certainly he/she will not achieve that much in his/her business if he/she would have been highly motivated & energetic.

Now, De-motivation, Depression, Dejection, Desolation all these D-words relates to one's mind or relate to one's mental position. It's only the Mind that gets depressed, dejected. A professional may be physically fit with blood oozing in his/her nerves, but if he/she is not well with his/her Mind then that professional is certainly not going to perform to his/her full potential. Mental health is the key to success. If professionals are mentally supercharged then they can achieve any milestone in spite of having any physical inadequacy.

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Now, how to get out of this Depression, De-motivation & how to increase the productivity at work, it can be learnt through the great teachings of lord Krishna in "Bhagwat Gita".

This research paper makes an attempt to extract the motivational and managerial skills of lord Krishna through analyzing his teachings in Bhagwat Gita and an attempt is also made as to how it can be implemented even today and gives the mantra behind success.

Key words:

Management, Motivation, Skills, Mind, Bhagwat Gita.

Research Methodology:

Bhagwat Gita is considered one of the greatest sources of knowledge relating to different matters of life. the teachings of lord krishna and his management skills have been embraced by the world with open heart. The Bhagavad Gita simplifies the purpose of life by giving our souls a direction to follow and a path to tread. With this purpose, the author is trying to get management lessons for better understanding and practice. The doctrinal method of research is followed for writing this research paper and the data collected and interpreted for this research paper is of secondary nature.

Introduction:

Have you ever seen that when you are motivated in life, you are able to do everything in life by doing some simple efforts? When you are motivated in life, success follows you in life. But when our mind gets depressed, dejected, de-motivated, life seems impossible & we become unable to lead life enthusiastically and as a result we do not get success in life. In the same way, a management professional may be physically fit, but if he/she is not well with his/her mind then that management professional is certainly not going to perform to his/her full potential. Mental health is the key to success. If

management professionals are mentally supercharged then they can achieve any milestone, in spite of having any physical inadequacy. One can never succeed and be victorious in life if he feels himself, defeated at mind due to his Depression and De-motivation.

Now, how to get out of Depression, De-motivation & how to increase the productivity at work, is where the great teachings of "Bhagwat Gita" come into play. The Bhagavad Gita is a 700 verse Hindu scripture that advocates Lord Krishna's doctrine of doing one's duty without coveting any reward. It was written by Sri Ved Vyasa as a part of Mahabharata. The teachings contained in Bhagwat Gita, were given by Lord Sri Krishna to Arjuna on the battle field of Kurukshetra in the existing Haryana state of India in ancient times. Arjuna was involved in a battle against his enemies (some of them his own relatives too) but he refused to do his duty of fighting a righteous battle as he got infatuated and started thinking of his enemies as his own near & dear ones. He told Lord Sri Krishna that he is going away from the war & do not want to fight on the battle field. Arjuna's mental health became weak and he got deeply depressed. To overcome Arjuna's depression and in order to motivate him to fight a righteous war, Lord Krishna gave the great teachings of "Bhagwat Gita" to Arjuna. After listening to all these great teachings, Arjuna's mental health became well & he became motivated & energetic to fight the war. After so many years these teachings are still relevant in personal as well as professional world.

Management of imbalance of powers between Kauravas and Pandavas at the battlefield of Kurukshetra:

In the battle of Kurukshetra, Kauravas had 11 Akshouhini Army while Pandavas had 7 Akshouhini Army (1 Akshouhini = 21,870 chariots, 21,870 elephants, 65,610 horses and 109,350 foot-soldiers, in a ratio of 1:1:3:5).

Bhishma, Drona, Karna, Shalya, Kripacharya, Ashwatthama, Duryodhan fought for Kauravas and Arjuna, Bhima, Dhrshtadyumna, Abhimanyu, Ghatotkach, Shikhandi, Satyaki fought from the side of Pandavas. The battle Lasted in 18 Days out of which 10 Days battle was led by Bhisma, 3 Days by Drona, 1½ Days by Karna, ½ Day (No

General), 1 Day by Shalya and 1 Night by Ashwatthama from Kauravas' army. On 18th Night of the battle Ashwatthama slaughtered the Pandava camp in sleep.

Before That, Kauravas lost Bhishma, Drona, Karna and his sons, Shalya, Bhagadutta, Bhurisrava, Susharma, Jayadrath, Duhsasana and all of Duryodhana's brothers, Shakuni and Ulooka. On the other hand, Pandavas lost Drupad, Virat and his sons, Abhimanyu, Ghatotkach and Iravan in the battle of Krukshetra.

Now, one major question arises in our mind that even after so many imbalances of powers how did Pandavas manage to Win? Answer is very clear it became possible just because of lord Krishna's management skills. During and before the battle of Krukshetra, he continuously guide Pandavas and manage their deeds by numerous ways in order to win the battle such as he made Karna to donate his protecting kavach (body shield) and kundal (Ear's ornaments), Manage various divine powers to protect Pandavs' army which was not as strong as Kauravas' army. Beside this, he also motivated Pandavas to increase their strengths as a result of it, though in exile Pandavas turned their attention for improving over their weaknesses. Arjuna set out on a mission to acquire Divyastras. Bhima met his brother Hanuman and got a blessing of enhanced strength. Yudhisthira acquired teachings from the various wise rishis, and also learnt the Game of Dice from Gandharava Chtrasena, lest he was challenged to yet another dice game. It's said that he had become undefeatable in Dice.

These all strategies, motivational facilitation and management skills of lord Krishna are, timelessly, still very useful and relevant for modern managers. By learning through these developments of the battle of krukshetra, modern manager can understand the maximum utilization of the available limited resources in order to ensure required outcome.

Motivational skills of lord Krishna during the battle of Kurukshetra and its relevancy in present management world:

In the battle of Kurukshetra, Arjuna came into a de-motivated & dejected state of mind. In the beginning of the battle Arjuna refused to do his duty of fighting as he got infatuated & started thinking of his enemies as his own near & dear ones. His mind

became weak & highly de-motivated. He told Lord Sri Krishna that he wanted go away from the battle and do not want to fight on the battle field. Arjuna's mental health became weak and he got deeply depressed. The following verses of Bhagwat Gita show how he became de-motivated and refused to fight.

*"arjuna uvacha
drstvemam sva-janam krishna
yuyutsum samupasthitam
sidanti mama gatrani
mukham cha parisusyati"¹*

Which means **Arjuna said: Krishna, at the sight of these friends and relatives present before me in such a fighting spirit, my limbs give away, my body is quivering and my mouth is parched.**

*"na cha saknomy avasthatum
bhramativa cha me manah
nimittani cha pasyami
viparitani keshava"²*

Arjuna further said: O Krishna, "My mind is reeling & I am now unable able to stand here any longer. I see the omens also inauspicious; only causes of misfortune."

*"sanjaya uvacha
evam uktvarjunah sankhye
rathopastha upavisat
visrjya sa-saram chapam*

¹ Bhagwat Gita: Chapter One verse 28

² Bhagwat Gita: Chapter One verse 30

*soka-samvigna-manasah*³

Sanjaya said: Arjuna, having thus spoken on the battlefield, cast aside his bow and arrows and sat down on the chariot, his mind overwhelmed with grief.

*"sanjaya uvacha
evam uktva hrishikesham
gudakeshah parantapah
na yotsya iti govindam
uktva tusnim babhuva ha"*⁴

Sanjaya said: O King, having spoken thus to Sri Krishna, Arjuna, again said to Lord Krishna, "Hey Govinda, I shall not fight," and fell silent.

Now to overcome Arjuna's depression and to motivate him to fight a righteous war, Lord Krishna gave the great teachings of Bhagwat Gita to Arjuna. Through the following verses of Bhagwat Gita Lord Krishna motivated Arjuna to do his duty of fighting a just & righteous war and motivated his mind.

*"karmany evadhikaras te
ma phalesu kadachana
ma karma-phala-hetur bhur
ma te sango 'stv akarmani"*⁵

by these words **Lord Sri Krishna said: You have a right to perform your prescribed duty, but you are not entitled to the fruits of action. Never consider yourself the cause of the results of your activities, and never be attached to not doing your duty.**

³ Bhagwat Gita: Chapter One verse 46

⁴ Bhagwat Gita: Chapter Two verse 9

⁵ Bhagwat Gita: Chapter Two verse 47

*"yoga-sthah kuru karmani
sangam tyaktva dhananjaya
siddhy-asiddhyoh samo bhutva
samatvam yoga ucyate"⁶*

Lord Sri Krishna said: Perform your duty equi-poised, O Arjuna, abandoning all attachment to success or failure. Such equanimity is called yoga.

By these teachings of Lord Krishna, weakness of mind of Arjuna was gone & he became motivated. Later on, Arjuna acknowledges that his weakness of mind has gone and said that he is now motivated to do his duty of fighting a just and righteous war in the following verse of Bhagwat Gita.

*"arjuna uvacha
nasto mohah smritir labdha
tvat-prasadan mayacyuta
sthito 'smi gata-sandehah
karisye vachanam tava"⁷*

Arjuna said: O Lord Sri Krishna, my illusion is now gone. I have regained my memory by your grace. I am now firm and free from doubt and am prepared to act according to your instructions.

So it is seen above, how the defeated & de-motivated mind of Arjuna became good and motivated by the teachings of Bhagwat Gita. By doing this, Lord Krishna gave a message that any employee or employer cannot deliver results until and unless they know themselves, their true potential, skills or capabilities. A good manager must search deep into his/her consciousness to understand what his/her true worth is. If management professionals are broad minded and always open to learn new

⁶ Bhagwat Gita: Chapter Two verse 48

⁷ Bhagwat Gita: Chapter Eighteen verse 73

experiences, challenges and learning then nothing can stop them from achieving their goals or perfection in work. But if they close their minds, limit themselves or attach themselves to materialistic pleasures or people then they are giving a sorry excuse to avoid the work and retreat into a shell.⁸

Conclusion:

Lord Krishna, probably, is one of the best leaders of the world of all the time. He exhibited lots of managerial skills which are still relevant even in today's corporate world. For that matter, most of the leadership traits, management techniques, forecasting, planning, motivation, communication skills were already being implemented then in its own way. In fact, today's situational theory, traits theory of leadership was successfully practiced by Lord Krishna who used to play a tactical role under different situations of pressure, he was able to manage the issues and provide best solutions. He played a very crucial role and was able to manage the big, strong crowd against him with a small group he had. This shows how good he was in organizing and managing the human resources and thereby framing a right strategy.⁹ The art of waging a war, that too against his own cousins was not so easy for a great warrior like Arjuna, who executed it excellently under the leadership and guidance of Lord Krishna (just imagine what must be the degree of motivation Krishna must have imparted on Arjuna). The modern management professionals can also come out of the state of depression, demotivation & dejection by reading the teachings of Lord Krishna in Bhagwat Gita. These teachings can show them how to do their duty properly and how to lead an excellent professional life. So let's all follow and spread the great teachings of Bhagwat Gita as told by Lord Sri Krishna Himself to Arjuna. These teachings are as much relevant in fast day to day life of ours today as these were in ancient times.

⁸ Pillai, M. N. (2017). Lessons on Management from the Bhagavad Gita. *AADYA-Journal of Management and Technology (JMT)*, 7, 76-80.

⁹ Ram, H. S. G., & Narayanan, S. Learnings on Management from Indian Epics: An overview through the Mahabharatha.